May 19, 2026

Company Name: Hakuto Co., Ltd.
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(Securities code: 7433, Prime Market)
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Notice Regarding the Disposal of Treasury Shares Through a Third-Party Allotment in Connection with the Introduction of the "Trust-Based Employee Stock Ownership Incentive Plan (E-Ship®)"

At a meeting of the Board of Directors held today, the Company resolved to dispose of treasury shares through a third-party allotment as set forth below (the "Treasury Share Disposal") and hereby provides notice thereof.

1. Overview of the Disposal

(1)	Disposal Date	August 19, 2026
(2)	Class and Number of Shares to Be Disposed of	165,900 shares of the Company's common stock
(3)	Disposal Price	4,520 yen per share
(4)	Total Disposal Amount	749,868,000yen
(5)	Proposed Allottee	Nomura Trust and Banking Co., Ltd. (Hakuto Employee Stock Ownership Plan Dedicated Trust Account)
(6)	Method of Disposal	By way of third-party allotment
(7)	Other	This disposal of the Company's treasury shares is subject to the effectiveness of the securities registration statement under the Financial Instruments and Exchange Act.

2. Purpose and Reasons for Disposal

At a meeting of the Board of Directors held today, the Company resolved to introduce the "Trust-type Employee Shareholding Incentive Plan (E-Ship®)" (the "Plan") for the purpose of providing incentives to enhance the Company's medium- to long-term corporate value. For an overview of the Plan, please refer to today's release, "Introduction of the "Trust-type Employee Shareholding Incentive Plan (E-Ship®)".

This disposal of treasury shares will be made to Nomura Trust and Banking Co., Ltd. (Hakuto Employee Shareholding Association Dedicated Trust Account), which will be established for the introduction of the Plan.

The number of shares to be disposed of is calculated by annualizing the Hakuto Employee Shareholding

Association’s (the “Association”) actual purchase results (the most recent regular monthly purchases, bonus purchases, and dividend reinvestment amounts) to determine the planned annual purchase amount, estimating the Association’s planned purchase amount over the trust term (approximately three years and five months), and dividing that amount by the disposal price.
Although this disposal of treasury shares will result in dilution, the shares will be transferred little by little each month from the Hakuto Employee Shareholding Association Dedicated Trust Account, the proposed allottee, to the Association. Accordingly, the impact of this disposal of treasury shares is expected to be limited, and the level of dilution is considered reasonable. The scale of dilution is as follows.

Total number of issued shares (as of March 31, 2026)	21,137,213	0.78%
Total number of voting rights (as of March 31, 2026)	187,184	0.89%

Overview of the trust agreement
Settlor： Company
Trustee： Nomura Trust and Banking Co., Ltd.
Beneficiary： Persons who meet the beneficiary eligibility requirements(These will come into existence after certain procedures are completed following the occurrence of a beneficial interest determination event.)
Trust administrator： Selected from our company’s employees
Trust agreement date： May 19,2026
Trust term： May 19,2026－March 28,2029
Purpose of the trust： Stable and continuous supply of shares to the Employee Shareholding Association, and delivery of trust assets to persons who meet the beneficiary eligibility requirements.
Exercise of voting rights：The trustee shall exercise the voting rights attached to the Company’s shares in accordance with the directions of the trust administrator.

３．Basis for calculating the disposal amount and its specific details.
This disposal of treasury shares is intended to introduce the Plan, an employee share ownership scheme. To eliminate arbitrariness, the disposal price is set at 4,520yen, being the closing price of the Company’s common shares on the Tokyo Stock Exchange Prime Market on May 18, 2026 (the business day immediately preceding the date of the Board resolution). This represents the market price immediately prior to the Board resolution date and is considered reasonable and not a particularly favorable price.
The deviation rate of this disposal price from the average closing price of the Company’s common shares on the Tokyo Stock Exchange Prime Market (rounded to the nearest third decimal place) is as follows.

Period	Closing price average (rounded down to less than one yen)	Deviation rate
One month (April 20, 2026 － May 18, 2026)	4,274yen	5.76%
Three months (February 19, 2026 － May 18, 2026)	4,269yen	5.88%
Six months (November 19, 2025 － May 18, 2026)	4,126yen	9.55%

The Company's Audit and Supervisory Committee (comprising three outside directors) has expressed the opinion that, in light of the fact that the disposal of treasury shares is intended to introduce the Plan and that the disposal price is the closing price of the Company's common shares on the Tokyo Stock Exchange Prime Market on the business day immediately preceding the date of the Board resolution, the disposal price does not constitute a particularly favorable price for the proposed allottee and is lawful.

４．Matters concerning procedures under the Corporate Code of Conduct

This disposal of treasury shares does not require obtaining an opinion from an independent third party or undertaking shareholder intention confirmation procedures as set forth in Article 432 of the Tokyo Stock Exchange's Securities Listing Regulations, because ① the dilution ratio is less than 25%, and ② it does not involve a change in the controlling shareholder.