

February 12, 2026

Notice Regarding Special Measures for the Next Career Support Program

Company Name	: THK CO., LTD.
Representative	: Takashi Teramachi, President and CEO
Code Number	: 6481 (Tokyo Stock Exchange Prime Market)
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THK CO., LTD. ("THK") hereby announces that, at the Board of Directors meeting held on February 12, 2026, THK resolved to implement the Special Measures for the Next Career Support Program for its employees. Details are as follows:

1. Reasons

As THK advances its new growth strategy based on the PMVV (Purpose, Mission, Vision, Value) established in January 2026, THK will implement the "Special Measures for the Next Career Support Program" to assist employees in their career development.

This program provides employees the opportunity to use their experience and skills they have cultivated to pursue new challenges outside THK. In the era of 100-year lifespans, THK will support autonomous career development, accelerate generational succession, cultivate next-generation talent, and promote organizational renewal. THK aims for the growth of the entire THK Group by establishing a flexible and robust corporate foundation through this program.

2. Details

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| (1) Eligible employees | Employees of THK and those dispatched to domestic group companies who meet certain conditions such as age and length of service (however, employees engaged in manufacturing operations, whether directly or indirectly, are in principle excluded). |
| (2) Number of applicants | 120 |
| (3) Application period | From March 16, 2026 to April 17, 2026 |
| (4) Date of retirement | May 31, 2026 |
| (5) Support details | 1, Special additional allowance to be provided in addition to regular retirement allowance
2, Reemployment support services to be provided for those who wish to use them |

3. Future Outlook

The costs incurred in relation to the Program will be recognized for the year ending December 31, 2026.

Although the number of applicants and total amount remain undetermined at this time, the estimated impact has been reflected in the consolidated forecasts for the year ending December 31, 2026 announced today. Any events requiring disclosure that arise in the future will be announced promptly.