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Notice of Disposal of Treasury Shares as Restricted Stock Compensation

The Board of Directors of Japan System Techniques Co., Ltd. (JAST) approved a resolution today to sell treasury shares as restricted stock compensation as follows.

1. Summary of Disposal of treasury shares

(1) Payment Date	March 26, 2027
(2) Type and number of shares	JAST common stock: 142,995 shares
(3) Price	1,902 yen per share
(4) Total proceeds	271,976,490 yen
(5) Allottees	Four executive officers employed under an employment contract of JAST: 2,000 shares 1,246 employees of JAST: 140,995 shares
(6) Other	JAST has submitted the Extraordinary Report regarding this Disposal of treasury shares in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reasons for the Disposal of treasury shares

Today, the Board of Directors of JAST resolved to grant restricted stock compensation covering the period from March 26, 2027 to June 11, 2032 to Four executive officers employed under an employment contract of JAST and 1,246 JAST employees who are scheduled to receive the allotment (collectively, the “Eligible Allottees”). The purpose of the allotment is to encourage the Eligible Allottees to become shareholders of JAST and to provide them with further incentive to contribute to the growth of corporate value. Under the resolution, JAST will grant the Eligible Allottees monetary compensation claims totaling 271,976,490 yen, and the Eligible Allottees will contribute all such monetary compensation claims to JAST as an investment in kind. In return, JAST will allot 142,995 shares of its common stock to the Eligible Allottees as specified restricted stock. The amount of the monetary compensation claim granted to each Eligible Allottee has been determined based on a comprehensive assessment of various factors, including the respective Eligible Allottee’s contribution to JAST. The dilution resulting from this Disposal of treasury shares will be 0.58% of the 24,836,920 shares issued and outstanding as of March 31, 2026, rounded to the second decimal place. As the level of dilution is minimal, JAST believes that the allotment is reasonable in light of the purpose of the compensation plan. The monetary compensation claims will be granted subject to each Eligible Allottee entering into a restricted stock allotment agreement with JAST (the “Allotment Agreement”), substantially containing the provisions described below, and satisfying certain other conditions. The restricted stock will be allotted only to Eligible Allottees who wish to receive the allotment. Accordingly, the allotment will not result in any reduction in the salaries of the Eligible Allottees.

3. Summary of the Allotment Agreement

(1) Restricted transfer period

March 26, 2027 to June 11, 2032

During the restricted transfer period specified above (the “Restricted Transfer Period”), the Eligible Allottees may not transfer, pledge, create a security interest over, make a gift during the holder’s lifetime or a bequest of, or otherwise dispose of, any restricted stock allotted to them (the “Allotted Shares”) to any third party (the “Transfer Restrictions”).

(2) Acquisition of restricted stock with no payment

If an Eligible Allottee ceases to hold any position as a director, executive officer or employee of JAST before the expiration of the Restricted Transfer Period, JAST will automatically acquire, without payment, the Allotted Shares held by the Eligible Allottee at the time of such departure, except where the Board of Directors determines that there is a justifiable reason for the departure, such as mandatory retirement.

Furthermore, if, upon expiration of the Restricted Transfer Period (the “Expiration Date”), there are any Allotted Shares for which the Transfer Restrictions have not been lifted pursuant to the conditions for lifting the Transfer Restrictions set forth in Section (3) below, JAST will automatically acquire such shares, without payment, immediately after the Expiration Date.

(3) Lifting of Transfer Restrictions

The Transfer Restrictions on all Allotted Shares held by an Eligible Allottee at the Expiration Date will be lifted as of that date, provided that the Eligible Allottee has continuously held a position as a director, executive officer or employee of JAST throughout the Restricted Transfer Period. However, if an Eligible Allottee ceases to serve as a director, executive officer or employee of JAST before the Restricted Transfer Period expires for a reason deemed justifiable by the Board of Directors, such as mandatory retirement, the Transfer Restrictions on all Allotted Shares held by the Eligible Allottee will be lifted immediately following such departure.

(4) Custody of restricted stock

The Eligible Allottees are required to establish an account at SMBC Nikko Securities Inc., using a method designated by JAST, for holding all Allotted Shares and to keep them in the account until the Transfer Restrictions are lifted.

(5) Measures in the event of a reorganization or similar action

If, during the Restricted Transfer Period, a proposal concerning a corporate reorganization or similar transaction is approved at the General Meeting of Shareholders of JAST, the Transfer Restrictions will be lifted by resolution of the Board of Directors. If shareholder approval is not required, approval by the Board of Directors will apply instead. Such transactions include a merger agreement under which JAST will become the disappearing company, or a share exchange agreement or share transfer plan under which JAST will become a wholly owned subsidiary. The Transfer Restrictions on all Allotted Shares held by the Eligible Allottees will be lifted immediately prior to the business day preceding the effective date of the relevant reorganization or similar transaction.

4. Basis of calculation and information about the price per share

To eliminate any arbitrariness in determining the disposal price of these treasury shares, the price is 1,902 yen, the closing price of JAST common stock on the Tokyo Stock Exchange on September 24, 2026, which is the business day prior to the Board of Directors resolution concerning the Disposal of treasury shares. JAST believes this is a reasonable price that is not significantly advantageous because the purchase price is the market price immediately prior to the Board of Directors resolution.