July 24, 2026

To whom it may concern

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Notice Concerning Disposal of Treasury Shares as Restricted Stock Compensation

KAMEI CORPORATION (the "Company") hereby announces that, at a meeting of its Board of Directors held today, it resolved to dispose of treasury shares as restricted stock compensation (the "Disposal of Treasury Shares"), as described below.

1. Overview of disposal

(1)	Due date of payment	August 21, 2026
(2)	Class and number of shares to be disposed of	34,950 shares of the Company's common stock
(3)	Disposal price	3,755 yen per share
(4)	Total disposal amount	131,237,250 yen
(5)	Scheduled disposal recipients	Directors of the Company (*1): 9 persons, 12,700 shares Audit & Supervisory Board Members of the Company (*2): 3 persons, 1,400 shares Managing Officers of the Company: 6 persons, 1,200 shares Employees of the Company: 181 persons, 19,650 shares *1 Includes Outside Directors. *2 Includes Outside Audit & Supervisory Board Members.
(6)	Other matters	The Company has submitted an Extraordinary Report pursuant to the Financial Instruments and Exchange Act with respect to the Disposal of Treasury Shares.

2. Purpose and reason for disposal

The Company, at the 113th Ordinary General Meeting of Shareholders of the Company held on June 26, 2026, approved the introduction of a stock compensation plan (hereinafter referred to as the "Plan") that issues restricted shares to the Directors of the Company (including Outside Directors; hereinafter referred to as the "Eligible Directors") and the Audit & Supervisory Board Members of the Company (including Outside Audit & Supervisory Board Members; hereinafter referred to as the "Eligible Audit & Supervisory Board Members") (hereinafter collectively referred to as the "Eligible Officers"), with the objectives of providing incentives to the Eligible Officers of the Company for the sustained improvement of the corporate value, and of further promoting value sharing with shareholders, and, at the same meeting, it was approved, under the Plan, to set the total amount of monetary compensation claims to be paid as compensation, etc., for restricted shares at 90 million yen or less per year for the Eligible Directors (of which 13 million yen or less per year shall be for Outside Directors), and 15 million yen or less per year for the Eligible Audit & Supervisory Board Members (of which 5 million yen or less per year shall be for Outside Audit & Supervisory Board Members), to set the total number of restricted shares to be allotted in each fiscal year at a maximum of 32,810 shares for the Eligible Directors (of which 4,921 shares shall be for Outside Directors) and 5,468 shares for the Eligible Audit & Supervisory Board Members (of which 1,822 shares shall be for Outside Audit & Supervisory Board Members), and to set the transfer restriction period for the restricted shares from the date of allotment of the restricted shares until the date on which the holder resigns or retires from the position predetermined by the Board of Directors of the Company, and other related matters.

Today, by a resolution of the Board of Directors of the Company, a decision of the Representative Director, Chairman and CEO of the Company, and consultation by the Audit & Supervisory Board Members of the Company, monetary compensation claims totaling 131,237,250 yen shall be granted to the scheduled allottees consisting of 9 Eligible Directors, 3 Eligible Audit & Supervisory Board Members, 6 Managing Officers and 181 Employees (hereinafter collectively referred to as the "Allottees"; among the Allottees, the Eligible Officers shall be referred to as "Allottees I," the Managing Officers as "Allottees II," and the Employees as "Allottees III"), as restricted stock compensation for the period from the 113th Ordinary General Meeting of Shareholders of the Company to the 114th Ordinary General Meeting of Shareholders of the Company scheduled to be held in June 2027 for the Eligible Officers, and as restricted stock compensation for the 114th fiscal year of the Company (April 1, 2026 to March 31, 2027) for the Managing Officers and Employees of the Company. The Company has also resolved to allot 34,950 shares of its common stock as Specified Restricted Shares by having the Allottees make an in-kind contribution of all of such monetary compensation claims. The amount of the monetary compensation claims to be granted to each Allottee has been determined after comprehensively taking into consideration various factors, including the contribution of each Allottee to the Company. In addition, the scale of dilution resulting from the Disposal of Treasury Shares is limited to 0.11% of the total number of issued shares of the Company as of June 30, 2026, which was 32,991,969 shares (rounded to two decimal places), and is therefore considered reasonable in light of the objectives of the Plan. Furthermore, the monetary compensation claims will be granted on the condition that each Allottee enters into a restricted stock allotment agreement with the Company (hereinafter referred to as the "Allotment Agreement"), which substantially contains the terms set forth below.

