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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  
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### **Notice Concerning Introduction of Restricted Stock Incentive Plan for Managing Officers and Managerial Employees**

KAMEI CORPORATION (the “Company”) hereby announces that it has resolved, at its Board of Directors meeting held on May 25, 2026, to introduce a Restricted Stock Incentive Plan (hereinafter, the “Plan”) for managing officers and managerial employees (hereinafter, the “eligible officers and employees”) of the Company. Details are as follows.

#### 1. Purpose of introducing the Plan

The Company introduces the Plan to enhance management participation awareness of the eligible officers and employees by owning the Company's common shares.

#### 2. Outline of the Plan

The eligible officers and employees will receive the issuance or disposition of the Company's common shares as restricted stock by making in-kind contribution of all of the receivables for the allotment of restricted stock provided by the Company under the Plan. However, this will not reduce wages of the eligible officers and employees.

#### 3. Other

Other details of the allotment of restricted stock will be decided by the Board of Directors of the Company.

Regarding restricted stock to be issued or disposed of by the Company under the Plan, the total number of such restricted stock will be 23,000 shares or less, and the value of such issuance or disposition will be calculated in a manner eliminating arbitrariness, and the amount will not be particularly favorable to the eligible officers and employees. Other specific details regarding the Company's common shares as restricted stock to be issued or disposed of by the Company under the Plan will be announced as soon as they are determined.