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Company Name: Hakuto Co., Ltd.
Representative: Tamaki Miyashita
President & Chief Executive Officer
(Securities code: 7433, Prime Market, Tokyo Stock Exchange)
Contact: Soichiro Tanigawa
Executive Officer, Unit Manager,
ESG Business Promotion Unit
(TEL +81-3-3225-8910)

Notice Concerning Revision of the Performance-Linked Restricted Stock Compensation Plan for Employment-Type Executive Officers, etc.

As announced in the “Notice Concerning Introduction of a Performance-Linked Restricted Stock Compensation Plan for Executive Officers” dated January 31, 2022, the Company has introduced, from the fiscal year 2022, a performance-linked restricted stock compensation plan (the “Plan”) for employment-type executive officers who do not concurrently serve as directors of the Company.

At a meeting of the Board of Directors held today, the Company resolved to revise the Plan (the “Revised Plan”) to expand its eligible participants to include senior managerial employees of the Company (collectively with employment-type executive officers, “Employment-Type Executive Officers, etc.”). The details of the Revised Plan are as follows:

1. Background and Purpose of the Revision

As disclosed today in the “Notice Concerning Changes to the Governance Structure and the Executive Compensation System,” the Company will, from the next fiscal year, adopt a governance structure that more clearly separates supervision and execution of business operations.

By adding senior managerial employees who promote business execution together with employment-type executive officers as eligible participants under the Plan, the Company aims to further enhance their awareness of participation in management and to promote greater alignment of value with shareholders. Through these measures, the Company seeks to enhance medium- to long-term corporate value and achieve sustainable growth in shareholder value.

2. Outline of the Revised Plan

Under the Plan, the Company will grant monetary claims equivalent to the amount to be paid in for the Company’s

common shares to be issued or disposed of to eligible participants (“Employment-Type Executive Officers, etc.”). The eligible participants will contribute the entirety of such monetary claims as property contributed in kind to the Company and, in return, subscribe for the Company’s common shares (the “Shares”).

The Revised Plan will begin to apply from the fiscal year ending March 31, 2027 (April 1, 2026 to March 31, 2027). Performance-linked restricted stock compensation for eligible participants will be granted based on the achievement levels of single-year performance indicators by the Company (KPIs) and individual performance evaluations. In addition, a transfer restriction period will be established during which the Shares may not be transferred to any third party, pledged, or otherwise disposed of in any manner.

Further details of the Revised Plan will be disclosed at the time the Shares are granted to eligible Employment-Type Executive Officers, etc.

3. Key Revisions

	Previous Plan	Revised Plan
Eligible Participants (Number of participants in parentheses)	Employment-type Executive Officers (4 individuals)	Employment-type Executive Officers and Senior Executive Employees (14 individuals)
Payment Criteria	Uniform payment to eligible participants based on achievement of single-year performance targets by the Company	Payment based on achievement of single-year performance targets by the Company and individual performance evaluation of each eligible participant