



September 26, 2025

Company Name: Wakita & Co., LTD.  
Representative: Teiji Wakita, President and Representative Director  
(Code number: 8125, Tokyo Stock Exchange Prime Market)  
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## **Announcement of the Introduction of a Restricted Stock Plan for Employees of the Company's Subsidiaries**

Wakita & Co., LTD. (hereinafter the "Company") resolved at a meeting of its Board of Directors held today to introduce a restricted stock plan (hereinafter the "Plan") for employees of its subsidiaries who meet certain conditions. Going forward, the Company plans to use its shares for allotment to employees eligible under the Plan. The details are described below.

### **1. Purpose of the Plan**

The Plan is intended to incentivize employees of the Company's subsidiaries to contribute to the sustainable improvement of the Company's corporate value as well as to further promote the sharing of value between employees of the Company's subsidiaries and the Company's shareholders.

### **2. Overview of the Plan and amount of related shares**

Under the Plan, the Company's subsidiaries will provide monetary claims to eligible employees for the purpose of granting them the Company's common shares. The employees will make in-kind contributions of the entire amount of the monetary claims and in exchange receive an allotment of the Company's treasury shares. Currently, the range of total monetary claims that the Company reasonably expects to grant to eligible employees is between 250 million yen and 500 million yen. As eligible employees will make in-kind contributions of the entire amount of the monetary claims, the number of shares to be allotted to eligible employees is estimated to be approximately 140,000 to 230,000 shares for a total amount of between 250 million yen and 500 million yen.

In order to achieve the purpose of the Plan, the transfer of shares to be granted will be restricted for a certain period. When granting the shares, the Company and the eligible employees will enter into a restricted stock allotment agreement stipulating the transfer restriction period and other necessary matters.

The timing of the disposal of shares under the Plan, the amount of monetary claims to be provided and other details will be determined at a future meeting of the Company's Board of Directors. The Company will promptly announce specific details when determined.