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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 Introduction of Employee Stock Benefit Trust (J-ESOP)**

Ohashi Technica, Inc. (the “Company”) hereby announces that, for the purpose of increasing the linkage between the Company’s stock price and business performance with the compensation of employees, and sharing economic benefits with shareholders, thereby boosting morale and motivating employees to improve the Company’s stock price and business performance, it has resolved, at the meeting of the Board of Directors held today, to introduce the “Employee Stock Benefit Trust (J-ESOP),” an incentive plan that provides employees of the Company and of OHASHI GIGEN, INC. (a consolidated subsidiary of the Company; the “OHASHI GIKEN”) (“Employees”) with shares of the Company (hereinafter referred to as the “Scheme;” the trust to be established in accordance with the trust agreement concluded with Mizuho Trust & Banking Co., Ltd., is referred to as the “Trust”). Details are as described below.

#### 1. Background of the introduction

As part of its pursuit of “Delivering better parts to those making better cars, determined to be indispensable to the automotive industry;” as expressed in its mission statement, the Company has evaluated various incentive plans designed to encourage Employees to take on ambitious challenges and to reward them for their achievements. The Company has now decided to introduce the Scheme under which the Company’s treasury shares will be granted to Employees with the objective of reflecting fluctuations in the stock price in their compensation. The introduction of the Scheme is expected to heighten Employees' interest in the Company’s stock price and business performance, and to contribute to their engaging in their duties with even greater motivation than before.

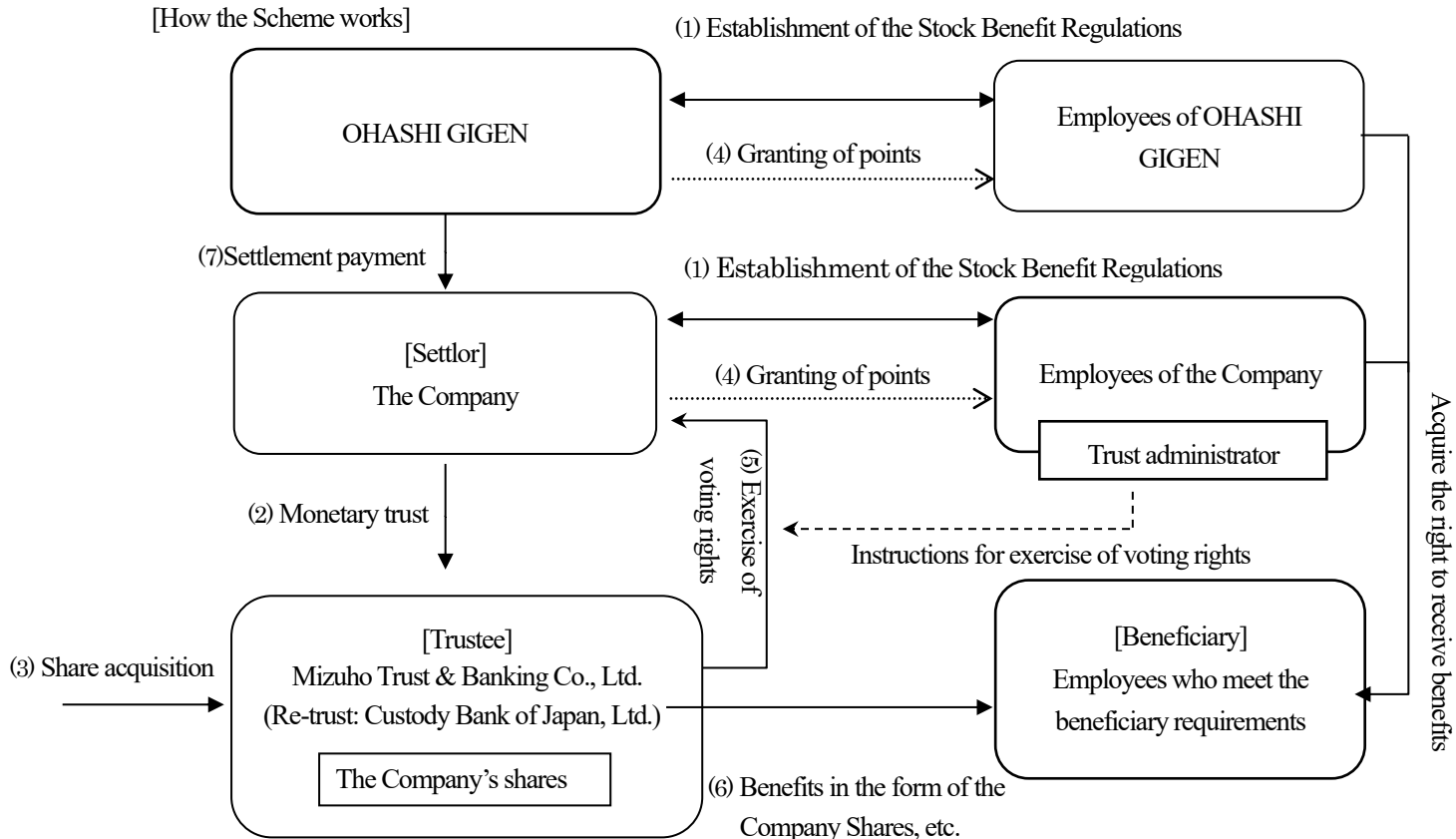
#### 2. Outline of the Scheme

The Scheme is a trust-type scheme based on the Employee Stock Ownership Plan (ESOP) in the U.S., and is designed to provide Employees who meet certain requirements with the Company's treasury shares and money equivalent to the amount of the Company’s shares converted to market value (hereinafter referred to as the “Company Shares, etc.”) based on the Stock Benefit Regulations established by the Company in advance.

The Company and OHASHI GIKEN grant points to Employees in accordance with their individual contributions, etc., and when they acquire the right to receive benefits under certain conditions, the Company and OHASHI GIKEN provide them with the Company Shares, etc., equivalent to the points granted. Shares to be provided to Employees in the future shall be acquired with money set up in advance in a trust and shall be segregated and managed as trust assets.

Specifics such as the timing of the establishment of the Trust and the amount of funds under the Scheme will be announced once determined.

[How the Scheme works]



- (1) The Company and OHASHI GIKEN will establish Stock Benefit Regulations upon the introduction of this Scheme.
- (2) The Company will place money in a trust (other beneficiary trust) with Mizuho Trust & Banking Co., Ltd. (re-trustee: Custody Bank of Japan, Ltd.) for the purpose of acquiring in advance the shares to be delivered to Employees in the future, in accordance with the Stock Benefit Regulations.
- (3) The Trust will acquire the Company's shares using the money entrusted in (2) above as the source of funds, either through the stock exchange market or by subscribing to the Company's disposal of treasury shares.
- (4) The Company and OHASHI GIKEN will grant points to Employees in accordance with the Stock benefit Regulations.
- (5) The Trust exercises voting rights in accordance with the instructions of the trust administrator.
- (6) The Trust shall deliver the Company's shares to those Employees who meet the beneficiary requirements stipulated in the Stock Benefit Regulations (the "Beneficiary") in proportion to the number of points granted to the Beneficiary. However, if an Employee meets the requirements stipulated in the Stock Benefit Regulations, a certain percentage of the points will be paid in cash equivalent to the market value of the Company's shares.
- (7) After employees of OHASHI GIKEN receive the Company Shares, etc., OHASHI GIKEN will pay a specified settlement amount to the Company.