

Notice: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

July 21, 2026

Company name: **GDEP ADVANCE, Inc.**

Representative: Tadamichi Iino
Executive Officer, Representative Director and CEO

(Securities code: 5885, Tokyo Standard Market)

Inquiries: Tatsuo Ohashi
Executive Officer, Director and CFO

(Tel: 022-713-4050)

Notice Regarding Introduction of a Restricted Stock Compensation Plan for the Employee Shareholding Association

GDEP ADVANCE, Inc. (the “Company”) hereby announces that, at the meeting of its Board of Directors held on July 21, 2026, it resolved to introduce a restricted stock compensation plan for the employee shareholding association (the “Plan”), under which shares of Restricted Stock will be granted to the Company’s employees through the GDEP Advance Employee Shareholding Association (the “Shareholding Association”). The details are as follows.

In addition, concurrently with the resolution to introduce the Plan for the employee shareholding association, the Company has also resolved to introduce a restricted stock compensation plan for Directors. For an overview of the restricted stock compensation plan for Directors, please refer to the Company’s notice dated July 21, 2026, “Notice Regarding Introduction of a Restricted Stock Compensation Plan for Directors.”

1. Purpose of Introducing the Plan

The Plan is introduced as a compensation arrangement under which shares of the Company's common stock, subject to a certain transfer restriction period and to provisions regarding gratuitous acquisition by the Company, among other conditions (the "Restricted Stock"), are allotted to the Company's employees through the Shareholding Association, as a measure to enhance employee welfare and to support employees' asset building, while also providing employees with an incentive to sustainably improve the Company's corporate value and further promoting the sharing of value between employees and shareholders.

2. Outline of the Plan

Under the Plan, the Company will pay a monetary claim as a special incentive payment for the allotment of Restricted Stock to those employees of the Company who are members of the Shareholding Association and who consent to the Plan (the "Eligible Employees"). Each Eligible Employee will contribute such special incentive payment to the Shareholding Association, and the Shareholding Association will make an in-kind contribution to the Company of the special incentive payments contributed by the Eligible Employees. Through this process, each Eligible Employee will receive, through the Shareholding Association, an allotment of shares of the Company's common stock as Restricted Stock.

3. Other Matters

Other specific matters relating to the allotment of Restricted Stock will be determined by the Company's Board of Directors.

End