



April 14, 2026

To whom it may concern,

Company name: GDEP ADVANCE, Inc.
Representative: Tadamichi Iino
Executive Officer, Representative Director and
CEO
Stock Exchange Listing: Tokyo Standard Market
Securities code 5885
Contact: Tatsuo Ohashi
Executive Officer, Director and CFO
Tel: 022-713-4050

Notice Regarding the Establishment of an Employee Stock Ownership Plan

The Company hereby announces that it has established an employee stock ownership plan and has resolved to commence the continuous purchase of its shares from June 2026, as described below.

1. Purpose of Establishment

The purpose of establishing the employee stock ownership plan is to reduce the risk of insider trading by enabling employees of the Company to acquire and hold the Company's shares, thereby promoting stable asset formation, enhancing employees' sense of participation in management, and further aligning their interests with those of shareholders to increase corporate value. In addition, it aims to secure stable demand for the Company's shares, contribute to increased trading volume, and improve liquidity in the stock market. Furthermore, the plan is intended to enhance employee welfare by providing incentive contributions.

2. Overview of the Employee Stock Ownership Plan

Name	GDEP ADVANCE Employee Stock Ownership Plan
Eligibility	Employees of the Company
Commencement	Contributions are scheduled to commence from June 2026
Contribution Amount	Each unit shall be ¥1,000, with a maximum of 20 units
Withdrawal Timing	Upon request or upon retirement
Incentive Contribution Rate	20% of the contribution amount (note) For new participants, the rate shall be 50% for the first month of contribution only