Under the Plan, there are three types of restricted shares: "Restricted Shares I" to be allotted to Allottees I, "Restricted Shares II" to be allotted to Allottees II, and "Restricted Shares III" to be allotted to Allottees III.

3. Overview of the Allotment Agreement

(1) Transfer Restriction Period

During the transfer restriction period specified below, the Allottees may not transfer, create a pledge over, create a security interest by way of transfer, make an inter vivos gift, make a testamentary gift, or otherwise dispose of the Restricted Shares I allotted to such Allottee (hereinafter referred to as the "Allotted Shares I"), the Restricted Shares II allotted to such Allottee (hereinafter referred to as the "Allotted Shares II"), or the Restricted Shares III allotted to such Allottee (hereinafter referred to as the "Allotted Shares III," and collectively with the Allotted Shares I and the Allotted Shares II, the "Allotted Shares") to any third party (hereinafter referred to as the "Transfer Restriction").

i Restricted Shares I

From August 21, 2026 until the date on which Allottee I retires from all positions as a Director, Audit & Supervisory Board Member or Managing Officer of the Company (hereinafter referred to as the "Transfer Restriction Period I")

ii Restricted Shares II

From August 21, 2026 until the date on which Allottee II retires from all positions as a Director, Audit & Supervisory Board Member or Managing Officer of the Company (hereinafter referred to as the "Transfer Restriction Period II")

iii Restricted Shares III

From August 21, 2026 to August 20, 2031 (hereinafter referred to as the "Transfer Restriction Period III")

(2) Acquisition of Restricted Shares without consideration

i Restricted Shares I

If Allottee I retires from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company on or before the day immediately preceding the date of the first Ordinary General Meeting of Shareholders of the Company after the commencement date of the Transfer Restriction Period I, the Company shall automatically acquire the Allotted Shares I without consideration at the time of such retirement, unless there is a reason deemed justifiable by the Board of Directors of the Company.

In addition, if, at the expiration of the Transfer Restriction Period I (hereinafter referred to as the "Expiration Time I"), there are any Allotted Shares I for which the Transfer Restriction has not been released pursuant to the provisions regarding the grounds for release of the Transfer Restriction set forth in (3) below, the Company shall automatically acquire such shares without consideration immediately after the Expiration Time I.

ii Restricted Shares II

If Allottee II retires from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company on or before the day immediately preceding the last day of the first fiscal year of the Company after the commencement date of the Transfer Restriction Period II, the Company shall automatically acquire the Allotted Shares II without consideration at the time of such retirement, unless there is a reason deemed justifiable by the Board of Directors of the Company.

In addition, if, at the expiration of the Transfer Restriction Period II (hereinafter referred to as the "Expiration Time II"), there are any Allotted Shares II for which the Transfer Restriction has not been released pursuant to the provisions regarding the grounds for release of the Transfer Restriction set forth in (3) below, the Company shall automatically acquire such shares without consideration immediately after the Expiration Time II.

iii Restricted Shares III

If Allottee III retires from employment with the Company on or before the day immediately preceding the last day of the first fiscal year of the Company after the commencement date of the Transfer Restriction Period III, the Company shall automatically acquire the Allotted Shares III without consideration at the time of such retirement, unless there is a reason deemed justifiable by the Board of Directors of the Company.

In addition, if, at the expiration of the Transfer Restriction Period III (hereinafter referred to as the "Expiration Time III"), there are any Allotted Shares III for which the Transfer Restriction has not been released pursuant to the provisions regarding the grounds for release of the Transfer Restriction set forth in (3) below, the Company shall automatically acquire such shares without consideration immediately after the Expiration Time III.

