July 31, 2026

Company Name MEIWA CORPORATION
representative Minoru Kuboaki
(Stock exchange listing: TSE Prime Market Code number: 8103)
Contact Satoshi Ishii, General Manager Corporate Administration Department
(Phone:+81-3-3240-9534)

Notice Regarding the Introduction of a Stock Grant Plan for Our Management Employees

MEIWA CORPORATION (hereinafter, the "Company") hereby announces that, at a meeting of the Board of Directors held today, the Company resolved to introduce a stock grant plan (hereinafter, "the Plan") for our management employees who meet certain criteria (hereinafter, "Eligible Employees"), as described below.

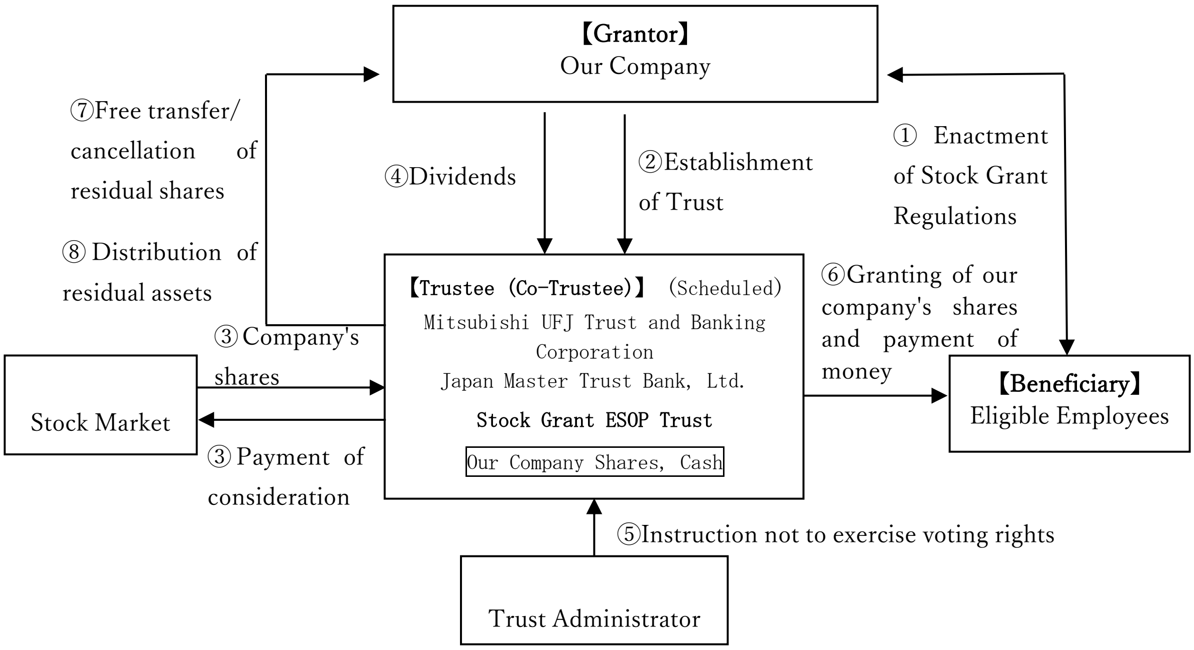
1. Purpose of Introducing the Plan

(1) In our Medium-Term Management Plan "PI2028" announced in May 2026, we have set three pillars to achieve discontinuous growth: "Transformation of business portfolio and realization of discontinuous growth through M&A and business investments," "Investment in value-creating human resources and strengthening organizational capabilities to support challenges," and "Thorough capital policy conscious of share price." As one of the human capital investment measures aimed at creating PI talent who generate value, the Plan has been introduced with the objective of fostering a sense of management participation among Eligible Employees, enhancing their motivation and engagement to maximize employees' capabilities and potential, and aligning their interests with those of shareholders to encourage a long-term perspective on contributing to the enhancement of corporate value.

