

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.



May 12, 2026

To whom it may concern:

Company name: Ohashi Technica, Inc.
Representative: Masaya Hirose, President and CEO
Securities code: 7628; Tokyo Stock Exchange Prime Market
Contact: Masato Hori, Director; General Manager of
Corporate Planning Division
Telephone: +81-3-5404-4420

Notice Concerning the Introduction of a Restricted Stock Compensation Plan

Ohashi Technica, Inc. (the “Company”) hereby announces that at the meeting of the Board of Directors held today, it has reviewed its executive compensation system and resolved to introduce a restricted stock compensation plan (the “Plan”). The Company has decided to submit a proposal to introduce the Plan to the 74th Ordinary General Meeting of Shareholders to be held on June 24, 2026 (the “74th General Meeting of Shareholders”). The details are described below.

1. Purpose of the introduction of the Plan

The purpose of the Plan is to provide incentives for Directors of the Company (excluding Directors serving as Audit and Supervisory Committee Members and Outside Directors; hereinafter “Eligible Directors”) to sustainably enhance the Company’s corporate value and promote further value sharing with shareholders.

The Plan involves granting monetary claims as compensation to the Eligible Directors for the allocation of restricted stock, so the introduction of the Plan is subject to shareholders’ approval for the granting of such compensation at the 74th General Meeting of Shareholders. The 64th Ordinary General Meeting of Shareholders held on June 24, 2016 approved a proposal to set the maximum amount of compensation for the Company’s Directors (excluding Directors serving as Audit and Supervisory Committee Members) at 400 million yen per year (not including the portion of employee salary for Directors who concurrently serve as employees). At the 74th General Meeting of Shareholders, the Company intends to seek shareholders’ approval for a proposal to introduce the Plan and determine the amount of compensation for the Eligible Directors under the Plan separately from the above compensation limit.

2. Outline of Plan

The maximum amount of total monetary claims to be granted to the Eligible Directors under the Plan shall be 50 million yen per year (not including the portion of employee salary for Directors who concurrently serve as employees). The total number of shares of common stock to be newly issued or disposed of by the Company shall be up to 50,000 shares per year (however, in the event of a stock split (including a gratis allotment of shares of the Company’s common stock) or reverse stock split of the Company’s common stock effective on or after the date of resolution of the 74th General Meeting of Shareholders, the total number may be adjusted within a reasonable range according to the split ratio, reverse split ratio, etc. as needed on or after such effective date).

The Eligible Directors shall pay in all of the monetary claims to be granted by the Company under the Plan as properties contributed in kind and receive the issuance or disposal of the Company’s common stock. The amount to

be paid in per share shall be determined by the Board of Directors based on the closing price of shares of the Company's common stock on the Tokyo Stock Exchange on the business day preceding the date of each resolution of the Board of Directors (or, if no trading is effected on such date, the closing price on the most recent trading day preceding such date) to the extent that the amount will not be particularly favorable to the Eligible Directors who will receive such shares of common stock. The specific timing of granting and allocation to each Eligible Director shall be decided by the Board of Directors after deliberation by the Nomination and Compensation Committee.

In addition, the issuance or disposal of shares of common stock of the Company (the "Shares") under the Plan is subject to the conclusion of a restricted stock allocation agreement between the Company and each Eligible Director. This agreement will include the following provisions: (i) The Eligible Director may not transfer the Shares to a third party, pledge the Shares as collateral, or otherwise dispose of the Shares for a certain period of time (the "Transfer Restriction Period"), and (ii) The Company shall acquire the Shares without consideration in the case where certain events occur. During the Transfer Restriction Period, the Shares will be managed in a dedicated account opened by each Eligible Director with Nomura Securities Co., Ltd. to prevent the Shares from being transferred, pledged as collateral, or otherwise disposed of during the Transfer Restriction Period.

Subject to approval for the proposal to introduce the Plan at the 74th General Meeting of Shareholders, the Company will introduce a restricted stock compensation plan for Executive Officers who do not concurrently serve as Directors of the Company as well as Employees with specific qualifications, which is similar to the Plan.