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Company: TODA CORPORATION

Representative: Seisuke Otani, President and Representative Director

(Securities Code: 1860 TSE Prime Market)

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## **Notice Concerning the Continuation of Post-Delivery Type Stock Grant Program for Domestic Group Employee Shareholding Association**

TODA CORPORATION (the “Company”) hereby announces that at the Board of Directors Meeting held today, the Company has resolved to continue the scheme to grant post-delivery type stock to employees of its domestic Group companies (the “Employees”) through the TODA CORPORATION Group Employee Shareholding Association (the “Shareholding Association”) as an incentive program for the Employees (the “Program”) as described below.

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

Our domestic Group companies introduced the Program on March 26, 2024 for the purpose of building the Employees’ wealth and motivating them to work through the ownership of the Company's common stock.

The introduction of the Program is intended to provide the Employees with an opportunity to acquire shares of the Company's common stock through the Shareholding Association, thereby sharing shareholder value over the medium- to long-term, contributing to medium- to long-term improvements in the Company's business performance and corporate value, and providing incentives to motivate the Employees to continue working for the Group.

The Company has decided to continue the Program to further enhance its effectiveness.

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

|                      |                                                                                                                                                                                                                                                                             |
|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (1) Eligible persons | The Shareholding Association participants who made continuous contributions and did not make any withdrawals during the eligible period (one year).<br><br>* Inactive Shareholding Association participants, those who have withdrawn from the Shareholding Association for |
|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                         |                                                                                          |
|-----------------------------------------|------------------------------------------------------------------------------------------|
|                                         | personal reasons, and those who reside overseas are not eligible.                        |
| (2) When to grant                       | Scheduled for March after the end of the eligible period.                                |
| (3) Eligible period                     | January 1, 2026 to December 31, 2026                                                     |
| (4) Number of shares granted per person | 150 shares.                                                                              |
| (5) Expected number of eligible persons | Maximum 940.                                                                             |
| (6) Number of shares allocated          | The maximum total number of shares allocated to the Shareholding Association is 141,000. |

Under the Program, the Group company shall grant points to employees who are the Shareholding Association participants and have agreed to the Program (the “Eligible Employees”) after the end of the eligible period as predetermined by the Group company. After the points are granted, the Group company shall provide a monetary claim to the Eligible Employee as a special stock incentive for the grant of shares of the Company's common stock (the “Special Stock Incentive”), and the Eligible Employee shall contribute the Special Stock Incentive to the Shareholding Association.

The Shareholding Association shall make an in-kind contribution to the Company of the Special Stock Incentive contributed by the Eligible Employees, and the Company shall allot shares of the Company's common stock by means of issuance of new shares or disposal of own shares. The number of shares to be allotted may be reasonably adjusted in the event of unavoidable circumstances requiring adjustments of the number of shares, such as a stock split, gratis allotment of shares, or consolidation of shares of the Company's common stock.

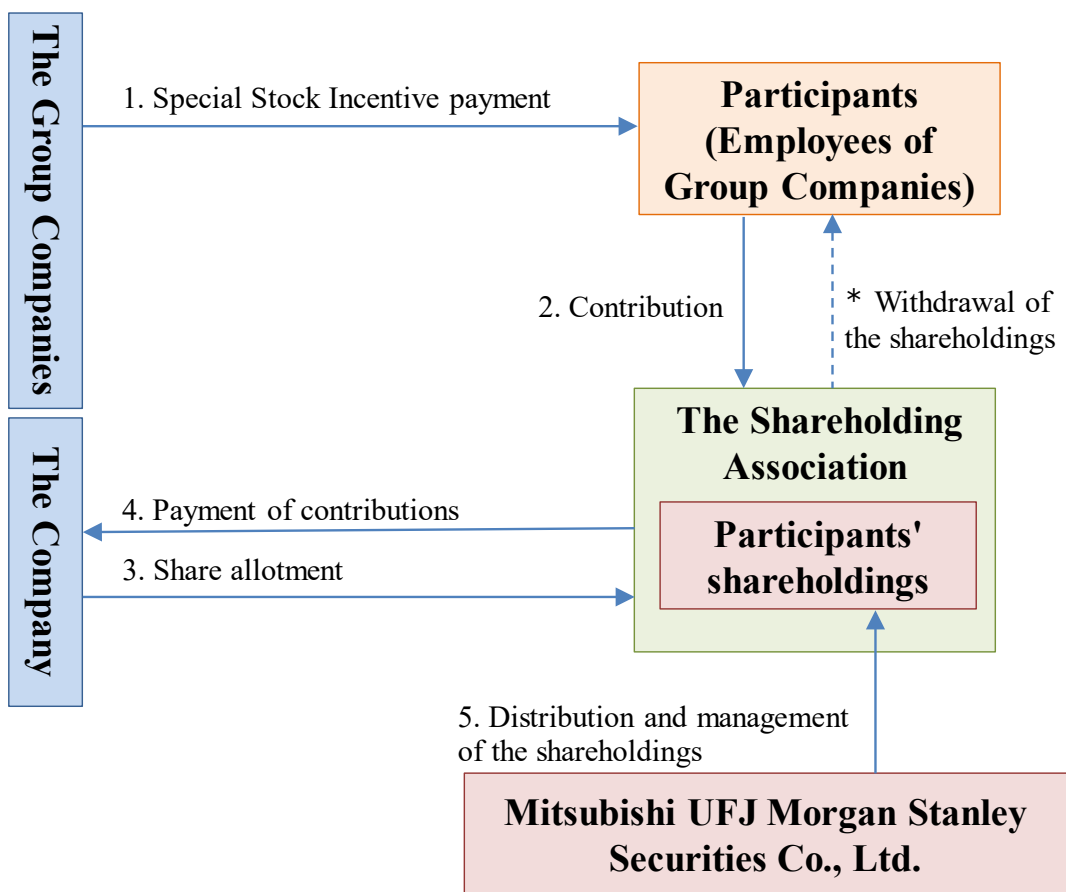
The allocation and management of the shareholdings in the Shareholding Association to be allocated shall be conducted through Mitsubishi UFJ Morgan Stanley Securities Co., Ltd., the administrative agent of the Shareholding Association.

(Reference)

**【Structure of the Program】**

1. The domestic Group company provides each participant with a Special Stock Incentive payment (in March after the end of the eligible period).
2. Each participant contributes the Special Stock Incentive paid to the Shareholding Association (in March after the end of the eligible period).
3. The Company allots the Company's common stock to the Shareholding Association.
4. The Shareholding Association aggregates the Special Stock Incentive contributions made by the participants and pays them to the Company.
5. The allocated Company's common stock shall be distributed and managed as participants' shareholdings within the Shareholding Association through Mitsubishi UFJ Morgan Stanley Securities Co., Ltd., the administrative agent of the Shareholding Association

\* The participants may withdraw their shareholdings at their own discretion.



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