

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 27, 2026, 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 110th Annual Shareholder’s Meeting to be held on June 29, 2026.

1. The continuation of this Plan

As the original trust period is due to end on August 31, 2026, 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, 2027, to the fiscal year ending March 31, 2029.

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 2026 to March 2029.

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

This revision will revise the upper limit of trust money to be contributed by the Participating Companies to a total of ¥1,200 million (including ¥1,110 million for the Company) for three fiscal years to further enhance the linkage between the compensation of the target beneficiaries and the Company’s performance, thereby advancing the achievement of medium-term management plan.

①Upper limit of the cash contribution by Participating Companies

Before Revision	After Revision
• <u>JPY 900 Million</u> per three fiscal year (including <u>JPY 810 Million</u> for the Company)	• <u>JPY 1,200 Million</u> per three fiscal year (including <u>JPY 1,110 Million</u> for the Company)

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 and “Notice Regarding the Continuance and Partial Revision of the Performance-Based Stock Remuneration Plan for Executives” dated April 26, 2023, for the contents of the Plan.

(Reference) Trust contract contents

- ①Trust contract date: August 2, 2017 (An amended agreement will be entered into July 2026)
- ②Trust period: From August 2, 2017 to August 31, 2026 (the period will be extended to August 31, 2029, by the amended agreement entered into in July 2026)
- ③Start of plan: September 1, 2017
- ④Exercise of voting rights: Not exercised
- ⑤Type of acquired shares: Company’s ordinary shares
- ⑥Upper Limit of Trust Money: JPY 1,200 million (planned)
- ⑦Period of acquiring shares: From August 3, 2026 (planned) to August 31, 2026 (planned)
- ⑧Method 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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