



April 14, 2026

To whom it may concern,

Company Topre Corporation  
name:  
Representative name: Yutaka Yamamoto, Representative Director,  
President, Executive Officer  
(Securities code: 5975, Tokyo Stock  
Exchange Prime Market)  
Inquiry: Takayuki Noda, Executive Officer, General  
Manager of General Affairs Dept.  
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### **Notice regarding Introduction of Restricted Stock Incentive Plan into Employee Shareholding Association**

We hereby inform you that at its Board of Directors meeting held today, Topre Corporation (hereinafter, the "Company") approved a resolution introducing a restricted stock incentive plan (hereinafter, the "Plan") into the framework of the Topre Employee Shareholding Association (hereinafter, the "Shareholding Association"). Eligible for the Plan are the employees of the Company and its subsidiaries who retain membership of the Shareholding Association. The details of the Plan follow.

#### Details

1. Purpose of introducing the Plan Commemorating the 90th anniversary of the Company's founding, the Plan provides employees of the Company and its subsidiaries with opportunities to acquire restricted stock issued or disposed of by the Company, thereby enriching employee benefits. In this framework, the Plan is intended to help them build their personal wealth, increase their sense of participation in management through ownership of the Company's common stock, and share more corporate value with shareholders.

2. Overview of the Plan

Under the Plan, the Company and its subsidiaries shall pay monetary receivables to the employees of the Company and its subsidiaries who are members of the Shareholding Association and who consent to the Plan (hereinafter, the "Eligible Employees"), as a special incentive for the allocation of restricted shares (hereinafter, the "Special Incentive"). The Eligible Employees shall then contribute the Special Incentive to the Shareholding Association. The Shareholding Association shall collect the Special Incentive contributed by the Eligible Employees and make an in-kind contribution to the Company. In return, the Eligible Employees shall receive common shares issued or disposed of by the Company as restricted stock through the Shareholding Association.

We will inform you again as soon as we have finalized the details.

End