

Notice: This is a translation of a notice in Japanese. In the case of any discrepancy between the translation and the Japanese original, the latter shall prevail.



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For Immediate Release

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Notice of Establishment of Employee Shareholding Association

TOEI COMPANY, LTD. (the "Company") hereby announces that it has decided to establish an employee shareholding association for the Company and some subsidiaries. The Company will contribute an amount equivalent to 10% of employees' contributions to the association.

1. Purposes of establishment

The employee shareholding association is a program under which a predetermined amount is withheld from employees' salaries and bonuses and allocated as their contribution to the ongoing purchase of shares of the Company's stock. The contributions will begin to be withheld from salaries paid in March 2025. Employees are able to contribute in units of as small as 1,000 yen (to a maximum of 100 units / 100,000 yen). The Company has decided it will contribute an amount equivalent to 10% of employees' contributions to the association.

This program is being implemented as part of the Company's investment in human capital. It provides an environment in which employees can acquire and hold shares of the Company's stock while reducing the risk of insider trading. The Company strives to make this program attractive and affordable to employees to support them in asset building, increase their awareness of participation in management and increase corporate value in the future.

2. Overview of the shareholding association

(1) Name	The Toei Group Employee Shareholding Association
(2) Eligible person for participation	Employees of Toei Co., Ltd. and some subsidiaries
(3) Timing for commencement	Contributions will begin in March 2025.
(4) Contributions	Contributions can be made in units of 1,000 yen to a maximum of 100 units. (The contribution from bonuses will be three times the amount of the monthly contribution.)
(5) Incentive grant rate	10% of contributions
(6) Withdrawal period	Voluntary and at retirement
(7) Contracted securities firm	Nomura Securities Co., Ltd.

End