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Please refer to the contents of Japanese version Yamaura Public website disclosure.



May 14, 2025

To whom it may concern

Company name: YAMAURA CORPORATION
Representative: Masaki Yamaura, Representative Director and President
Securities code: 1780 TSE Prime, NSE Premier Market
Contact: Hiroshi Ishikawa, Executive Officer, General Manager of Management
Strategy Office(Phone: +81-265-81-5555)

Notice Concerning the Introduction of a Stock-Based Compensation Plan for the Directors

We hereby announces that, at the meeting of the Board of Directors held on May 14, 2024, the Company resolved to introduce a stock-based compensation Plan (hereinafter the “Plan”) to grant stock as compensation for the Directors of the Company (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors and domestic non-resident).

The Company also hereby announces that A proposal regarding the Plan is scheduled to be submitted for approval at the 66th Annual General Meeting of Shareholders (hereinafter the “Shareholder’s Meeting”), to be held on June 26,2025, as outlined below.

Introduction of the Plan

- (1) The Plan is intended to clarify the linkage between director’s compensation and stock value and share the risk and the return associated with stock price volatility with our shareholders to foster an awareness of contribution to improve medium to long-term business performance and enhance the Company’s corporate value.
- (2) The introduction of the Plan is subject to the approval of the proposal regarding the introduction of the Plan at the Shareholder’s meeting.
- (3) The Plan utilize a Board Incentive Plan Trust (hereinafter “BIP Trust”). Under this system, directors receive the Company’s shares and the cash payment equivalent to the share’s value or the proceeds from their disposal (hereinafter the ”Company’s shares”) , depending on their positions.
- (4) In order to strengthen the fairness and transparency of procedures related to executive remuneration, the Company established the Nominating and Compensation Committee, the majority of whose members are independent outside directors, as an advisory body to the Board of Directors.