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November 20, 2025

To Whom It May Concern

Company Name: Itoki Corporation
Representative: Koji Minato,
President & Representative Director
(Code: 7972 TSE, Prime)
Contact Person: Yumi Tanaka,
Managing Executive Officer
General Manager of Administration Division
Phone: 03-6910-3910

Notification on the adoption of a restricted stock compensation system for employees

At the meeting of the board of directors held on November 20, 2025, our company resolved to adopt a restricted stock compensation system for employees (hereinafter referred to as “this system”) as described below.

1. Purpose in the adoption of this system

In 2018, our company adopted a restricted stock compensation system for executives for the purpose of further sharing the value with shareholders and giving an incentive to keep improving corporate value. This system, which is to be newly established, is part of effective investment in human capital of our company and aimed at giving shares in our company to the employees who satisfy specified requirements, such as those who are highly evaluated and commended inside our company (hereinafter referred to as “the eligible employees”), to foster their willingness to participate in business administration and motivate them to take proactive action to improve corporate value in a sustainable manner.

2. Outline of this system

The total number of shares to be allocated to the eligible employees in accordance with this system is expected to be up to 100,000 shares per year.

We will announce the details of this system, including the timing of allocation to each eligible employee, the allocation amount, and allocation, as soon as they are determined by the board of directors of our company.