TRANSLATION – FOR REFERENCE ONLY

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To whom it may concern:

KOKUSAI ELECTRIC CORPORATION
Representative: Fumiyuki Kanai
Representative Director,
President and CEO
(Securities Code No. 6525, Prime Market)
Contact: Takashi Hashimoto
Vice President,
Corporate Strategy Division
(TEL. +81-3-5297-8515)

Notification Regarding the Establishment of an Employee Stock Ownership Association

KOKUSAI ELECTRIC CORPORATION (the "Company") announces that it has decided to establish a stock ownership association for its employees in order to continuously purchase its stocks as from January 2025. The details are as shown below.

1. Objectives

The objectives of establishing an employee stock ownership association are to provide employees of the Company with a setting for acquiring and holding the Company's stocks while reducing the risk of insider trading of these stocks, thereby raising employees' awareness of the importance of greater corporate value and participation in management.

2. Overview of the employee stock ownership association

(1)	Name	KOKUSAI ELECTRIC Employee Stock Ownership Association
(2)	Eligibility	A member must be an employee of the Company (membership is optional)
(3)	Launch date	January 2025
(4)	Contributions	(1) Contributions (from each salary) At least 1,000 yen per unit (members each choose the number of units to buy) (from each bonus) 3 times the contribution from a salary (2) Maximum contribution (from each salary) 100 units (100,000 yen per month)
(5)	Incentive pay rate	10% of a contribution