

To all persons concerned

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Notice: Regarding the Continuance and Partial Revision of the Performance-Based Stock Remuneration Plan for Executives

AMANO Corporation (the “Company”) hereby announces that, at the Board of Directors Meeting held on April 26, 2023, it was resolved to continue and partially revise the Executive Stock Remuneration Plan (“Plan”) as detailed below. For your reference, this Plan was adopted in 2017 as a revised remuneration plan for the directors of the Company (excluding outside directors and expatriates) and operating officers engaged by contract (excluding expatriates). The Company hereby also announces that the Board of Directors further resolved to submit a proposal of the revisions to the 107th Annual Shareholder's Meeting to be held on June 29, 2023.

At the same time, at the Board of Directors Meeting of each of major subsidiaries of the Company (the Company and major subsidiaries are collectively referred to as “Participating Companies”), a resolution was passed also to submit a proposal of the revisions to the Annual Shareholder's Meeting of each of the major subsidiaries of the Company scheduled for May 2023.

1. The continuation of this Plan

As the original trust period is due to end on August 31, 2023, the Company decided to extend the trust period for three years by changing the trust contract for this Plan and making additional contributions to the trust.

As such, the Plan's target period will be three fiscal years from the fiscal year ending March 31, 2024, to the fiscal year ending March 31, 2026.

2. Content of the revision of this Plan

(1) Summary of current Plan

This Plan is a stock remuneration plan where the money contributed by the Participating Companies is used to acquire share of the Company via the trust company, and shares of the Company and the amount equivalent to the cash converted from shares of the Company are delivered/paid to the target beneficiaries.

(2) Details of revisions

The Company has formulated a new three-year Medium-Term Business Plan (“the Mid-Term Plan”) covering the period from April 2023 to March 2026.

*Please refer to the Summary Financial Statements dated today for details.

In light of the Mid-Term Plan, in order to be able to respond to flexible changes in management structure, this revision will not limit the number of eligible subsidiaries to the current three but will make directors of major subsidiaries of the Company and will revise the upper limit of trust money to be contributed by the Participating Companies to a total of ¥900 million (including ¥810 million for the Company) for three fiscal years.

In addition, in order to further increase the linkage between the goals set forth in the Mid-Term Plan and the compensation of the target beneficiaries in order to achieve the Mid-Term Plan, the content of the performance

achievement conditions will be set to (1) Consolidated Operating Profit Achievement Ratio, (2) Consolidated Net Sales Achievement Ratio, and (3) ROE Achievement Ratio.

(i) Target beneficiaries of the Plan

(Specific changes are underlined.)

Before Revision	After Revision
<ul style="list-style-type: none"> • Directors of the Company (excluding outside directors and expatriates) • Operating officers of the Company engaged by contract (excluding expatriates) • Directors <u>of three subsidiaries of the Company</u> (excluding outside directors and expatriates) 	<ul style="list-style-type: none"> • Directors of the Company (excluding outside directors and expatriates) • Operating officers of the Company engaged by contract (excluding expatriates) • Directors <u>of major subsidiaries of the Company</u> (excluding outside directors and expatriates)

(ii) Upper limit of the cash contribution by Participating Companies

Before Revision	After Revision
<ul style="list-style-type: none"> • <u>JPY 450 Million</u> per three fiscal year (including <u>JPY 405 Million</u> for the Company) 	<ul style="list-style-type: none"> • <u>JPY 900 Million</u> per three fiscal year (including <u>JPY 810 Million</u> for the Company)

(iii) Content of the performance achievement conditions

Before Revision	After Revision
Per year <ul style="list-style-type: none"> • Consolidated Operating Profit Achievement Ratio • <u>Consolidated operating profit ratio</u> • <u>ROE</u> 	Per year <ul style="list-style-type: none"> • Consolidated Operating Profit Achievement Ratio • <u>Consolidated Net Sales Achievement Ratio</u> • <u>ROE Achievement Ratio</u>

There are no changes to the contents of this Plan. Please refer to “Notice Regarding Introduction of Performance-Based Stock Remuneration Plan for Executives” dated April 25, 2016, for the contents of the Plan.

(Reference) Trust contract contents

- ① Trust contract date: August 2, 2017 (An amended agreement will be entered into July 2023)
- ② Trust period: From August 2, 2017 to August 31, 2023 (the period will be extended to August 31, 2026, by the amended agreement entered into in July 2023)
- ③ Start of plan: September 1, 2017
- ④ Exercise of voting rights: Not exercised
- ⑤ Type of acquired shares: Company’s ordinary shares
- ⑥ Upper limit of trust money: JPY 900 Million (planned)
- ⑦ Period of acquiring shares: From August 4, 2023 (planned) to August 31, 2023 (planned)
- ⑧ Method of acquiring shares: To be acquired from the stock market

(Note) The scheduled timing of the foregoing may change as appropriate in light of applicable laws, regulations and other matters.

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