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February 13, 2026

For Immediate Release

Company name Okabe Co., Ltd.
Representative Hirohide Kawase, Representative Director, President and Chief Executive Officer
(Securities Code: 5959, TSE Prime Market)
Contact Hisanori Ekawa, Director, Operating Officer and Executive General Manager of Administrative Division
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Notice of Extension of Share-Issuing ESOP Trust

Okabe Co., Ltd. (the "Company") hereby announces that its Board of Directors, at a meeting held today, decided to extend the period of the stock-granting ESOP trust (the "Program"), an employee incentive plan introduced in 2017 for the employees of the Company and the Okabe Group (the "Employees").

Overview and purpose of the Program

Under the Program, the Company's shares are issued to the Employees upon retirement according to their job rank or other criteria for the medium to long-term enhancement of corporate value by raising awareness of contribution to the medium to long-term operating performance improvement and the Company's share price appreciation with a strong sense of identification among Employees as well as their participation in the management of the Company, while seeking to reciprocate the Employees with an enhanced benefits system.

For an overview of the Program, refer to the news release, "Notice of Introduction of Stock-Granting ESOP Trust", dated February 14, 2017.

● Details of changes in the trust agreement

1.	Type of trust:	Money held in trust outside the money trust of a specific single investment
2.	Purpose of trust:	To enhance employee benefit plans and provide incentives to employees
3.	Trustor:	The Company
4.	Trustee:	Mitsubishi UFJ Trust and Banking Corporation (Co-trusteeship: The Master Trust Bank of Japan, Ltd.)
5.	Beneficiary:	Those employees meeting the beneficiary requirements
6.	Trust administrator:	Professional practitioners and third parties with no conflicts of interest with the Company

7. Date of trust agreement: March 1, 2017

8. Trust period: Before change: March 1, 2017 - March 31, 2026
After change: March 1, 2017 - March 31, 2027
(will be extended due to change of trust agreement)

9. Commencement date of the Program:
April 1, 2017

10. Exercise of voting rights: The trustee will exercise the voting rights reflective of the representative of eligible employees, directed by the trust administrator