

November 11, 2021

## **Notice Regarding Introduction of a Restricted Stock Compensation Plan**

Company Name : THK CO., LTD.  
Head Office : Tokyo, Japan (Tel: +81-3-5730-3911)  
Code number : 6481  
Representative : Akihiro Teramachi, President and CEO  
Contact : Kenji Nakane, Executive Officer, General Manager of Finance  
and Accounting Department

THK CO., LTD. ("THK") hereby announces that the Board of Directors has resolved in their meeting held today to introduce a restricted stock compensation plan (hereinafter the "Plan") as a new compensation plan for directors and that THK will submit a proposal regarding this Plan to the 52th general shareholders meeting to be held in March 2022 (hereinafter the "General Shareholders Meeting").

### **1, Purpose of introducing the Plan**

The Plan is introduced in order to provide an incentive for THK's directors, excluding directors who are Audit & Supervisory Committee members and outside directors (hereinafter the "Eligible Director(s)") to continuously improve THK's corporate value, and to promote further shared value with shareholders.

### **2, Conditions for the introduction of the Plan**

Since the Plan consists of monetary compensation to be proposed for granting restricted stocks to the Eligible Directors, its introduction is subject to the approval of shareholders on the provision of this compensation.

At the 46th general shareholders meeting held on June 18, 2016, the compensation amount for directors of THK (excluding directors who are Audit & Supervisory Committee members) was approved to be within ¥100 million per month (excluding the portion of employee's salary for directors who concurrently serve as employees). THK will request shareholders' approval to introduce the Plan at the General Shareholders Meeting. Further details will be announced as soon as they determined.

(For reference)

If this proposal is approved as proposed at the General Shareholders Meeting, THK will introduce a similar restricted stock compensation plan for THK's executive officers.