

DISCLAIMER: This English document is translated using a machine translation. You may use this for reference purposes only, fully understanding that it may include inaccurate translations. It is your sole responsibility if you rely not on the Japanese original but on this translation.



May 25, 2026

To whom it may concern,

Company name: KAMEI CORPORATION
Name of representative: Akio Kamei, Representative Director, President
(Code No. 8037, TSE Prime)
Inquiries: Tadaaki Endo, Managing Officer, General
Administration Division Manager
(TEL +81-22-264-6111)

Notice Concerning Introduction of Restricted Stock Incentive Plan for Employee Shareholding Association

KAMEI CORPORATION (the "Company") hereby announces that the Board of Directors of the Company, held on May 25, 2026, resolved to introduce a Restricted Stock Incentive Plan (hereinafter referred to as the "Plan") for the Company employees eligible for membership in the Kamei Employee Shareholding Association (hereinafter referred to as the "Shareholding Association").

1. Purpose of introducing the Plan

The Plan will be introduced for the purpose of providing the Company employees with an opportunity to acquire Restricted Stock issued or disposed of by the Company through the Shareholding Association as a measure to enhance their welfare, thereby helping them to build up assets, as well as for the purpose of enhancing the Company employees' sense of participation in management through ownership of the Company common stock.

2. Outline of the Plan

Under the Plan, the Company will provide monetary claims (hereinafter referred to as the "Special Incentive") as a special incentive for the allocation of Restricted Shares to the Company who agree to the Plan (hereinafter referred to as "Eligible Employees") among those who join the Shareholding Association, and Eligible Employees will contribute the Special Incentive to the Shareholding Association. When the Shareholding Association collects the Special Incentive contributed by the Eligible Employees and makes an in-kind contribution to the Company, the Eligible Employees will receive issuance or disposition of the Company Common Stock as Restricted Stock through the Shareholding Association.

3. Other

Other details of the allotment of Restricted Shares will be decided by the Board of Directors of the Company.

The total number of Restricted Shares to be issued or disposed of by the Company under the Plan is reasonably expected to be up to 36,000 shares. Other specific details regarding the Company Common Stock as Restricted Stock to be issued or disposed of by the Company under the Plan will be announced as soon as they are determined.