

Notice Regarding Disposal of Treasury Shares as Restricted Stock Remuneration

Kureha Corporation (the “Company”) hereby announces that it has resolved to dispose of its treasury shares as restricted stock remuneration (hereinafter the “Disposal of Treasury Shares” or “Disposal”) at the Board of Directors’ meeting held today. Details are as follows.

1. Overview of the Disposal

(1) Payment date	July 24, 2026
(2) Class and number of shares subject to disposal	6,955 shares of common stock of the Company
(3) Disposal price	3,845 yen per share
(4) Total value of disposal	26,741,975 yen
(5) Scheduled allottees	4 Directors* 6,955 shares *Excluding outside directors

2. Purpose and reasons for the Disposal

At its Board of Directors’ meeting held on May 17, 2023, the Company resolved to introduce an advance awarding-type restricted stock remuneration plan (hereinafter the “Plan”) as a new system of remuneration for the Company’s directors (excluding outside directors, the same applies below) that together with providing an incentive to continuously enhance its corporate value, has the goal of giving them a greater sense of shared value with shareholders.

In addition, at the 110th Annual General Meeting of Shareholders held on June 27, 2023, the Company has decided that 1) based on the Plan, it would pay compensation to directors for the granting of restricted stock under the Plan and that the transfer restriction period shall be the period from the date of awarding said shares to the date on which such director retires or resigns from the position of director of the Company or any other position designated by the Company’s Board of Directors; 2) the awarding of restricted stock shall be made by way of issuance or disposal of the Company’s common stock in exchange for a contribution in kind of all monetary compensation claims paid to the directors; and 3) the total number of shares of the Company’s common stock to be issued or disposed of under the Plan shall be limited to 9,000 shares or less per year, and the amount of said shares shall be limited to 50 million yen or less per year, which is separate from the monetary compensation limit. Note that, following the implementation of a stock split effective January 1, 2024, the total number of shares of

the Company's common stock to be issued or disposed of under the Plan shall be limited to 27,000 shares or less per year.

The Company's Board of Directors, at a meeting held today, resolved to pay a total of 26,741,975 yen in monetary compensation claims to the Company's four (4) directors (hereinafter the "Eligible Officers"), and to dispose of 6,955 shares of common stock as shares with transfer restrictions by having them contribute such compensation in kind, taking into account the purpose of the Plan, the scope of each Eligible Officer's duties and various other circumstances. The dilution ratio resulting from this disposal of treasury shares is 0.018%, which is minimal. Accordingly, the Company considers such disposal to be reasonable in light of the objectives of the Plan.

<Overview of agreement for allotment of restricted shares>

In accordance with the Disposal of Treasury Shares, the Company and each of the Eligible Officers shall conclude an agreement for the allotment of restricted shares (hereinafter the "Restricted Stock Allotment Agreement"), with the overview as follows.

(1) Transfer restriction period

During the period from July 24, 2026 (the payment date) to the date of retirement of either director or executive officer, the Eligible Officers shall not transfer, pledge, or otherwise dispose of the shares of the Company's common stock allotted under the Restricted Stock Allotment Agreement (hereinafter the "Allocated Shares").

(2) Conditions for lifting restrictions on transfers

The restriction on transfer of all of the Allocated Shares shall be lifted at the expiration of the transfer restriction period subject to the condition that the Eligible Officer has held the position of director or executive officer of the Company during the period from the date of the Company's Annual General Meeting of Shareholders immediately preceding the payment date to the date of the Annual General Meeting of Shareholders to be held in the following year (hereinafter the "Service Period"). However, in the case that an Eligible Officer resigns as either a director or executive officer of the Company during the Service Period due to death or for any other reason deemed justifiable by the Company's Board of Directors, restrictions on Allocated Shares shall be lifted on the day following the date of such retirement. The number of the Allocated Shares for which transfer restrictions shall be lifted is determined by dividing the number of months from the month following the month to which the start date of the Service Period of Eligible Officers belongs up to and including the month of such retirement by 12, then multiplying it by the number of the Allocated Shares (any fraction of less than one share resulting from the calculation shall be rounded down).

(3) Acquisition by the Company without consideration

The Company shall automatically acquire without consideration Allocated Shares for which the transfer restriction has not been lifted as of the time immediately following the expiration of the transfer restriction period.

(4) Administration of shares

The Allocated Shares shall be managed in a dedicated account for shares with transfer restriction opened by the Eligible Officer at Daiwa Securities Co. Ltd. during the restricted transfer period so that the Allocated Shares may not be transferred, pledged or otherwise disposed of during the restricted transfer period.

(5) Treatment in organizational restructuring, etc.

During the transfer restriction period, in the event there is a merger agreement under which the Company becomes a merged company, a share exchange agreement or share transfer plan in which the Company will become a wholly-owned subsidiary, or any other matters relating to organizational restructuring, etc. are approved at the Company's General Meeting of Shareholders (or at a meeting of the Board of Directors if approval by the General Meeting of Shareholders is not required for such reorganization, etc.), upon a resolution of the Company's Board of Directors, the Company shall lift the transfer restriction on the Allocated Shares as of the time immediately preceding the business day before the effective date of the organizational restructuring. The number of the Allocated Shares for which transfer restrictions shall be lifted is determined by dividing the number of months from the month following the month to which the start date of the Service Period of the Eligible Officers belongs up to and including the month in which such organizational restructuring is approved by 12 (if the calculation results in a number exceeding one, then a coefficient of 1 is used), then multiplying it by the number of the Allocated Shares held at the time (any fraction of less than one share resulting from the calculation shall be rounded down).

3. Basis of calculating the amount to be paid and other specific details

The Disposal of Treasury Shares shall be conducted with the monetary compensation claims paid to the scheduled allottees as investment assets under the Plan, and the amount to be paid is set at 3,845 yen, which is the closing price of the Company's common stock on the Tokyo Stock Exchange on June 24, 2026 (the business day prior to the date of the Board of Directors resolution), in order to exclude arbitrariness from the price. This price is a stock price immediately preceding the date of the Board of Directors meeting, and under the circumstances where the Company has no exceptional reason which prevents reliance on the latest stock price, the Company views that such price is reasonable, appropriately reflects corporate value, and does not represent a particularly advantageous price for the Eligible Officers.



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