

February 10, 2026

Address:	1-4-23 Habu-cho, Kishiwada-shi, Osaka
Company Name:	Fuji Jutaku Co., Ltd.
Name of Representative:	Nobutsuna Miyawaki, President and Representative Director (Securities code: 8860, Tokyo Stock Exchange Prime Market)
Inquiries:	Yasuhisa Noguchi, Managing Operating Officer, General Manager of Investor Relations Office (Telephone: +81-72-437-9010)

Announcement regarding additional contributions to the stock compensation trust system for officers and employees and the disposal of treasury shares through a third-party allocation

At a meeting of the Board of Directors held today, the Company resolved to make an additional monetary contribution to the trust in connection with the stock compensation trust system for officers and the stock compensation trust system for employees, which have been in place since the fiscal year ended March 2020, and to have the trust acquire additional shares of the Company through the disposal of treasury shares by way of a third-party allotment. Accordingly, we hereby announce the details as set forth below.

For the purposes of this press release, "the trust" refers to the trust already established under the stock compensation trust system for officers and the stock compensation trust system for employees. In addition, hereafter, the stock compensation trust system for officers and the stock compensation trust system for employees shall be collectively referred to as "the system." Moreover, the additional monetary contribution to the trust shall be referred to as "the additional trust", the disposal of treasury shares by way of a third-party allotment shall be referred to as "the disposal of treasury shares," and the date of the Board of Directors' resolution relating to the disposal of treasury shares shall be referred to as "the board resolution date."

For an overview of the system, please refer to the following press releases: the "Notice Regarding the Introduction of a New Incentive Plan for Employees and Officers" announced on May 8, 2020; the "Notice Regarding Partial Revisions to the Stock Compensation System for Officers and Employees" announced on May 11, 2021; and the "Notice Regarding Partial Revisions to and Continuation of the Stock Compensation System for Officers" announced on May 2, 2025.

Details

1. Overview of Additional Trust

Name	Stock Compensation Trust for Officers	Stock Compensation Trust for Employees
① Type of shares to be acquired	Our common stock	
② Amount to be contributed in additional trust as funds for acquiring shares	32,580,000yen	276,120,000yen
③ Additional trust date	26 February 2026	
④ Total number of additional shares to be acquired	40,000 Shares	360,000 Shares
⑤ Method of acquiring shares	Acquisition through third-party allocation of our treasury stock	
⑥ Scheduled acquisition date	26 February 2026	

(Note) The trust will use the money related to this additional trust and the funds belonging to the trust assets (100,000 yen for stock compensation trust for officers, 18,000,000 yen for stock compensation trust for employees) as resources to additionally acquire our company's shares.

2. Regarding the Disposal of Treasury Shares

(1) Overview of Disposal

① Disposal date	26 February 2026
② Type and number of shares to be disposed	400,000 shares of our common stock (including 40,000 shares for stock compensation trust for officers and 360,000 shares for stock compensation trust for employees)
③ Disposal price	817 yen per share
④ Total disposal amount	326,800,000 yen
⑤ Proposed allottee	Custody Bank of Japan, Ltd. (Trust Account)
⑥ Other	The disposal of treasury shares is conditional upon the effectiveness of filings under the Financial Instruments and Exchange Act.

(2) Purpose and Reason for the Disposal

In order to continue the system, the Company has decided to make the additional trust by making an additional monetary contribution to acquire the total number of shares scheduled to be granted, which has been calculated based on the number of shares to be granted pursuant to the Stock Compensation Rules for Officers and the Stock Compensation Rules for Employees, as well as the expected number of eligible recipients.

In addition, the Company has acquired treasury shares in the past with the aim of implementing flexible capital policies and improving capital efficiency. In order to make effective use of such treasury shares, the Company has decided to allocate them to the trust. The number of shares to be disposed of corresponds to the total number of shares scheduled to be granted, which has been calculated based on the number of shares to be granted pursuant to the Stock Compensation Rules for Officers and the Stock Compensation Rules for Employees, as well as the expected number of eligible recipients. This represents 1.09% of the total number of issued shares as of March 31, 2025 (rounded to the nearest third decimal place), and 1.1% of the total number of voting rights outstanding as of March 31, 2025 (364,101 voting rights). Furthermore, through the continuation of the system, directors and other officers, as well as employees, will be able to receive economic benefits from increases in the Company's share price. As a result, the system is expected to enhance their motivation to improve performance with greater awareness of the share price and to strengthen their sense of participation in management. The scale of dilution is considered to be reasonable, and its impact on the trading market is expected to be minimal.

(3) Basis for Calculation of the Payment Amount and Its Specific Details

In order to eliminate arbitrariness in determining the disposal price, the price for the disposal was set at 817 yen, which is the closing price of the Company's shares on the Tokyo Stock Exchange on February 9, 2026, the business day immediately preceding the board resolution date.

The deviation rate of such price from the average closing price for the most recent one-month period (from January 13, 2026 to February 9, 2026), being 816 yen (rounded down to the nearest yen), immediately preceding the board resolution date (February 9, 2026), is 0.12%; the deviation rate from the average closing price for the most recent three-month period (from November 10, 2025 to February 9, 2026), being 806 yen (rounded down to the nearest yen), is 1.37%; and the deviation rate from the average closing price for the most recent six-month period (from August 12, 2025 to February 9, 2026), being 804 yen (rounded down to the nearest yen), is 1.62%. All deviation rates have been rounded to the nearest third decimal place.

Based on the above considerations, the disposal price relating to the disposal of treasury shares is not deemed to be particularly favorable to the proposed allottee and is considered to be reasonable.

In addition, with respect to the above disposal price, all members of the Company's Board of Auditors (consisting of three members, including two outside auditors) have expressed the opinion that such disposal price does not constitute a disposal price that is particularly favorable to the proposed allottee..

(4) Matters Concerning Procedures under the Corporate Code of Conduct

With respect to the disposal of treasury shares, since (i) the dilution ratio is less than 25% and (ii) the transaction does not result in a change in control, the Company is not required to obtain an opinion from an independent third party or to conduct procedures to confirm the intention of shareholders, as stipulated in Article 432 of the Securities Listing Regulations of the Tokyo Stock Exchange.

The above

Note: This document has been translated by AI from a part of the Japanese original for reference purposes only.