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May 25, 2026

To whom it may concern,

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Notice Concerning Introduction of Restricted Stock Remuneration Plan for Directors and Audit & Supervisory Board Members

KAMEI CORPORATION (the “Company”) hereby announces, as described below, that it has resolved at the Company’s Board of Directors Meeting held on May 25, 2026 to review its remuneration plan for Directors (and other Officers) and to introduce a restricted stock remuneration plan (the “Plan”), and to submit a proposal related to the Plan (the “Proposal”) to the Company’s 113th Annual General Meeting of Shareholders (the “General Meeting of Shareholders”) to be held on June 26, 2026.

1. Purpose, etc. of the introduction of the Plan

(1) Purpose of introduction of the Plan

The Plan is to be introduced as a remuneration plan that allocates restricted shares to the Company’s Directors (including Outside Directors; the “Eligible Directors”) and Audit & Supervisory Board Members (including Outside Audit & Supervisory Board Members; the “Eligible Audit & Supervisory Board Members”) (collectively, the “Eligible Officers”). The Plan aims to provide the Eligible Officers with an incentive to continuously improve the Company's corporate value and to further advance value sharing with shareholders.

(2) Conditions for the introduction of the Plan

Under the Plan, the Eligible Officers will be granted restricted shares or monetary remuneration claims for the allocation of restricted shares as remuneration, etc. related to restricted shares; therefore, the implementation of the Plan is subject to the approval of shareholders at the General Meeting of Shareholders regarding the payment of such remuneration. The total amount of remuneration for the Company’s Directors was approved at the Company’s 90th Annual General Meeting of Shareholders held on June 27, 2003, as not exceeding 350 million yen per year, and the total amount of remuneration for the Company’s Audit & Supervisory Board Members was approved at the Company’s 81st Annual General Meeting of Shareholders held on June 29, 1994, as not exceeding 60 million yen per year. However, after comprehensively considering various factors, including the contributions of the Eligible Officers to the Company, we plan to request the shareholders’ approval at the General Meeting of Shareholders to set the total amount of remuneration, etc. related to restricted shares for Eligible Directors at up to 90 million yen per year (of which up to 13 million yen for Outside Directors) and the total amount of remuneration, etc. related to restricted shares for Eligible Audit & Supervisory Board Members at up to 15 million yen per year (of which up to 5 million yen for Outside Audit & Supervisory Board Members), as a separate allocation from the amounts for Directors and Audit & Supervisory Board Members described above.

2. Overview of the Plan

(1) Allocation and payment of restricted shares

Restricted shares shall be allocated to Eligible Directors by either of the following methods based on the resolution of the Company's Board of Directors, and to Eligible Audit & Supervisory Board Members by the following method (ii) based on the resolution of the Company's Board of Directors and consultation among the Company's Audit & Supervisory Board Members.

- (i) A method whereby restricted shares are granted to Eligible Directors as remuneration, etc. related to restricted shares without requiring payment for their issuance or disposition (the "Gratis Allocation")
- (ii) A method whereby monetary remuneration claims are granted to Eligible Officers as remuneration, etc. related to restricted shares within the annual amount set forth above, and restricted shares are allocated by each Eligible Officer contributing the entirety of such monetary remuneration claims as an in kind contribution (the "Delivery of Contribution in Kind")

I. In the case of Gratis Allocation

In the case of Gratis Allocation, no payment is required for the issuance or disposition of restricted shares; however, the amount of remuneration, etc. related to restricted shares for the Eligible Directors shall be calculated based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Company's Board of Directors pertaining to the issuance or disposition (or, if no transaction has been closed on that day, the closing price on the most recent transaction day). Such calculated amount of remuneration, etc. related to restricted shares shall be within the annual amount set forth above.

The restricted shares described above shall be allocated on the condition that the Eligible Director has entered into a restricted shares allocation agreement which includes the terms set forth in (3) below.

II. In the case of Delivery of Contribution in Kind

In the case of the Delivery of Contribution in Kind, the amount to be paid in for restricted shares shall be determined by the Company's Board of Directors, based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Company's Board of Directors pertaining to the issuance or disposition of such shares (or, if no transaction has been closed on that day, the closing price on the most recent transaction day), provided that the amount is not particularly favorable to the Eligible Officers who subscribe to the restricted shares.

The monetary remuneration claims described above shall be provided on the condition that the Eligible Officer has agreed to the contribution in kind stated above and has entered into a restricted shares allocation agreement that includes the terms set forth in (3) below.

