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To whom it may concern:

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(Stock code: 5105, TSE Prime Market)  
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## Announcement Regarding the Introduction of a Performance-Linked and Restricted Share-Based Remuneration Plan

Hyogo, Japan - March 4, 2026 - TOYO TIRE Corporation (Headquarters: Itami City, Hyogo Prefecture; President & CEO: Takashi Shimizu; hereinafter, the “Company”) hereby announces that, following a review of the remuneration system for Directors, it has resolved to introduce a performance-linked and restricted share-based remuneration plan (hereinafter, the “Plan”), and to disclose its details as follows.

### 1. Purpose of introducing the Plan

Currently, the remuneration system for the Company’s Directors (excluding Outside Directors) comprises base remuneration as a fixed-amount remuneration, as well as share-based remuneration and performance-linked remuneration on both short-term and medium- and long-term bases (limited to Executive Directors).

The Company has reviewed its remuneration system for Directors and determined to introduce the Plan with a view to providing an incentive to sustainably increase the Company’s corporate value by achieving the performance targets set forth in the Company’s medium-term business plan and improving performance over the medium to long term, and to further enhance the linkage with shareholders’ interests and business performance.

The introduction of the Plan is subject to shareholder approval of the payment of such remuneration at the Company’s 110th Annual General Meeting of Shareholders to be held on March 27, 2026 (hereinafter, the “General Shareholders Meeting”), as shares of the Company’s common stock will be allotted to the Company’s Directors (excluding non-executive directors including Outside Directors; hereinafter, the “Eligible Directors”), and monetary remuneration claims to ensure tax payment will also be granted under the Plan.

The amount of remuneration for the Company’s Directors was approved at the 109th Annual General Meeting of Shareholders held on March 26, 2025, at 900 million yen or less per year (including an annual amount of 100 million yen or less for Outside Directors; however, not including the portion of employee salaries of Directors who concurrently serve as employees). It was further approved that the compensation to be provided for the grant of shares with transfer restrictions to Directors (excluding Outside Directors) shall be monetary remuneration claims (hereinafter, the “Monetary Remuneration Claims”), and that the total amount of said Monetary Remuneration Claims shall be paid within the remuneration framework for Directors and shall be 250 million yen or less per year (not including the portion of employee salaries of Directors who

concurrently serve as employees). At the General Shareholders Meeting, the Company will submit for shareholder approval a proposal to introduce the Plan and to establish a remuneration framework for Eligible Directors under the Plan within the above-mentioned framework for remuneration related to the grant of shares with transfer restrictions.

## 2. Overview of the Plan

The new remuneration plan proposed for introduction is a performance-linked and restricted share-based remuneration plan that grants the shares of the Company's common stock and funds to ensure tax payment based on the level of achievement of one or more performance indicators adopted in the medium-term business plan, as well as performance targets predetermined by the Company's Board of Directors.

Eligible Directors shall contribute all the Monetary Remuneration Claims provided by the Company according to the Plan as property contributed in kind, and the shares of the Company's common stock shall either be issued or disposed of in return. Furthermore, for the purpose of funding tax payment, a portion of the Monetary Remuneration Claims granted by the Company under the Plan shall be paid in cash.

Under the Plan, based on the level of achievement of performance targets predetermined by the Board of Directors for the performance evaluation period, which, in principle, is the five fiscal years covered by the medium-term business plan, the shares of the Company's common stock and cash shall be granted after the end of the performance evaluation period. The total amount of Monetary Remuneration Claims (including monetary remuneration claims to be provided for the grant of the shares of the Company's common stock and payment of funds to ensure tax payment) to be paid to Eligible Directors under the Plan shall be 200 million yen or less per year (not including the portion of employee salaries of Directors who concurrently serve as employees). The total number of shares of the Company's common stock to be issued or disposed of after the end of the performance evaluation period shall be 200,000 shares or less per year. The initial performance evaluation period is planned to be the five-year period from fiscal 2026 to fiscal 2030, and the performance evaluation indicators will include TSR (total shareholder return) and other indicators that the Company's Board of Directors will specify from among the performance indicators in the Company's medium-term business plan. However, the Company may continue implementing the Plan within the scope approved at the General Shareholders Meeting after the initial performance evaluation period.

The specific time to grant remuneration and details thereof to each Eligible Director under the Plan shall be determined separately by the Board of Directors in each fiscal year during the performance evaluation period. The amount to be contributed per share under the Plan shall be determined by the Board of Directors based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately prior to the date on which a resolution is made at each Board of Directors meeting (or the closing price on the transaction day immediately prior thereto if no transaction is made on such business day) within the amount that would not be particularly favorable to the Eligible Directors receiving such common stock.

Under the Plan, in the event that (i) an Eligible Director resigns during the applicable period of the Eligible Director's term of employment due to a justifiable reason (excluding cases where such Eligible Director assumes or is reappointed to a position of either a Director of the Company or a Corporate Officer who does not concurrently serve as Director upon resignation, or resignation due to death), (ii) matters concerning reorganization, etc. are approved, (iii) an Eligible Director resigns due to death after the start of the applicable period but before the grant date, or (iv) an Eligible Director is a non-resident of Japan on the date of the Board of Directors' resolution regarding the issuance or disposal of the shares of the Company's common stock, the Eligible Director or the person who inherits the rights in accordance with predetermined procedures shall be paid cash in lieu of the issuance or disposal of the shares of the Company's common stock.

The issuance or disposal of the shares of the Company's common stock under the Plan shall be subject to

the conclusion of a restricted share allotment agreement between the Company and the Eligible Director, stipulating that (i) the Eligible Director shall not transfer, create a security interest on, or otherwise dispose of the shares of the Company's common stock to a third party during a certain period (hereinafter, the "Transfer Restriction Period"), and (ii) the Company shall acquire the shares of the Company's common stock without remuneration upon the occurrence of certain events; provided, however, that this shall not be the case if, at the time of such issuance or disposal of the shares of the Company's common stock and the payment of Monetary Remuneration Claims as property contributed in kind, an Eligible Director is no longer a Director of the Company nor is in any of the positions determined by the Board of Directors of the Company.

The shares of the Company's common stock shall be held in dedicated accounts to be opened by the Eligible Directors at Nomura Securities Co., Ltd. during the Transfer Restriction Period to ensure that the shares of the Company's common stock are not transferred, pledged as security, or otherwise disposed of.

When granting funds to ensure tax payment under the Plan, cash shall be paid on the condition that the transfer restriction is lifted; provided, however, that this shall not be the case if, at the time of payment of Monetary Remuneration Claims, an Eligible Director is no longer a Director of the Company nor is in any of the positions determined by the Board of Directors of the Company.

The Company intends to introduce, by resolution of its Board of Directors, a plan similar to that for Eligible Directors for Corporate Officers who do not concurrently serve as Directors of the Company.