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August 8, 2025

To whom it may concern,

Company name: TOYO KANETSU K.K.
Name of President and Representative Director
representative: Takashi Owada,
(Code: 6369 TSE Prime)
Contact: Director, Senior Executive Officer
Takeshi Yonehara,
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Notice Concerning Introduction of Restricted Stock Incentive Plan for Employee Stockholding Association

At the Board of Directors meeting held today, TOYO KANETSU K.K. (the “Company”) resolved to introduce a plan to grant restricted stock (the “Plan”) to the Company’s employees through Toyo Kanetsu Employee Stockholding Association (the “Stockholding Association”), the Company’s employee stockholding association.

1. Purpose of introducing the Plan

The Plan is introduced to provide our employees with an opportunity to acquire the Company's common stocks as restricted stock to be disposed of by the Company through the Stockholding Association, thereby enhancing our employees' motivation to contribute to improving the Company's corporate value, promoting further value sharing between our employees and shareholders, and encouraging enrollment in the Stockholding Association to assist the Company’s employees in building their assets.

2. Overview of the Plan

Under the Plan, the Company will provide receivables as an incentive bonus for granting restricted stock (the “Incentive Bonus”) to the Company’s employees who are members of the Stockholding Association and agree to the Plan (the “Eligible Employees”).

The Eligible Employees will contribute their Incentive Bonus to the Stockholding Association, and the Stockholding Association will contribute the Incentive Bonus received from the Eligible Employees to the Company as a contribution in kind, whereby the Eligible Employees will receive the Company’s common stock as restricted stock through the Stockholding Association.

At present, the total amount reasonably expected to be paid is approximately 100 million yen for the grant of the Company's common stock to the Stockholding Association under the Plan. Specific details about the Plan will be promptly announced when determined.