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Company name: QUICK CO., LTD.  
Representative: Ichiro Kawaguchi, President and Representative Director  
(Stock code: 4318; Tokyo Stock Exchange, Prime Market)  
Contact: Kenta Kijima, Director and Executive Officer, General Manager of Administration and Accounting Division  
(Telephone: +81-6-6366-0919)

## **Notice Concerning Introduction of Restricted Stock Granting System for Employees**

The Company hereby announces that it has resolved at the Board of Directors meeting held today to introduce a restricted stock granting program (the " Program ") to grant restricted stock to employees of the Company who meet certain conditions (the " Eligible Employees ").

### **1. Purpose of introducing the Program**

This program is introduced as part of " human capital investment " to provide Eligible employees with incentives to increase medium - to long-term corporate value by increasing employees ' work engagement and to foster a sense of participation in management, with the aim of leading to the sustainable increase of the Company's corporate value.

### **2. Outline of the Program**

The Company will pay monetary claims to Eligible Employees to grant them restricted shares. When the Eligible Employees contribute the Monetary Claims to the Company in kind, the Eligible Employees will be issued or disposed of the Company's common shares as restricted shares. In addition, for the issuance or disposal of the Company's common shares under the Program, a restricted share allotment agreement shall be concluded between the Company and the Target Employees, and the details of the Allotment Agreement shall include the following matters.

- (1) The Eligible Employees shall not transfer, create any security interest on, or otherwise dispose of the Company's common shares allotted under the Allotment Agreement for a predetermined period.
- (2) In the event of certain events, the Company shall acquire the relevant common shares for no consideration.

Under the Program, the Company will provide the Eligible Employees with the Monetary Claims for making in-kind contributions, and the introduction of the Program will not reduce the wages of the Eligible Employees.

Other specific details regarding the allotment of restricted shares under the Program will be determined by the Company's Board of Directors.