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June 25, 2025

To whom it may concern

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President
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Notification Regarding Decisions on Matters related to Share Acquisition for the Share-based Compensation Plan

Kurabo Industries Ltd. (the “Company”) hereby announces that it resolved at the board of directors meeting held on June 25, 2025, with regard to the share-based compensation plan (hereafter to be referred to as “the Plan,” while the trust set up for introducing the Plan shall be referred to as “the Trust”) for the Company's Directors (excluding Outside Directors, Audit and Supervisory Committee Members, and non-residents of Japan. The same shall apply hereafter) and Executive Officers (excluding non-residents of Japan. Hereafter, they shall collectively be referred to as “Directors, etc.”), to make additional entrustment of money for additional acquisition of shares of the Company by the trustee of the Trust.

Moreover, the Company resolved at the board of directors meeting held today to continue the Plan that was introduced on September 2, 2019 for the Company's Directors, etc.

For an overview of the Plan, see the “Notification Regarding the Introduction of a Performance-linked Share-based Compensation Plan for Officers” dated May 13, 2019 (Japanese only).

1. Overview of the Trust

(1) Name	Share Delivery Trust for Officers
(2) Trustor	Kurabo Industries Ltd.
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Directors, etc. who satisfy the beneficiary requirements
(5) Trust administrator	A third party independent of the Company and its officers
(6) Exercise of voting rights	The voting rights of shares in the Trust shall not be exercised during the period of the Trust
(7) Type of trust	Money held in trust other than in the form of a monetary trust (third party beneficiary trust)

(8) Trust agreement date	September 2, 2019
(9) Date of additional entrustment of money	July 15, 2025 (scheduled)
(10) Date of termination of the Trust	August 31, 2028 (scheduled)

2. Matters related to share acquisition by the trustee of the Trust

(1) Class of shares to be acquired	Common shares
(2) Total acquisition cost	350,000,000 yen (maximum)*
(3) Total number of shares to be acquired	70,000 shares (maximum)*
(4) Method of share acquisition	To be acquired through transactions on the stock market
(5) Dates of share acquisition	July 15, 2025 to August 4, 2025 (scheduled)

*The sum totals of the “Total acquisition cost” and “Total number of shares to be acquired” to be granted to the Company's Directors and Executive Officers are indicated separately. The “Total acquisition cost” and “Total number of shares to be acquired” to be granted to the Company's Directors will be within the range approved at the Company's General Meeting of Shareholders.