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February 13, 2026

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Chairman and CEO, Representative Director:	Yasuhito Hirota
Managing Executive Officer, CAO:	Takeshi Horikomi
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Stock Code Number:	7936
Listing Exchanges:	Tokyo, Prime

### **Notice of Disposal of Treasury Shares as Restricted Share Incentive**

In a meeting of the Board of Directors of the Company held on February 13, 2026, ASICS Corporation (hereinafter referred to as the “Company”) resolved the following with respect to the disposal of treasury shares as transfer-restricted shares under the Restricted Share Incentive Scheme (the “**Scheme**”) for employees of the Company and its subsidiary, ASICS Japan Corp., who hold certain positions (hereinafter referred to as the “Disposal of Treasury Shares” or “Disposal”).

#### **1. Outline of Disposal**

(1) Payment Date	March 27, 2026
(2) Class and number of shares to be disposed	55,413 shares of the Common Stock of the Company
(3) Disposal value	4,052 yen per share
(4) Total amount of disposal	224,533,476 yen
(5) To be allotted to	76 Employees of the Company: 40,226shares 31 Employees of its Subsidiary: 15,187shares
(6) Others	We have submitted an Extraordinary Report pursuant to the Financial Instruments and Exchange Act with regard to the Disposal of Treasury Shares.

#### **2. Purpose of and Reasons for Disposal**

The Company has introduced the Scheme, by creating opportunities for the employees of the Company and its subsidiary, ASICS Japan Corp., to acquire transfer-restricted shares (shares of common stock) to be disposed of for the purposes of: (i) assisting the Eligible Employees in building their personal assets; (ii) providing the Eligible Employees with an incentive to continuously enhance the corporate value of the Company; and (iii) encouraging the Eligible Employees to further share value with the Company’s shareholders.

At the Board of Directors meeting held today, the Company resolved to pay a total of 224,533,476 yen as monetary claims to the scheduled allottees (a total of 107 employees, consisting 76 employees of the Company and 31 employees of its subsidiary; hereinafter referred to as the “Allottees”), as Restricted Share Compensation for Fiscal Year 2025 and to allot 55,413 Common Shares of the Company as Specified Restricted Shares to be paid for by the Allottees using the entire monetary claim as contributed assets. It should be noted that the Company has determined the amount of the monetary

claims to each Allottee upon overall consideration of various factors including degree of contribution the Company and its subsidiaries (hereinafter collectively referred to as the “Group”). The Company believes that the scale of share dilution is reasonable in light of the purpose of the Scheme, because the size of the share dilution in the Disposal of Treasury Shares is minor being 0.008% of the outstanding 734,482,236 shares as of December 31, 2025 (round to three decimal places). In addition, this monetary compensation claim is paid subject to the execution of Agreement of Allotment of Performance-linked Restricted Shares (hereinafter referred to as the “Allotment Agreement”) between each Allottee and the Company containing the terms summarized below.

### **3. Outline of Allotment Agreement**

(i) Transfer Restricted Period

From March 27, 2026 to February 29, 2028.

During the above defined transfer-restricted period (hereinafter referred to as the “Transfer Restricted Period”), the Allottees may not transfer to any third party, establish the right of pledge on, create mortgage on, donate inter vivos, bequeath or otherwise dispose of the Restricted Shares allotted to him/her (hereinafter referred to as the “Allotted Shares” and the “Transfer Restriction”).

(ii) Gratuitous acquisition of Restricted Shares

If an Allottee resigns or retires from any of the Director, Executive Office, or employee of the Group before the Transfer Restricted Period expires, the Company shall, as a matter of course, acquire gratuitously the Allotted Shares upon such resignation or retirement, unless there is a reason that the Board of Directors of the Company deems justifiable.

In addition, if any portion of the Allotted Shares has not been released from the Transfer Restriction in accordance with the provisions of (iii) below at the time of the expiration of the Transfer Restricted Period (hereinafter referred to as the “Expiration”), the Company shall, as a matter of course, acquire such portion of the Allotted Shares gratuitously immediately after the Expiration.

(iii) Release from the Transfer Restrictions

The Company shall, as of the Expiration, release the Transfer Restriction of all of Allotted Shares held by such Allottee as of the Expiration, provided that the Allottee continuously held any of the Director, Executive Office, or employee of the Group during the Transfer Restricted Period. However, if an Allottee resigns or retires from all of the Director, Executive Office, or employee of the Group prior to the expiration of the Transfer Restricted Period for reasons deemed justifiable by the Board of Directors of the Company, the Company shall, immediately after such resignation or retirement, release the Transfer Restriction of all of the Allotted Shares held by the Allottee.

(iv) Provision regarding Administration of Shares

Allottees shall complete the procedures for opening an account at SMBC Nikko Securities Inc. in the manner designated by the Company for the purpose of registering or recording matters related to Allotted Shares which shall be kept and maintained in the account until such time as the Transfer Restrictions are released.

(v) Treatment in reorganization, etc.

If, during the Transfer Restricted Period, an agenda item regarding a merger agreement under which the Company becomes an extinct company, a share exchange agreement or a share transfer

plan under which the Company becomes a wholly-owned subsidiary, or any other reorganization, etc. is approved by a General Meeting of Shareholders of the Company (or by the Board of Directors of the Company, if approval by a General Meeting of Shareholders of the Company is not required for such reorganization, etc.), the Company shall, by resolution of the Board of Directors of the Company, release from the time immediately prior to the business day preceding the effective date of such reorganization, etc. the Transfer Restriction on all of the Allotted Shares held by the Allottee as of the date of such approval.

#### **4. Basis of Calculating Payment Amount and Details**

In order to eliminate arbitrariness in determining the disposal value in the Disposal of Treasury Shares, the disposal value is set at 4,052 yen, which is the closing price of the Company's Common Stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors of the Company (February 12, 2026). As this is the market price on the day immediately preceding the date of the resolution of the Board of Directors of the Company, the Company believes that it is reasonable and does not represent a particularly favorable value.