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April 24, 2025  
Central Glass Co., Ltd.  
(Security code: 4044 TSE Prime)

## **Notice Regarding Partial Revision of the Officer Remuneration System**

At the meeting of the Board of Directors held today, Central Glass Co., Ltd. (“the Company”) resolved to transition from a Company with board of corporate auditors to a Company with an audit and supervisory committee, subject to approval at the 111th Ordinary General Meeting of Shareholders scheduled for June 2025, and also resolved to partially revise the remuneration system for directors (excluding directors who are Audit and Supervisory Committee members and outside directors) and executive officers (hereinafter referred to as “directors, etc.”) as follows.

For details regarding transition to a company with an audit and supervisory committee, please refer to the “Notice Regarding Transition to a Company with an Audit and Supervisory Committee and Partial Amendments to the Articles of Incorporation” dated today.

### 1. Background to the Revision

In order to achieve the vision of becoming a Specialty Materials Company contributing to the realization of a sustainable society outlined in the long-term vision, VISION 2030, announced last year, the Nomination and Remuneration Committee, which consists of a majority of independent outside directors, believed that it is necessary to revise the evaluation indicators for performance-linked remuneration in order to further enhance the contribution of directors, etc. to the improvement of corporate value and to raise awareness of value sharing with shareholders and other stakeholders, and the revision proposal that had undergone careful consideration was submitted to the meeting of the Board of Directors held today.

### 2. Details of the Revision

The remuneration of the Company’s directors, etc. consists of fixed remuneration (cash), performance-linked remuneration (cash), and performance-linked stock-based remuneration. The approximate ratio of each type of remuneration is as follows: fixed remuneration: performance-linked remuneration: performance-linked stock-based remuneration = 65:28:7 (based on 100% achievement of the target performance).

Now, the evaluation indicators have been revised as follows to (1) strengthen the link to the achievement of short-term financial targets for performance-linked remuneration, which is a short-term incentive; and (2) enhance the link to the achievement of medium- to long-term financial targets, contributions to CO2 reduction, and value from a shareholder perspective for performance-linked stock-based remuneration, which is a medium- to long-term incentive.

#### (1) Performance-linked remuneration

Before revision			After revision		
Evaluation indicator	Evaluation weight	Standard value	Evaluation indicator	Evaluation weight	Standard value
Consolidated ordinary profit	70%	Average value over the past five fiscal years	Consolidated operating profit	100%	Full-year performance forecast value
Total return	30%	Medium-Term Management Plan target			

(2) Performance-linked stock-based remuneration

Before revision			After revision		
Evaluation indicator	Evaluation weight	Standard value	Evaluation indicator	Evaluation weight	Standard value
Consolidated ordinary profit	100%	Full-year performance forecast value	Consolidated operating profit	35%	Medium-Term Management Plan target
			Consolidated ROE	35%	Medium-Term Management Plan target
			GHG emissions	15%	Medium-Term Management Plan target
			Relative TSR	15%	TOPIX growth rate including dividends