May 20,2026

Dear All

Company Name:	Fujikura Ltd
Representative:	Naoki Okada, President & CEO (Code: 5803 Prime market of TSE)
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Notice Concerning Introduction of a Restricted Stock Incentive Plan for the Employee Shareholding Association

Fujikura Ltd. (the "Company") hereby announces that, at the meeting of the Board of Directors held on May 20, 2026, it resolved to introduce a restricted stock incentive plan for the employee shareholding association (the "Plan"), under which restricted stock will be granted to employees through the Fujikura Employee Shareholding Association (the "Shareholding Association"), as described below.

1. Purpose of Introduction of the Plan

The purpose of the Plan is to provide the Company's employees with opportunities to acquire shares of the Company's common stock to be issued or disposed of as restricted stock through the Shareholding Association, thereby supporting employees' asset formation.

In addition, the Plan aims to provide incentives for employees to contribute to the achievement of the "Medium-Term Management Plan 2028" and to the sustainable enhancement of the Company's corporate value, while further promoting value sharing between employees and shareholders.

2. Outline of the Plan

Among the Company's employees who are members of the Shareholding Association, those who consent to the Plan (the "Eligible Employees") will receive monetary claims (the "Special Incentive Grant") from the Company as a special incentive for the grant of restricted stock.

Eligible Employees will contribute the Special Incentive Grant to the Shareholding Association, and the Shareholding Association will in turn make an in-kind contribution of the contributed Special Incentive Grant to the Company. Through this process, Eligible Employees will receive issuance or disposition of the Company's common stock as restricted stock via the Shareholding Association.

The Company plans to adopt the "Restricted Stock Incentive Plan for Employee Shareholding Associations (Shareholding Association RS)" provided by Nomura Securities Co., Ltd. Further details will be disclosed once they are determined.