

February 12, 2026

Company name: Toagosei Co., Ltd.

Code number : 4045

Representative : Hidenori Kobuchi, President, COO and
Representative Director

Contact : Shingo Tsutsumi, General Manager
Corporate Communication Dept.

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Notice Concerning Determination of Matters Regarding Share Disposal for Employee Stock Compensation Plan

Toagosei Co., Ltd. (the “Company”) hereby announces that it resolved at the meeting of its Board of Directors held today to continue the stock compensation plan for its employees (the “Employees”) introduced on April 18, 2023 (the “Plan”; the trust established to introduce the Plan is hereinafter the “Trust”), and that it decided to make an additional monetary contribution to the Trust for the trustee of the Trust to additionally acquire shares of the Company as follows.

Please refer to the [“Toagosei Co., Ltd. Announces Introduction of Employee Stock Compensation Plan”](#) dated March 30, 2023, for an overview of the Plan.

1. Overview of the Trust

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| (1) Name | Employee Share Granting Trust |
| (2) Settlor | Toagosei Co., Ltd. |
| (3) Trustee | Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.) |
| (4) Beneficiaries | Employees satisfying the beneficiary requirements |
| (5) Trust administrator | Third party independent from the Company and its officers |
| (6) Exercising of voting rights | The trustee will exercise voting rights throughout the period of the Trust based on instructions from the trust administrator |
| (7) Type of trust | Pecuniary trust other than monetary trust (third-party trust) |
| (8) Trust contract date | April 18, 2023 |
| (9) Date of additional monetary contribution | March 3, 2026 |
| (10) Trust termination date (after continuation) | March 31, 2029 (planned) |

2. Overview of the Acquisition of the Company's Shares by the Trustee of the Trust

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|-----|---------------------------------------|--|
| (1) | Type of shares to be acquired | Common stock |
| (2) | Total amount of share acquisition | 371,844,000 yen |
| (3) | Total number of shares to be acquired | 198,000 shares |
| (4) | Method of share acquisition | Transfer of treasury shares to the trust |
| (5) | Share acquisition date | March 3, 2026 |