

April 11, 2025

Company Name: EM SYSTEMS CO., LTD.
Representative: Hiromasa Kunimitsu
Representative Director and President
Code No: 4820
Tokyo Stock Exchange Prime Market
Inquiries: Daigo Kobayashi, Senior Executive Officer,
General Manager of Corporate Strategic Division
Tel: +81-(0)6-6397-1888

Notice of Disposal of Treasury Stock as Restricted Stock Compensation

On April 11, 2025, the Board of Directors of the Company announced that it had resolved to dispose of treasury stock ([Disposal of treasury stock] or [Disposal]) as described below.

1. Outline of disposal

(1) Date of disposal	May 9, 2025										
(2) Type and number of shares to be disposed of	95,500 shares of our common stock										
(3) Disposal value	725 yen per share										
(4) Total amount disposed	69,237,500 yen										
(5) Allottees and number thereof, number of shares to be disposed	<table> <tr> <td>Our directors (excluding directors who are Audit and Supervisory committee members) (*1)</td><td>3 persons 52,800 shares</td></tr> <tr> <td>Director who is a member of our Audit and Supervisory committee (*1)</td><td>2 persons 6,800 shares</td></tr> <tr> <td>Our executive officers (*2)</td><td>7 persons 24,200 shares</td></tr> <tr> <td>Our employees</td><td>6 persons 4,100 shares</td></tr> <tr> <td>Directors of our subsidiaries</td><td>9 persons 7,600 shares</td></tr> </table>	Our directors (excluding directors who are Audit and Supervisory committee members) (*1)	3 persons 52,800 shares	Director who is a member of our Audit and Supervisory committee (*1)	2 persons 6,800 shares	Our executive officers (*2)	7 persons 24,200 shares	Our employees	6 persons 4,100 shares	Directors of our subsidiaries	9 persons 7,600 shares
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(*1) Excluding external directors.

(*2) Limited to executive officers who do not concurrently serve as directors of the Company. (Hereinafter referred to as [executive officers])

2. Purpose and reason of disposition

We resolved to dispose of treasury stock as a restricted stock compensation plan (hereinafter referred to as the "Plan") for directors other than our external directors, our executive officers, our employees who meet specified requirements, and the directors of our subsidiaries, in order to provide incentives and share shareholder value to further increase our corporate value. At the 42nd Ordinary General Meeting of Shareholders held on March 28, 2025, in accordance with the Plan, the Company received approval for the payment of monetary compensation to directors (excluding external directors and directors serving as members of the Audit & Supervisory Committee) up to 140 million yen per year, to directors (excluding external directors) serving as members of the Audit & Supervisory Committee up to 14 million yen per year, and to restrict the transfer of restricted stock for 50 years.

In addition, we resolved to dispose of treasury stock as an incentive plan using restricted stock (hereinafter referred to as the "Incentive Plan" and collectively referred to as the "Plan") for our employees and directors of our subsidiaries

who meet specified requirements in order to provide incentives and share shareholder value for the purpose of achieving sustained improvement in our corporate value.

The outline of the System, etc., is as follows.

[Overview of the System, etc.]

In addition to the conventional [Continuous Service Type] in which service for a certain period of time is a condition for the lifting of the transfer restriction, the Plan, etc. is a restricted stock compensation system in which the achievement of the management evaluation index set in advance by our Board of Directors is a condition for the lifting of the transfer restriction in addition to the [Management Indicator Requirement Type]. [Continuous Service Type] consists of long-term stock compensation and medium-term stock compensation. Long-term stock-based compensation in [Continuous service type] is granted to directors excluding our external directors, our executive officers, and directors of our subsidiaries who meet specified requirements (hereinafter referred to as [Long-term stock-based compensation persons]) for the purpose of providing incentives for management from the same viewpoint as shareholders, and mid-term stock-based compensation is granted to our employees and directors of our subsidiaries (hereinafter referred to as [Medium-term stock-based compensation persons]) who meet specified requirements for the purpose of providing incentives for the sustainable improvement of our corporate value. In the [Management Indicator Requirement Type], the Company grants stock-based compensation to directors excluding external directors and directors serving as Audit & Supervisory Committee members, our executive officers and our employees who meet the prescribed requirements (hereinafter referred to as "persons subject to the Management Indicator Requirement Type"), with the aim of providing incentives and sharing shareholder value to further improve the Company's corporate value.

