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CEO and COO  
(Securities code: 456A; Growth Market)  
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### **Notice Regarding Introduction of Restricted Stock Remuneration Plan**

HUMAN MADE Inc. (the “Company”) announces that the Board of Directors meeting held on March 26, 2026, resolved to revise its remuneration system for Directors and introduce a restricted stock remuneration plan (the “Plan”). The Company will submit a proposal regarding the Plan to the 10th Annual General Meeting of Shareholders scheduled to be held on April 28, 2026 (the “Shareholders’ Meeting”).

#### 1. Purpose of Introducing the Plan, etc.

This Plan is designed for the Directors of the Company (excluding external directors, hereinafter referred to as “Eligible Directors”). The purpose of this Plan is to provide incentives aimed at enhancing the continuous growth of corporate value and to further promote value sharing with shareholders.

Upon introducing the Plan, Eligible Directors will be compensated with either (i) the Company's common stock or (ii) a monetary claim for obtaining the Company's common stock. Therefore, it is a condition that the Company receives the approval of the shareholders at the Shareholders’ Meeting for the provision of such remuneration. While the annual limit of remuneration for the Company's Directors was approved at the 7th Annual General Meeting of Shareholders held on April 25, 2023 as 400 million yen per year, the Company plans to seek approval from all shareholders at the Shareholders' Meeting to newly introduce this Plan and set the remuneration limit related to this Plan for the Eligible Directors within the scope of the aforementioned remuneration limit.

#### 2. Overview of the System

Under this Plan, the remuneration provided to Eligible Directors will be in the form of either (i) common stock of the Company or (ii) a monetary claim serving as a contribution in kind for acquiring common stock of the Company. Eligible Directors will have common stock issued or disposed of to them based on resolutions made by the Board of Directors of the Company.

Based on this Plan, the total amount of the Company’s common stock or monetary claims to be granted to the Eligible Directors will be within 80 million yen per year and the total number of common shares newly issued or disposed of to the Eligible Directors will be within 20,000 shares per year (however, if a stock split of the

Company's common stock (including a gratuitous allotment of the Company's common stock) or a reverse stock split is conducted with an effective date set for a day after the resolution of the Shareholders' Meeting, the total number will be adjusted on and after the effective date in a reasonable manner according to the split or reverse split ratio, as necessary).

Under this Plan, when remuneration provided to Eligible Directors involves granting the Company's common stock instead of paying monetary claims, the common stock is issued or disposed of as remuneration for the Directors. In this case, no payment for monetary claims as contributions in kind for the exchange of common stock will be required. However, the amount of the Company's common stock granted to Eligible Directors is calculated based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day preceding the date of each board resolution concerning the issuance or disposal of the common stock (or the closing price of the latest transaction prior if no transaction is conducted on that particular day).

In meanwhile, when monetary claims are provided to Eligible Directors as remuneration under this Plan, to be used as a contribution in kind for acquiring the Company's common stock, the Eligible Directors shall, based on the resolution of the Company's Board of Directors, pay in the entirety of the monetary claims provided under this Plan as a contribution in kind and receive issuance or disposal of the Company's common stock. In this case, the payment amount per share will be determined at the Board of Directors meeting based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of each board resolution (or the closing price of the most recent prior trade if no trade was concluded on that day), ensuring that the amount is not particularly advantageous to the Eligible Directors subscribing to the common stock. Furthermore, the specific timing and distribution of payments to each Eligible Director will be determined by the Board of Directors.

Furthermore, when issuing or disposing of the Company's common stock or when granting monetary claims as a contribution in kind according to this Plan, it is conditional that the restricted stock allotment agreement be concluded between the Company and the Eligible Directors. This agreement must include provisions such as: (1) prohibiting any transfer to third parties, setting of security interests, or any other disposition regarding this stock during a certain period (the "transfer restriction period"), and (2) allowing the Company to acquire this stock without remuneration if certain circumstances arise. This stock is scheduled to be managed in a special account opened by the Eligible Directors at Nomura Securities Co., Ltd., such that they cannot be transferred, used as collateral, or otherwise disposed of during the transfer restriction period.