

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

June 25, 2026

To Whom It May Concern

Company Name: RENAISSANCE, INCORPORATED  
 Misao Mochizuki,  
 Representative: Representative Director, President and  
 Corporate Officer  
 (TSE Code: 2378)

C o n t a c t : Yoshitsugu Anzawa,  
 Senior Managing Director,  
 Chief Financial Officer,  
 General Manager of Management Division  
 (Tel: 03-5600-7811)

### Notice Concerning Disposal of Treasury Stock as Restricted Stock Compensation

RENAISSANCE, INCORPORATED (hereinafter referred to as the “Company”) hereby announces that, at a meeting of its Board of Directors held on June 25, 2026, it resolved to dispose of treasury shares (Hereinafter referred to as the "Disposal of Treasury Shares" or "Disposal".) as follows.

#### Notice

##### 1 . Overview of disposal

(1) Date of disposal	July 22, 2026
(2) Type and number of shares to be disposed and number	29,646 shares of common stock of the Company
(3) Disposition value	992 yen per share
(4) Total amount of disposition	29,408,832 yen
(5) Recipients and number of shareholders and number of shares to be disposed	Directors (excluding Outside Directors) 4: 10,582 shares Executive Officers who do not concurrently serve as Directors 16: 19,064 shares

##### 2. Purpose and reason for disposal

At the Board of Directors meeting held on May 23, 2019, the Company resolved to introduce the Restricted Stock Compensation Plan (Hereinafter referred to as the "Plan".) as a new compensation plan

for Eligible Directors and Executive Officers who do not concurrently serve as Directors of the Company (hereinafter collectively referred to as the "Eligible Directors, etc."), with the aim of providing medium- to long-term incentives to the Company's Directors excluding Outside Directors (Hereinafter referred to as "Eligible Directors".) and of sharing shareholder value. Also, at the 37 Ordinary General Meeting of Shareholders held on June 26, 2019, approval was granted to pay monetary compensation claims of up to 100 million yen per annum to Eligible Directors under the Plan as monetary compensation (Hereinafter referred to as "Restricted Stock Compensation".) to be used as equity investment in the acquisition of Restricted Stock, and to set a transfer restriction period for Restricted Stock for a period from 3 to 5 years as determined by the Board of Directors of the Company.

An Overview of the Plan is as follows.

[Overview of the plan, etc.]

The Eligible Directors will pay all of the monetary compensation claims provided by the Company under the Plan as property contributed in kind, and will be issued or disposed of common shares of the Company. In addition, the total number of common shares to be issued or disposed of by the Company to the Eligible Directors under the Plan shall not exceed 80,000 shares per year, and the amount to be paid per 1 share shall be determined by the Board of Directors, based on the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of each resolution of the Board of Directors (If a transaction has not been completed on the same day, the closing price on the preceding most recent trading day), within an amount that is not particularly favorable to the Eligible Directors who subscribe for such common shares.

In addition, for the issuance or disposition of the Company's common shares under the Plan, a Restricted Share Allotment Agreement shall be executed between the Company and the Eligible Directors, and its terms and conditions shall include (1) Eligible Directors, etc. shall not transfer, mortgage, or otherwise dispose of the Company's common shares allotted under the Restricted Share Allotment Agreement for a certain period of time, and (2) the Company shall acquire such common shares without consideration if certain events occur.

This time, taking into consideration the purpose of the Plan, business conditions in the Company, the scope of responsibilities of each Eligible Director, etc. and various circumstances, we have decided to grant a total of 29,408,832 yen in monetary compensation claims (Hereinafter referred to as the "Monetary Compensation Claims".) and 29,646 shares of our common shares. In addition, in order to enhance the incentive effect, we have set the transfer restriction period at 3 years.

For the Disposal of Treasury Shares, all of the Monetary Compensation Claims to the Company will be paid by 20 Eligible Directors, etc. who are to be allotted under the Plan as property contributed in kind, and the Company's common shares (Hereinafter referred to as the "Allotted Shares".) will be disposed of. An Overview of the Restricted Share Allotment Agreement (Hereinafter referred to as the "Allotment Agreement".) to be concluded between the Company and the Eligible Directors, etc. for the Disposal of Treasury Shares is as follows. is shown in.

