(Translation)
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September 16, 2026

For Immediate Release

Company name :	TANABE CONSULTING GROUP CO.,LTD.
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Notice Regarding Disposal of Treasury Stock through Third-Party Allotment in Connection with the Introduction of a Stock Grant ESOP Trust for Employees

TANABE CONSULTING GROUP CO.,LTD. (the "Company") hereby announces that, at the meeting of the Board of Directors held on September 16, 2026, it resolved, in connection with the introduction of a Stock Grant ESOP Trust for Employees, to dispose of treasury stock through third-party allotment (hereinafter, the "Disposal"), as described below.

1. Outline of the Disposal

a.	Payment Date	October 6, 2026
b.	Type and Number of Shares to Be Disposed	235,000 shares of the Company's common stock
c.	Disposal Price	751 yen per share
d.	Total Disposal Value	176,485,000 yen
e.	Intended Disposal Recipient	The Master Trust Bank of Japan, Ltd. (Stock Grant ESOP Trust Account)
f.	Other Matters	With respect to the Disposal, the Company has submitted an extraordinary report as required by the Financial Instruments and Exchange Act.

2. Purpose of and Reasons for the Disposal

At the meeting of the Board of Directors held on September 16, 2026, the Company resolved to introduce an employee incentive plan in the form of a "Stock Grant ESOP Trust" (hereinafter, the "ESOP Trust") for the employees of the Company and its subsidiaries (hereinafter, the "Employees"). For an overview of the ESOP Trust, please refer to the "Notice Regarding the Introduction of a Stock Grant ESOP Trust for Employees" disclosed today.

In connection with the introduction of the ESOP Trust, the Disposal will be made through third-party allotment to The Master Trust Bank of Japan, Ltd. (Stock Grant ESOP Trust Account), the co-trustee under the Stock Grant ESOP Trust Agreement (hereinafter, the "Trust Agreement") to be entered into between the Company and Mitsubishi UFJ Trust and Banking Corporation.

The number of shares to be disposed of is the number of shares expected to be delivered to the Employees during the trust period in accordance with the Share Delivery Rules Concerning the Stock Grant ESOP Trust, and the extent of dilution is 0.69% of the total number of issued shares of 34,000,000 shares (rounded to two decimal places; 0.73% of the total number of voting rights of 320,905 as of March 31, 2026).

The shares of the Company allotted through the Disposal will be delivered to Employees who satisfy certain requirements in accordance with the share delivery rules described above, and the shares disposed of through the Disposal are not expected to be released into the stock market all at once. Accordingly, the Company has determined that the impact on the secondary market will be minimal and that the number of shares to be disposed of and the extent of dilution are reasonable.

3. Basis for Calculation of the Disposal Price and Specific Details Thereof

In light of recent stock price trends, and to avoid any arbitrariness in determining the disposal price, the Company has set the disposal price, in accordance with the "Guidelines Concerning Handling of Allotment of New Shares to Third Party" of the Japan Securities Dealers Association, at 751 yen, which is the closing price of the Company's shares on Tokyo Stock Exchange, Inc. (hereinafter, the "Tokyo Stock Exchange") on September 15, 2026, the business day immediately preceding the date of the Board of Directors' resolution on the Disposal. The reason for adopting the closing price of the Company's shares on the business day immediately preceding the date of the Board of Directors' resolution is that it represents the market price immediately prior to the Board of Directors' resolution, which the Company has determined to be highly objective and reasonable as the basis for calculation. In addition, all four Directors of the Company who are Audit and Supervisory Committee Members have expressed the opinion that the above disposal price does not constitute a particularly advantageous price and is lawful.

4. Procedures under the Code of Corporate Conduct

As the dilution ratio of shares resulting from the Disposal is less than 25% and there will be no change in the controlling shareholder, the Disposal does not require obtaining an opinion from an independent third party or carrying out the procedures for confirming the intent of shareholders as stipulated in Rule 432 of the Securities Listing Regulations established by the Tokyo Stock Exchange.