(2) Total number of restricted shares

The maximum number of restricted shares to be allocated in each fiscal year shall be the total number of restricted shares to be allocated to Eligible Directors of 32,810 shares (including 4,921 shares for Outside Directors) and the total number of restricted shares to be allocated to Eligible Audit & Supervisory Board Members of 5,468 shares (including 1,822 shares for Outside Audit & Supervisory Board Members).

However, the total number of Restricted Shares to be allocated may be reasonably adjusted if, on or after the date of resolution of the Proposal, a stock split (including gratis allocation of the Company's common stock) or reverse stock split of the Company's common stock has been carried out, or if any other circumstances arise that require an adjustment to the total number of restricted shares to be allocated.

(3) Details of the restricted shares allocation agreement

Upon the allocation of restricted shares, the following provisions shall be included in a restricted shares allocation agreement to be concluded between the Company and the Eligible Officers receiving the allocation of restricted shares pursuant to a resolution of the Company's Board of Directors.

(i) Details of transfer restrictions

During the period from the allocation date of the restricted shares to the date of resignation or retirement from a position designated in advance by the Company's Board of Directors (the "Transfer Restriction Period"), an Eligible Officer who has been allocated restricted shares ("Allocated Shares") may not transfer, pledge, create a

security interest in, make a lifetime gift of, bequeath, or otherwise dispose of the restricted shares allocated to the Eligible Officer to any third party (“Transfer Restrictions”).

(ii) Acquisition of restricted shares without consideration

If an Eligible Officer who has been allocated restricted shares resigns or retires from a position designated in advance by the Company’s Board of Directors on or after the commencement date of the Transfer Restriction Period until the day before the date of the Company’s first Annual General Meeting of Shareholders following that date, the Company shall automatically acquire the Allocated Shares without consideration unless the Company’s Board of Directors determines there are valid grounds to the contrary.

Furthermore, among the Allocated Shares, if there are any shares for which the Transfer Restrictions have not been lifted at the time of the expiration of the Transfer Restriction Period set forth in (i) above in accordance with the provisions regarding the grounds for lifting the Transfer Restrictions set forth in (iii) below, the Company shall automatically acquire such shares without consideration.

(iii) Lifting of the Transfer Restrictions

The Company shall lift the Transfer Restrictions on all Allocated Shares upon the expiration of the Transfer Restriction Period, provided that the Eligible Officer who received the restricted shares has continuously held a position designated in advance by the Company’s Board of Directors from the commencement date of the Transfer Restriction Period until the date of the Company’s first Annual General Meeting of Shareholders following that date.

However, if the Eligible Officer resigns or retires from a position designated in advance by the Company’s Board of Directors, for reasons deemed justifiable by the Board of Directors, on or after the commencement date of the Transfer Restriction Period by the day immediately preceding the date of the Company’s first Annual General Meeting of Shareholders following that date, the number of Allocated Shares for which the Transfer Restrictions are to be lifted, and the timing of such lifting, shall be reasonably adjusted as necessary.

(iv) Handling in the case of organizational restructuring, etc.

If, during the Transfer Restriction Period, a proposal regarding a merger agreement where the Company becomes a disappearing company, a share exchange agreement or share transfer plan where the Company becomes a wholly-owned subsidiary, or any other proposal related to organizational restructuring is approved at a general meeting of shareholders of the Company (the Board of Directors of the Company if the organizational restructuring, etc. does not require approval by a general meeting of shareholders of the Company) (limited to cases where the effective date of the organizational restructuring, etc. occurs prior to the expiration of the Transfer Restriction Period; “Upon Approval of the Organizational Restructuring, etc.”), and if, as a result of such organizational restructuring, an Eligible Officer who has been allocated restricted shares is to resign or retire from a position designated in advance by the Company’s Board of Directors, the Company shall, pursuant to a resolution of the Company’s Board of Directors, lift the Transfer Restrictions on the number of Allocated Shares, determined reasonably based on the period from the commencement date of the Transfer Restriction Period to the date of approval of the organizational restructuring, prior to the effective date of such organizational restructuring.

In addition, Upon Approval of the Organizational Restructuring, etc., the Company shall automatically acquire, as of the business day preceding the effective date of the organizational restructuring, etc., without consideration, the Allocated Shares for which the Transfer Restrictions have not been lifted as of the same date.