(2) By introducing this Plan, Eligible Employees can enjoy economic benefits from the increase in our company's share price, which is expected to encourage them to perform their duties with an awareness of the share price and to boost their motivation to contribute to the Company.

2. Outline of the Plan

This Plan adopts a mechanism called a Stock Grant ESOP (Employee Stock Ownership Plan) Trust. An ESOP trust is an incentive plan based on the U.S. ESOP system, through which shares of our company acquired by the ESOP trust are granted to Eligible Employees who meet certain criteria, based on predefined Stock Grant Regulations. The acquisition cost of our company's shares by the ESOP trust will be contributed by our company, so there will be no burden on Eligible Employees.



① Our company will establish Stock Grant Regulations concerning the content of this Plan following the completion of necessary procedures, including approval by the Board of Directors.

② Our company will entrust a certain amount of money to the trustee and establish an ESOP trust (hereinafter, "the Trust") with Eligible Employees as beneficiaries.

③ The Trust, under the instruction of the trust administrator, will acquire our company's shares from the stock market using the funds contributed in ②.

④ Dividends for our company's shares within the Trust will be paid in the same manner as other shares of our company.

⑤ Voting rights for our company's shares within the Trust will not be exercised throughout the trust period.

⑥ During the trust period, Eligible Employees will be granted a certain number of points in accordance with our company's Stock Grant Regulations. If they meet the beneficiary requirements, they will receive 50% of the corresponding points in our company's shares, and for the remaining points, the corresponding shares will be converted into cash within the Trust according to the trust agreement, and they will receive cash equivalent to the proceeds from the sale of such shares.

⑦ If residual shares arise at the expiration of the trust period, we plan to continue utilizing the Trust for this Plan or a similar incentive plan by modifying the trust agreement and making additional contributions, or to transfer these residual shares to our company free of charge from the Trust and cancel them by a resolution of the Board of Directors.

⑧ At the termination of the Trust, any residual assets after distribution to beneficiaries are expected to revert to our company within the scope of the trust expense reserve, which is the trust money minus the share acquisition funds. Any amount exceeding the trust expense reserve is planned to be donated to an organization with no conflicts of interest with our company.

※During the trust period, if there is a possibility that the number of shares within the Trust may become insufficient, or if the money in the trust assets may become insufficient to pay trust fees and expenses, additional money may be entrusted to the Trust.

(Reference)

【Content of Trust Agreement】

①Type of Trust	Money trust other than specific sole-investment money trust (third-party beneficiary trust)
②Purpose of Trust	Provision of incentives to Eligible Employees
③Grantor	Our Company
④Trustee	Mitsubishi UFJ Trust and Banking Corporation (scheduled) (Co-trustee: Japan Master Trust Bank, Ltd.)
⑤Beneficiaries	Eligible Employees who meet the beneficiary requirements
⑥Trust Administrator	A third party independent of our company (Certified Public Accountant)
⑦Date of Trust Agreement	August 2026 (scheduled)
⑧Trust Period	August 2026 (scheduled) - August 2029 (scheduled)
⑨Plan Start Date	August 2026 (scheduled)
⑩Exercise of Voting Rights	Not to be exercised
⑪Type of Shares Acquired	Our company's common shares
⑫Amount of Trust Funds	JPY 176,000,000 (scheduled) (including trust fees and expenses)
⑬Share Acquisition Period	August 10, 2026 (scheduled) - September 22, 2026 (scheduled) (Excluding the period from 5 business days before the end of the fiscal period (including interim and quarterly fiscal periods) to the end of the fiscal period.)
⑭Share Acquisition Method	Acquisition from the stock market
⑮Reversionary Beneficiary	Our Company
⑯Residual Assets	Residual assets that can be received by Our company, the reversionary beneficiary, shall be within the scope of the trust expense reserve, which is the trust money minus the share acquisition funds.