(3) Release of the Transfer Restriction

i Restricted Shares I

The Company will lift the Transfer Restriction for all of the Allotted Shares I held by Allottee I at the Expiration Time I, provided that Allottee I has continuously remained in a position as a Director, Audit & Supervisory Board Member, or Managing Officer of the Company from the commencement date of the Transfer Restriction Period I until the date of the first Ordinary General Meeting of Shareholders of the Company held after the commencement date of the Transfer Restriction Period I. However, if Allottee I retires from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company on or before the day immediately preceding the date of the first Ordinary General Meeting of Shareholders of the Company after the commencement date of the Transfer Restriction Period I for reasons deemed justifiable by the Board of Directors of the Company, the Transfer Restriction shall be lifted immediately after such retirement with respect to the number of the Allotted Shares I obtained by multiplying the number of the Allotted Shares I held by Allottee I at the time of such retirement by a number calculated by dividing the number of months from July 2026 through the month including the date on which Allottee I retired from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company by 12 (however, if a fraction of less than one share occurs as a result of the calculation, such fraction shall be rounded down).

ii Restricted Shares II

The Company will lift the Transfer Restriction for all of the Allotted Shares II held by Allottee II at the Expiration Time II, provided that Allottee II has continuously remained in a position as a Director, Audit & Supervisory Board Member, or Managing Officer of the Company from the commencement date of the Transfer Restriction Period II until the last day of the first fiscal year of the Company after the commencement date of the Transfer Restriction Period II. However, if Allottee II retires from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company on or before the day immediately preceding the last day of the first fiscal year of the Company after the commencement date of the Transfer Restriction Period II for reasons deemed justifiable by the Board of Directors of the Company, the Transfer Restriction shall be lifted immediately after such retirement with respect to the number of the Allotted Shares II obtained by multiplying the number of the Allotted Shares II held by Allottee II at the time of such retirement by a number calculated by dividing the number of months from April 2026 through the month including the date on which Allottee II retired from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company by 12 (however, if a fraction of less than one share occurs as a result of the calculation, such fraction shall be rounded down).

iii Restricted Shares III

The Company will lift the Transfer Restriction for all of the Allotted Shares III held by Allottee III at the Expiration Time III, provided that Allottee III has continuously remained in a position as an employee of the Company from the commencement date of the Transfer Restriction Period III until the last day of the first fiscal year of the Company after the commencement date of the Transfer Restriction Period III. However, if Allottee III retires from the position of employee of the Company on or before the day immediately preceding the last day of the first fiscal year of the Company after the commencement date of the Transfer Restriction Period III for reasons deemed justifiable by the Board of Directors of the Company, the Transfer Restriction shall be lifted immediately after such retirement with respect to the number of the Allotted Shares III obtained by multiplying the number of the Allotted Shares III held by Allottee III at the time of such retirement by a number calculated by dividing the number of months from April 2026 through the month including the date on which Allottee III retired from the position of employee of the Company by 12 (however, if a fraction of less than one share occurs as a result of the calculation, such fraction shall be rounded down).

(4) Provisions regarding the management of shares

Each Allottee shall complete the opening of an account with SMBC Nikko Securities Inc. in which the Allotted Shares are to be recorded or registered in the manner designated by the Company, and shall keep and maintain the Allotted Shares in such account until the Transfer Restriction is lifted.

(5) Treatment in organizational restructuring, etc.

i Restricted Shares I

If, during the Transfer Restriction Period I, a proposal relating to a merger agreement under which the

Company becomes the dissolved company, a share exchange agreement or share transfer plan under which the Company becomes a wholly-owned subsidiary, or any other organizational restructuring, etc., is approved at a general meeting of shareholders of the Company (or, where such organizational restructuring, etc. does not require approval at a general meeting of shareholders of the Company, by the Board of Directors of the Company), provided that the effective date of such organizational restructuring, etc. occurs before the Expiration Time I (hereinafter referred to as "Approval of Organizational Restructuring, etc. I"), and if, as a result of such organizational restructuring, etc., Allottee I retires from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company, the Transfer Restriction shall, by a resolution of the Board of Directors of the Company, be lifted immediately prior to the business day preceding the effective date of such organizational restructuring, etc. with respect to the number of the Allotted Shares I obtained by multiplying the number of the Allotted Shares I held by Allottee I on the date of such approval by a number calculated by dividing the number of months from July 2026 through the month including the date of such approval by 12 (however, if the result of the calculation exceeds 1, it shall be deemed to be 1, and if a fraction of less than one share occurs as a result of the calculation, such fraction shall be rounded down).

