November 14, 2024

To whom it may concern,

Company name: **Yamatane Corporation**
Representative: Iwao Kawaharada, Representative Director, President
(Securities code: 9305 Tokyo Stock Exchange Prime Market)
Contact: Manabu Takahashi, Senior Executive Officer, Head of Administration Division
(Phone: +81-3-3820-1111)

Notice Regarding the Restricted Stock Remuneration Plan for the Employees of Group Companies

As disclosed on October 20, 2023, Yamatane Corporation (the "Company") has introduced a system of remuneration using shares with restrictions on transfer (a restricted stock remuneration plan; the "Plan") for employees of companies in the Yamatane Group (the "Group") and granted restricted stock to these employees on July 3, 2024. The Company hereby announces that, at the meeting of the Board of Directors held on November 14, 2024, it resolved to implement the Plan in the fiscal year ending March 31, 2026, as in the current fiscal year, as described below.

1. Purpose of the Plan

The Plan is positioned as part of the Group's investment in human capital. Through ownership of the Company's shares by the employees of Group companies ("eligible employees"), the Plan cultivates an awareness among eligible employees of management participation from a shareholder and investor perspective. It has been implemented to enable eligible employees to gain a consciousness of the link between initiatives to sustainably enhance corporate value and the long-term improvement in the Company's stock price, also allowing them to benefit economically from this improvement.

2. Overview of the Plan

The Company plans to grant at least one trading unit of shares to each eligible employee under the Plan, enabling eligible employees to exercise their voting rights as shareholders. To this end, the Company plans to issue or dispose of approximately 100,000 shares of common stock, similar to the level in the current fiscal year.

3. Other Matters

The Company will promptly disclose specific details of the grant of shares under the Plan, including the eligible employees and the number of shares to be granted, as soon as these details are decided. Other specific details related to the allotment of shares with restrictions on transfer will be decided by the Company's Board of Directors.