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For Immediate Release

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Notice Concerning the Proposal for the Introduction of a Restricted Stock Remuneration Plan for
the 21st Annual General Meeting of Shareholders

Global Link Management Inc. ("the Company") hereby announces that at the Board of Directors meeting held today, the Company has decided to submit a proposal to the 21st Annual General Meeting of Shareholders ("General Meeting of Shareholders") to be held on March 27, 2026 regarding the determination of remuneration for the allotment of restricted stock to the Company's Directors (excluding Directors who are Audit and Supervisory Committee Members) at the Board of Directors meeting to be held today. Details of this proposal are as follows.

1. Purpose of this Proposal

In Proposal No. 6 of the 15th Annual General Meeting of Shareholders held on March 25, 2020, the Company received approval to allocate to its Executive Directors (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors) its common stock subject to a certain transfer restriction period and reasons for acquisition by the Company without compensation, etc. ("restricted stock") and to limit the total amount of monetary remuneration claims to be paid as remuneration, etc. related to such restricted stock to no more than 100 million yen per year (however, this is separate from the annual remuneration limit of no more than 300 million yen [an amount that does not include the employee salaries of Directors who also serve as employees] approved in Proposal No. 5 of the 15th Annual General Meeting of Shareholders).

In addition, the same remuneration limit was re-approved at the 16th Annual General Meeting of Shareholders held on March 26, 2021, pursuant to Article 361, Paragraph 1, Item 5 (a) of the Companies Act (Act No. 86 of 2005) as amended by the Act Partially Amending the Companies Act (Act No. 70 of 2019), and each item of Article 98-4, Paragraph 1 of the Enforcement Regulations of the Companies Act (Ministry of Justice Ordinance No. 12 of 2006) as amended by the Ministerial Ordinance Partially Amending the Enforcement Regulations of the Companies Act, etc. (Ministry of Justice Ordinance No. 52 of 2020).

If the first proposal to be submitted at this General Meeting of Shareholders, "Election of Three Directors (excluding Directors who are Audit and Supervisory Committee Members)," is approved as originally proposed, one Outside Director (excluding a Director who is an Audit and Supervisory Committee Member) will be newly appointed. Until now, the Company has

only granted cash remuneration to Directors who are Audit and Supervisory Committee Members and Outside Directors, and they were not eligible for stock remuneration. However, with the aim of further aligning the interests of Outside Directors with those of shareholders and increasing incentives to enhance corporate value from a long-term perspective, the Company has now decided to include Outside Directors among those eligible recipients of restricted stock remuneration.

In accordance with this, the Company will submit to this General Meeting of Shareholders a proposal to limit the total amount of monetary remuneration claims to be paid to Directors (excluding Directors who are Audit and Supervisory Committee Members; the "Eligible Directors") as remuneration related to restricted stock to no more than 100 million yen per year (10 million yen per year for Outside Directors).

Even if this proposal is approved, the upper limit of remuneration, etc. for the granting of restricted stock as stock remuneration will remain at 100 million yen per year, and there will be no change to the details of stock-based remuneration below, except that Outside Directors will now be included as eligible recipients of the stock-based remuneration.

If Proposal No. 1 is approved as proposed, the number of Directors eligible for cash remuneration (Eligible Directors) will be three (including one Outside Director) and, for stock remuneration, three (including one Outside Director).

Details of Stock-based Remuneration

2. Overview of Restricted Stock for Eligible Directors

(1) Allotment and payment of restricted stock

The Company shall, based on a resolution of the Board of Directors of the Company, pay monetary remuneration claims to the Eligible Directors within the annual amount stated above as remuneration for restricted stock, and each Eligible Director shall receive an allotment of restricted stock by delivering all of such monetary remuneration claims by way of contribution in kind.

The amount to be paid in for the restricted stock shall be determined by the Board of Directors of the Company 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 the resolution of the Board of Directors of the Company regarding the issuance or disposal of such shares (or the closing price of the immediately preceding business day if no trading is conducted on the same day), to the extent that the amount is not particularly advantageous to the Eligible Directors who subscribe to such restricted stock.

In addition, the above monetary remuneration claims shall be paid on the condition that the Eligible Directors have consented to the above-mentioned contribution in kind and have entered into an allotment agreement for restricted stock that includes the details set forth in (3) below.

