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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 Grant of Restricted Stock Units (“RSUs”) in connection with the Introduction of Stock Compensation Plan for Non-Residents

In a meeting of the Board of Directors of the Company held on February 13, 2026, ASICS Corporation (hereinafter referred to as the “Company”) made the following resolution regarding the number of restricted stock units (hereinafter referred to as “Units”) to be delivered to the Executive Officers and eligible employees under the Restricted Stock Unit Plan (hereinafter referred to as the “Plan”), which was introduced by a Board of Directors resolution on December 12, 2025, for Executive Officers of our Group and employees meeting certain conditions who are non-residents under Japanese tax law.

1. Eligible Individuals, Number thereof, and Units

- 2 Executive Officers of the Company; Units equivalent to 13,198 shares in total; and
- 4 Employees of our oversea subsidiaries; Units equivalent to 16,678 shares in total.

2. Outline of the Plan

Under the Plan, the Company grants Units to eligible individuals as compensation for their duties performed during each fiscal year (hereinafter referred to as the “Subject Period”) at the Company’s Board of Directors meeting after the Subject Period has ended, and provided that the eligible individual has continuously held the position of a Director, Auditor, Executive Officer, or employee of the Company or its subsidiary during a certain period predetermined by the Board of Directors (hereinafter referred to as the “Vesting Period”), each eligible individual is paid monetary compensation claims all of which they then deliver to the Company as a contribution in kind, thereby receiving a number of shares of the Company’s common stock equal to the number of Units held by the eligible individual. The Vesting Period for the Units granted this time is from February 13, 2026, to the date of the Board of Directors meeting scheduled to be held in February 2028 (the date of the resolution to allocate common stocks based on the Units).

(1) Conditions for the Delivery of the Company’s Common Stock and Payment of Monetary Compensation Claims

The delivery of the Company’s common stock and the payment of monetary compensation claims shall be conditional upon the eligible individual having continuously held the position of Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries during the Vesting Period.

However, if, during the Vesting Period, the eligible person retires or resigns from any position as a Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries due to

retirement age or other reasons deemed justifiable by the Company's Board of Directors, the Company may grant the eligible individual the right to receive the Company's common stock or cash in lieu thereof for all or part of the Units held by the eligible individual, effective as of the date of such retirement or resignation.

(2) Treatment in reorganization, etc.

If, during the Vesting 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 may grant the eligible individual the right to receive the Company's common stock or cash in lieu thereof for all or part of the Units held by the eligible individual.

(3) Other

Eligible individuals may not transfer, pledge, or otherwise dispose of the right to receive an allocation of the Company's common stock under the Plan to any third party. Furthermore, during the Vesting Period, if the eligible individual resigns or retires from any position as a Director, Auditor, Executive Officer, or employee of the Company or its subsidiaries (except for reasons deemed justifiable by the Company's Board of Directors), or commits certain misconduct as predetermined by the Company's Board of Directors, the Company will not allocate the Company's common stock, and the eligible individual shall forfeit the right to receive the allocation of the Company's common stock.