### 3. Overview of the allotment agreement

#### (1) Transfer Restriction Period

From July 22, 2026 to July 21, 2029

#### (2) Conditions for Releasing the Transfer Restriction

The transfer restriction will be lifted for all of the Allotted Shares at the expiration of the Transfer

Restriction Period on the condition that the Eligible Directors, etc. remain in any of the positions of director, executive officer, executive officer not concurrently serving as director, auditor, employee, advisor, advisor, or any other position equivalent thereto of the Company or the Company's subsidiaries during the Transfer Restriction Period.

(3) Treatment of Eligible Directors, etc. who retire or retire due to expiration of their term of office, retirement age, or any other justifiable reason during the Transfer Restriction Period

① Timing of Releasing the Transfer Restriction

If the Eligible Directors, etc. retire or retire from any of the positions of director, executive officer, executive officer not concurrently serving as director, auditor, employee, advisor, advisor, or any other position equivalent thereto of the Company or the Company's subsidiaries due to expiration of their term of office, retirement age, or any other justifiable reason (Excluding cases of resignation or retirement due to death), the transfer restriction will be lifted immediately after the retirement or retirement of the Eligible Directors, etc. In the case of retirement or retirement due to death, the transfer restriction will be lifted at the time separately determined by the Board of Directors after the death of the Eligible Directors, etc.

② Number of Shares Subject to Releasing the Transfer Restriction

The number of shares (However, if a fraction of less than one share arises as a result of the calculation, it shall be rounded down.) shall be calculated by multiplying the number of Allotted Shares held at the time of resignation or retirement as prescribed in the ① by the number obtained by dividing the period of employment (in months) pertaining to the transfer restriction period of the Eligible Directors, etc. by 12 (If the number exceeds 1, it shall be 1.).

(4) Acquisition by the Company

The Company will automatically acquire the Allotted Shares for which the transfer restriction has not been lifted at the time of the expiration of the transfer restriction period or the lifting of the transfer restriction set forth in (3) above without consideration to the Company.

(5) Management of shares

The Allotted Shares will be managed in a dedicated account opened by the Eligible Directors at Nomura Securities Co., Ltd. during the transfer restriction period so that they cannot be transferred, secured, or otherwise disposed of during the transfer restriction period. In order to ensure the effectiveness of the transfer restriction on the Allotted Shares, the Company has entered into an agreement with Nomura Securities Co., Ltd. concerning the management of the account for the Allotted Shares held by each Eligible Director. The Eligible Directors shall agree to the details of the management of the account.

(6) Treatment in Reorganization, etc.

If, during the Transfer Restriction Period, a merger agreement in which the Company becomes the disappearing company, a share exchange agreement or a share transfer plan in which the Company becomes a wholly-owned subsidiary, or any other matter concerning Reorganization, etc. is approved at a general meeting of shareholders of the Company (However, in cases where the approval by the general meeting of shareholders of the Company is not required for such reorganization, etc., the board of directors of the Company), the Transfer Restriction relating thereto shall be lifted immediately before the business day immediately preceding the Effective Date of Reorganization, etc. by a resolution of the Board of Directors with respect to the number of Allotted Shares held at such time multiplied by the number of months from the beginning month of the Transfer Restriction Period to the month including the date of such approval divided by 12 (If the number exceeds 1, it shall be 1.) (However, if a fraction of less than one share arises as a result of the calculation, it shall be rounded down.). In addition, immediately after the lifting of the Transfer Restriction, the Company shall

automatically acquire all of the Allotted Shares for which the Transfer Restriction has not been lifted without consideration.

4. Basis for calculating the payment amount and the Specific details thereof

The Disposal of Treasury Shares to the Expected Allottee will be carried out with respect to the monetary compensation receivables paid as restricted stock compensation for the 38 fiscal year of the Company under the Plan. In order to eliminate arbitrariness, the disposal price has been set at 992 yen, which is the closing price of the Company's common stock on the Prime Market of the Tokyo Stock Exchange on June 24, 2026 (the business day immediately preceding the date of the resolution of the Board of Directors). This is the market share price immediately prior to the date of the resolution of the Board of Directors, and we believe that this is a reasonable and not particularly advantageous price.

End of document