

Notice Regarding Results of the Next Career Support Program

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Representative : Takashi Teramachi, President and CEO
Code Number : 6481 (Tokyo Stock Exchange Prime Market)
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THK CO., LTD. ("THK") hereby announces the results of the implementation of the Next Career Support Program announced on February 12, 2026. Details are as follows:

1. Outline of the Next Career Support Program

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| (1) Eligible employees | Employees of THK and those dispatched to domestic group companies who meet certain conditions such as age and length of service (however, employees engaged in manufacturing operations, whether directly or indirectly, are in principle excluded). |
| (2) Number of applicants | 120 |
| (3) Application period | From March 16, 2026 to April 17, 2026 |
| (4) Date of retirement | May 31, 2026 |
| (5) Support details | 1, Special additional allowance to be provided in addition to regular retirement allowance
2, Reemployment support services to be provided for those who wish to use them |

2. Results

Number of actual applicants: 81

3. Future Outlook

The costs incurred in relation to the Next Career Support Program are expected to be about ¥700 million and will be recognized as a loss for the first quarter period of the year ending December 31, 2026. The estimated costs have been reflected in the consolidated and non-consolidated forecasts for the year ending December 31, 2026 announced on February 12, 2026.