(2) Total number of shares of restricted stock

The total number of shares of restricted stock to be allotted to the Eligible Directors shall be 200,000 shares (total of 400,000 shares after the stock split with a record date of March 31, 2025), which shall be the maximum number of shares of restricted stock to be allotted in each

fiscal year. However, in the event of a stock split (including gratis allotment of shares of common stock of the Company) or a reverse stock split of the Company's common stock after the date of resolution of this proposal, or in the event that the total number of shares of restricted stock to be allotted needs to be adjusted in accordance with such cases, the total number of shares of restricted stock may be reasonably adjusted in accordance with such split ratio or reverse split ratio.

(3) Contents of agreement on allotment of restricted stock

Upon the allotment of restricted stock, an agreement on allotment of restricted stock to be concluded between the Company and the Eligible Director to the allotment of restricted stock in accordance with a resolution of the Board of Directors of the Company shall include the following details.

(i) Details of transfer restriction

Eligible Directors who have received an allotment of restricted stock (hereinafter "Allotted Shares") may not transfer, pledge, grant a security interest in, make a living donation to, or bequeath, or engage in any other act of disposition to a third party (hereinafter "Transfer Restriction") with respect to the restricted stock allotted to them from the date of delivery of the restricted stock until the date of retirement or resignation from any position as a Director, executive officer, or employee of the Company (hereinafter "Transfer Restriction Period").

(ii) Acquisition of restricted stock without compensation

If an Eligible Director who has received an allotment of restricted stock resigns or retires from any position as a Director, executive officer, or employee of the Company on or after the commencement date of the Transfer Restriction Period until the day before the date of the first forthcoming Annual General Meeting of Shareholders of the Company, the Company shall naturally acquire the Allotted Shares without compensation, unless there is a reason that the Board of Directors of the Company deems justifiable.

In addition, if there are any of the Allotted Shares for which the Transfer Restriction has not been lifted in accordance with the provisions of the reasons for the lifting of the Transfer Restriction in (iii) below at the time the Transfer Restriction Period in (i) above expires, the Company shall naturally acquire them without compensation.

During the Transfer Restriction Period, if an Eligible Director who has received an allotment of restricted stock (i) is sentenced to imprisonment or more, is subject to seizure or other disposition, or bankruptcy proceedings are commenced, or if certain events occur, or (ii) the Company's Board of Directors determines that the Eligible Director has engaged in competition or violated laws and regulations, or if the Company's Board of Directors otherwise determines that it is appropriate for the Company to acquire the Allotted Shares without compensation and notifies the Eligible Director in writing of such acquisition, the Company shall naturally acquire the Allotted Shares without compensation.

(iii) Lifting of the Transfer Restriction

The Company shall lift the Transfer Restriction on all of the Allotted Shares upon expiration of the Transfer Restriction Period, provided that the Eligible Director who has been allotted the

restricted stock has continuously held any position as a Director, executive officer, or employee of the Company from the commencement date of the Transfer Restriction Period until the date of the first forthcoming Annual General Meeting of Shareholders of the Company.

However, if such Eligible Director resigns or retires from any position as a Director, executive officer, or employee of the Company from the commencement date of the Transfer Restriction Period until the date of the first forthcoming Annual General Meeting of Shareholders of the Company for reasons that the Board of Directors of the Company deems justifiable, the number of the Allotted Shares for which the Transfer Restriction is cancelled and the time of cancellation of the Transfer Restriction shall be reasonably adjusted as necessary.

(iv) Treatment of organizational restructuring, etc.

If, during the Transfer Restriction Period, a merger agreement in which the Company becomes an extinct company, a share exchange agreement in which the Company becomes a wholly owned subsidiary, a share transfer plan, or any other proposal concerning organizational restructuring, etc. is approved at a General Meeting of Shareholders of the Company (however, in cases where approval by the Company's General Meeting of Shareholders is not required for the organizational restructuring, etc., the Board of Directors of the Company), and when the Eligible Director resigns or retires from any position as a Director, executive officer, or employee of the Company following the organizational restructuring, etc., the Company may, by a resolution of the Board of Directors of the Company, lift the Transfer Restriction of the number of shares of the Allotted Shares that is reasonably determined based on the period from the commencement date of the Transfer Restriction Period to the date of approval of such organizational restructuring, etc. prior to the effective date of such organizational restructuring, etc.

In this case, the Company shall naturally acquire the Allotted Shares for which the Transfer Restriction has not yet been lifted without compensation at the time immediately after the Transfer Restriction is lifted in accordance with the above provisions (if the Transfer Restriction is not lifted pursuant to the above provisions, the Company will, at a time reasonably determined by the Board of Directors of the Company prior to the effective date of the reorganization, etc.).