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May 14, 2025

To whom it may concern

Company Name: YAMAZEN CORPORATION
Representative: Koji KISHIDA
Representative Director and President
(Code No: 8051, TSE Prime Market)
Inquiries: Masamichi YAMAZOE
Director, Executive Officer
President of Corporate Administration H.Q.
(TEL: +81-6-6534-3003)

Notice Concerning Introduction (Decision of Details) of Stock Benefit Trust (J-ESOP)

The Company had announced the introduction of a stock benefit trust (J-ESOP), an incentive plan that provides employees with the Company's shares and cash equivalent to the market value of the Company's shares (hereinafter, "Company shares, etc.") (hereinafter, the "Plan;" the trust established under the trust agreement concluded with Mizuho Trust & Banking Co., Ltd. in connection with the Plan is referred to as the "Trust"), effective March 31, 2025. The details of the Plan were decided at a Board of Directors meeting held today, as follows.

1. Outline of the Trust

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|---------------------------------------|---|
| (1) Name | : Stock Benefit Trust (J-ESOP) |
| (2) Settlor | : The Company |
| (3) Trustee | : Mizuho Trust & Banking Co., Ltd.
(Re-trustee: Custody Bank of Japan, Ltd.) |
| (4) Beneficiary | : Employees who meet the beneficiary requirements set forth in the
Stock Benefit Regulations |
| (5) Trust administrator | : Selected from the Company's employees |
| (6) Type of trust | : Money held in trust other than money trusts (third-party benefit trust) |
| (7) Purpose of the trust | : To deliver Company shares, etc., which are trust assets, to
beneficiaries in accordance with the Share Benefit Regulations |
| (8) Execution date of trust agreement | : May 28, 2025 |
| (9) Date on which money is entrusted | : May 28, 2025 |
| (10) Trust period | : From May 28, 2025 to the termination of the trust
(No specific termination date is set, and the trust will continue as long
as the Plan continues.) |

2. Details of Purchase of Company Shares by the Trust

- (1) Type of shares to be purchased : The Company's common stock
- (2) Amount entrusted as funds for purchase of shares : 750 million yen
- (3) Maximum number of shares to be purchased : 576,900 shares
- (4) Purchase method of shares : Purchased from the stock exchange market
- (5) Purchase period of shares : From May 28, 2025 to July 10, 2025 (planned)