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To whom it may concern:

July 14, 2025

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Notice Concerning Disposal of Treasury Stock as Restricted Stock Compensation

T.RAD Co., Ltd. (the "Company") hereby announces that at the Board of Directors meeting held today, it resolved to dispose of treasury stock as restricted stock compensation (hereinafter referred to as "Disposal of Treasury Stock" or "Disposal") as described below:

1. Outline of Disposal

(1) Payment date	August 14, 2025
(2) Type and number of shares to be disposed	10,848 shares of our common stock
(3) Disposal price	4,585 yen per share
(4) Total disposal amount	49,738,080 yen
(5) Recipients, number of recipients and number of shares to be allotted	5 Representative Directors 5,418 shares 4 Audit & Supervisory Board Members 1,402 shares 4 Managing Executive Officers 4,028 shares

2. Purpose and Reason for the Disposal

The Company has received shareholder approval for the introduction of a restricted stock compensation plan (the "Plan") at the 118th Ordinary General Meeting of Shareholders held on June 25, 2020 with the aim of providing directors (excluding outside directors) with incentives to achieve sustainable growth of the Company's medium-to long-term corporate value and shareholder value, and to further promote the sharing of value with shareholders. The Company has obtained shareholder approval for ① the payment of monetary compensation claims of up to 100 million yen per annum to directors (excluding outside directors) as in-kind contributions related to the grant of restricted stock, and ② the issuance or disposal of up to 80,000 shares of common stock per annum as restricted stock.

In addition to promoting further value sharing with shareholders, the Company resolved to apply the Plan to outside directors and Audit & Supervisory Board Members at the 122nd Ordinary General Meeting of Shareholders held on June 25, 2024, with the aim of further increasing their motivation to contribute to the prevention of damage to corporate value and the maintenance of credibility. The Company obtained shareholder approval for ① the payment of monetary compensation claims of up to 5 million yen per annum to outside directors and up to 10 million per annum to Audit & Supervisory Board Members as in-kind contributions related to the grant of restricted stock, and ② the issuance or disposal of up to 4,000 shares of common stock per annum to outside directors and up to 8,000 shares per annum to Audit & Supervisory Board Members as restricted stock.

The Company has also applied the Plan to its Managing Executive Officers since 2020.

In accordance with the Plan, the Company has resolved to dispose of 10,848 shares of common stock (hereinafter referred to as the "Allotment Shares") in exchange for a total of 49,738,080 yen in monetary

compensation claims to five directors (including three outside directors), four Audit & Supervisory Board Members, and four Managing Executive Officers (hereinafter referred to as the "Eligible Officers"), taking into consideration of the purpose of the Plan, the Company's performance, the scope of responsibilities of each Eligible Officer, and various other circumstances.

<Overview of the Restricted Stock Allotment Agreement>

The Company and the Eligible Officers have entered into a restricted stock allotment agreement, the outline of which is as follows.

(1) Transfer Restriction Period

Each Eligible Officer may not transfer, create a security interest on, or otherwise dispose of the Allotment Shares from August 14, 2025 (the payment date) until the date on which the Eligible Officer retires from all positions held as Director, Audit & Supervisory Board Member, or Managing Executive Officer of the Company.

(2) Termination Conditions of Transfer Restriction

The transfer restriction on the Allotment Shares shall be lifted upon the expiration of the Transfer Restriction Period, provided that the Eligible Officer has continuously held a position described in (1) above throughout the period from the date of the Ordinary General Meeting of Shareholders immediately preceding the payment date to the date of the Ordinary General Meeting of Shareholders to be held in the following year (hereinafter referred to as the "Service Provision Period"). If an Eligible Officer retires from a position described in (1) above during the Service Provision Period for a reason deemed justifiable by the Company's Board of Directors, such as death, the transfer restriction shall be lifted, as of the day following the date of such retirement, for the number of Allotment Shares calculated by multiplying the total number of Allotment Shares by the number of months from the month following the month that includes the commencement date of the Service Provision Period to the month that includes the date of retirement, divided by 12 (any fractional share of less than one resulting from the calculation shall be rounded down).

(3) Acquisition by the Company without Compensation

The Company shall, as a matter of course, acquire without compensation any Allotment Shares for which the transfer restriction has not been lifted upon expiration of the Transfer Restriction Period.

(4) Stock Management

To prevent the transfer, creation of a security interest on, and other disposal of the Allotment Shares during the Transfer Restriction Period, the Allotment Shares shall be managed in a dedicated account for restricted shares opened with Daiwa Securities Co., Ltd. for the duration of the Transfer Restriction Period.

(5) Handling in the Event of Organizational Restructuring, etc.

If, during the Transfer Restriction Period, a matter such as a merger agreement under which the Company becomes the absorbed company, a share exchange agreement, a share transfer plan, or any other organizational restructuring resulting in the Company becoming a wholly-owned subsidiary is approved at a General Meeting of Shareholders (or by resolution of the Company's Board of Directors, if such approval is not required at a General Meeting of Shareholders), the transfer restriction on the number of Allotment Shares held at that time—calculated by multiplying the number of months from the month following the month that includes the commencement date of the Service Provision Period to the month that includes the date of such approval, divided by 12 (provided that if the results exceeds 1, it shall be deemed to be 1), by the number of the Allotment Shares held at that time (any fractional share of less than one resulting from the calculation shall be rounded down)—shall be lifted immediately before the business day immediately preceding the effective date of such organizational restructuring.

3. Basis for Calculating the Amount to be Paid and Other Specific Details

This disposal of treasury stock is conducted by using the monetary compensation claims granted to the planned recipients under the Plan as in-kind contributions. The payment amount has been set at 4,585 yen per share, which is the average closing price of the Company's common stock on the Tokyo Stock Exchange over the 30 trading days leading up to (and including) the business day immediately preceding July 14, 2025 (the

date of the Board of Directors' resolution), in order to eliminate arbitrary pricing. This average reflects the price of market stock during a period close to the resolution date and is considered by the Company to be a reasonable value that appropriately reflects its corporate value and does not constitute a particularly favorable price for the Eligible Officers.