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December 9, 2025

To whom it may concern,

Company name: SENSHU ELECTRIC CO.,LTD.
Name of representative: Representative Director,
President Motohide Nishimura
(Code: 9824; TSE Prime)
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Executive Officer & General
Manager of Administration
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Notice Concerning Introduction of Restricted Stock Incentive Plan for Employee Shareholding Association

The Company hereby announces that, at its Board of Directors meeting held on December 9, 2025, it resolved to introduce an incentive plan (hereinafter referred to as the "Plan") whereby restricted stock will be granted to employees of the Company through the SENSHU ELECTRIC Employee Shareholding Association (hereinafter referred to as the "Shareholding Association"). Details are as follows.

1. Purpose of introducing the Plan

The Plan will be introduced with the aim of contributing to the assets building of employees of the Company by providing the employees with the opportunity to acquire common shares of the Company issued or disposed of by the Company as restricted stock through the Shareholding Association, as well as raising awareness of the Company's performance and share price, promoting the sharing of value with shareholders, and increasing motivation to enhance corporate value.

2. Outline of the Plan

Under the Plan, the Company will provide receivables as a special incentive (hereinafter referred to as the "Special Incentive") for the grant of restricted shares to the Company employees (excluding non-domestic residents) who have joined the Shareholding Association and agree to the Plan (hereinafter referred to as the "Applicable Employees"), and the Applicable Employees will contribute the Special Incentive to the Shareholding Association. The Shareholding Association will receive the issuance or disposition of the Company common shares as restricted stock by making the Special Incentive contributed by the Applicable Employees, a contribution in kind to the Company.

Other specific details of the Plan will be determined at a future meeting of the Board of Directors of the Company.