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For immediate release

Company name: Kojima Co., Ltd.
Representative: Yuji Nakazawa
Representative Director and President
Securities code: (Tokyo Stock Exchange, Prime Market: 7513)
Inquiries: Tadashi Arakawa
Representative Senior Managing Director,
General Manager of Corporate Planning Division
TEL: +81-(0)3-6907-3114

Notice Concerning Determination of Issuance Details of Stock-Compensation-Type Share Options to Executive Officers and Employees

Kojima Co., Ltd. (the “Company”) hereby announces, with respect to the stock-compensation-type share options (share acquisition rights) to be allotted to executive officers and employees of the Company, as resolved at the Board of Directors’ meeting held on November 17, 2025, that the previously undetermined items were finalized today as outlined below.

1. Total number of share acquisition rights
356 rights
2. Recipients of allotment of share acquisition rights, number of recipients, and number of share acquisition rights to be allotted
Executive officers and employees of the Company (at the managerial level or above): 54 persons, 356 rights
3. Amount to be paid in for share acquisition rights
114,900 yen per share acquisition right (1,149 yen per share)
The above amount represents the fair value calculated according to the Black-Scholes model on the date of allotment of the share acquisition rights. In lieu of making the payment of the amount to be paid in, the allottees of the share acquisition rights shall offset the amount to be paid in with their compensation claims against the Company.
4. Class and number of shares underlying the share acquisition rights
Common shares of the company: 35,600 shares

(Reference)

- (1) Introduction of a performance-based incentive system: November 14, 2018
- (2) Date of the Board of Directors’ resolution determining the issuance terms: November 17, 2025
- (3) Date of allotment: December 2, 2025