In addition, upon the Approval of Organizational Restructuring, etc. I, the Company shall automatically acquire without consideration, as of the business day immediately preceding the effective date of such organizational restructuring, etc., all of the Allotted Shares I for which the Transfer Restriction has not been lifted as of that date.

ii　Restricted Shares II

During the Transfer Restriction Period II, if a proposal relating to a merger agreement under which the Company becomes the dissolved company, a share exchange agreement or share transfer plan under which the Company becomes a wholly-owned subsidiary, or any other organizational restructuring, etc., is approved at a general meeting of shareholders of the Company (or, where such organizational restructuring, etc. does not require approval at a general meeting of shareholders of the Company, by the Board of Directors of the Company), provided that the effective date of such organizational restructuring, etc. occurs before the Expiration Time II (hereinafter referred to as the "Approval of Organizational Restructuring, etc. II"), and if, as a result of such organizational restructuring, etc., Allottee II retires from all positions as a Director, Audit & Supervisory Board Member and Managing Officer of the Company, the Transfer Restriction shall be lifted, by a resolution of the Board of Directors of the Company, immediately prior to the business day immediately preceding the effective date of such organizational restructuring, etc., with respect to the number of the Allotted Shares II obtained by multiplying the number of the Allotted Shares II held by Allottee II on the date of such approval by a number calculated by dividing the number of months from April 2026 through the month including the date of such approval by 12 (however, if the result of the calculation exceeds 1, it shall be deemed to be 1) (however, if a fraction of less than one share occurs as a result of the calculation, such fraction shall be rounded down).

In addition, upon the Approval of Organizational Restructuring, etc. II, the Company shall automatically acquire, without consideration, all of the Allotted Shares II for which the Transfer Restriction has not been lifted as of the business day immediately preceding the effective date of such organizational restructuring, etc. as of such business day.

iii　Restricted Shares III

During the Transfer Restriction Period III, if a proposal related to a merger agreement under which the Company will become the dissolved company, a share exchange agreement or share transfer plan under which the Company will become a wholly-owned subsidiary, or other matters related to the Reorganization, etc. is approved at the General Meeting of Shareholders of the Company (however, if the Reorganization, etc. does not require an approval by a General Meeting of Shareholders of the Company, by the Board of Directors of the Company), the Company shall, by a resolution of the Board of Directors of the Company, lift the transfer restriction for the number of the Allotted Shares III obtained by multiplying the number of the Allotted Shares III held by Allottee III on the date of such approval by the number obtained by dividing the number of months from April 2026 to the month including the date of such approval by 12 (however, when the quotient exceeds 1, it shall be regarded as 1) immediately prior to the business day immediately preceding the effective date of such Reorganization, etc. (if the number obtained by the multiplication includes a fraction less than one, the obtained number is rounded down).

In such case, the Company shall automatically acquire without consideration, as of the business day immediately preceding the effective date of such organizational restructuring, etc., all of the Allotted Shares III for which the Transfer Restriction has not been lifted on such date pursuant to the provisions above.

4. Basis of calculation and specific details of the amount to be paid in

The disposal price for the treasury shares to be disposed of through the Disposal of Treasury Shares has been set at 3,755 yen, which is the closing price of the Company's common stock on the Tokyo Stock Exchange on July 23, 2026, the business day immediately preceding the date of the resolution of the Board of Directors of the Company, in order to eliminate arbitrariness in the pricing. The Company believes that this price, being the market price immediately preceding the date of the resolution of the Board of Directors of the Company, is reasonable and does not constitute a particularly advantageous price.