

Notice Regarding Disposal of Treasury Stock as Restricted Stock Remuneration

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

1. Overview of the Disposal

(1) Payment date	May 23, 2025
(2) Class and number of shares subject to disposal	2,694 shares of common stock of Kureha Corporation
(3) Disposal price	2,503 yen per share
(4) Total value of disposal	6,743,082 yen
(5) Scheduled allottees	3 Executive officers 2,694 shares

2. Purpose and reasons for the Disposal

At its Board of Directors’ meeting held today, Kureha Corporation resolved to pay a total of 6,743,082 yen in monetary compensation claims to Kureha Corporation’s three (3) executive officers (hereinafter the “Eligible Officers”), and to dispose of 2,694 shares of common stock (hereinafter the “Allocated Shares”) as shares with transfer restrictions by having them contribute such compensation in kind, taking into account the purpose of the advance awarding-type restricted stock remuneration plan (hereinafter the “Plan”) and the scope of each Eligible Officer’s duties and various other circumstances, in order to provide an incentive to continuously enhance Kureha Corporation’s corporate value, along with the goal of giving them a greater sense of shared value with shareholders.

<Overview of agreement for allotment of restricted shares>

In accordance with the Disposal of Treasury Stock, Kureha Corporation 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 May 23, 2025 (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 Kureha Corporation’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 Kureha Corporation during the period from April 1 immediately preceding the payment date to March 31 of the following year (hereinafter the “Service Period”). However, in the case that an Eligible Officer resigns as either a director or executive officer of Kureha Corporation during the Service Period due to death or for any other reason deemed justifiable by Kureha Corporation’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 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 Kureha Corporation without consideration

Kureha Corporation 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 Kureha Corporation becomes a merged company, a share exchange agreement or share transfer plan in which Kureha Corporation will become a wholly-owned subsidiary, or any other matters relating to organizational restructuring, etc. are approved at Kureha Corporation’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 Kureha Corporation’s Board of Directors, Kureha Corporation 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 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 Stock 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 2,503 yen, which is the closing price of Kureha Corporation's common stock on the Tokyo Stock Exchange on April 24, 2025 (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 Kureha Corporation has no exceptional reason which prevents reliance on the latest stock price, Kureha Corporation views that such price is reasonable, appropriately reflects corporate value, and does not represent a particularly advantageous price for the Eligible Officers.