Persons eligible for long-term equity compensation, persons eligible for medium-term equity compensation, and persons eligible for management index requirements (hereinafter referred to as [all persons]) will receive payment of all monetary compensation claims or monetary claims from us under the Plan, etc. as in-kind contribution assets, and will receive issuance or disposition of our common stock. In addition, the total number of shares of common stock that we issue or dispose of under the System, etc. shall not exceed 100,000 shares per year to directors (excluding directors who are external directors and Audit and Supervisory Committee members) and not exceeding 10,000 shares per year to directors who are Audit and Supervisory Committee members (excluding external directors). The amount to be paid per share shall be the closing price of our common stock on the Tokyo Stock Exchange market on the business day prior to the date of resolution of each Board of Directors (the closing price on the most recent trading day prior to any trading day in which transactions have not been completed on that day).

In addition, in issuing or disposing of our common stock under the Plan, etc., we shall conclude a restricted stock allotment agreement between us and all eligible persons, and all eligible persons shall include the following: (1) All eligible persons shall not transfer, secure or otherwise dispose of our common stock allocated under the restricted stock allotment agreement for a certain period of time, and (2) in the event of certain events, we will acquire such common stock without charge.

This time, the Company decided to grant monetary compensation claims and monetary claims totaling 69,237,500 yen (hereinafter referred to as [Monetary Compensation Claims]) and 95,500 shares of common stock, with the aim of further improving the motivation of each of the eligible participants, in consideration of the purpose of the System, etc., the scope of duties of all eligible persons and various circumstances. In light of the purpose of introducing this system, in order to realize the granting of incentives and the sharing of shareholder value over the long term as possible for the sustainable improvement of our corporate value, the period of restricted transfers of [Continuous Service Type] long-term stock compensation and [Management Indicator Requirement Type] is 50 years, which was approved at the 35th Ordinary General Meeting of Shareholders held on June 19, 2018 and the 42nd Ordinary General Meeting of Shareholders held on March 28, 2025. The transfer restriction period for the [Continuous Service Type] medium-term stock compensation has been set at approximately 3 years in order to achieve the purpose of introducing this incentive system, which is to share shareholder value over the medium to long term.

Under this program, all 27 eligible persons who are scheduled to be allotted will pay all of the Monetary Compensation Receivables owed to us as contribution-in-kind assets under the treasury stock disposition, and will

receive the disposition of our common stock (hereinafter referred to as [Allotment Shares]). A summary of the restricted stock allotment agreements (hereinafter referred to as the [Allotment Agreements]) between us and persons eligible for long-term equity awards, persons eligible for medium-term equity awards and persons eligible for the Management Indicator Requirement Type in the Treasury Stock Disposition is as follows 3. As shown below. Each of the Allotment Agreements has a different content.

3. Overview of the Allotment Agreement

<Continuous service type (long-term stock compensation)>

(1) Restricted period May 9, 2025 to May 8, 2075

(2) Termination condition of transfer restriction

The transfer restrictions will be lifted upon the expiration of the restrictions on all of the allotment shares, provided that the eligible persons for long-term stock awards continued to be in any of the following positions (service period) during the period from May 9, 2025 (date of disposition) to the date of the initial general meeting of shareholders of us or our subsidiaries (period of service), directors, executive officers who do not concurrently serve as directors, corporate auditors, employees, and other similar positions of us or our subsidiaries. (However, in the case of an executive officer whose allotment target does not concurrently serve as a director of the Company, the term shall be interpreted as the period from the Payment Date to March 31 of the following year. The same shall apply hereafter.) During the period up to the period (the same shall apply hereafter), the transfer restriction will be lifted upon the expiration of the restricted period for all of the Allotment Shares, provided that the Company or any of the directors, executive officers who do not concurrently serve as directors, auditors, employees and other similar positions of the Company or any of its subsidiaries.

(3) Treatment in the event that a person eligible for long-term stock compensation retires or retires due to the expiration of his/her term of office, retirement age or other legitimate reasons during the period of the transfer restriction

(I) Time of cancellation of transfer restrictions

In the event that a person eligible for long-term stock compensation retires or retires from our company or any of our subsidiaries' executive officers, auditors, employees or other similar positions due to the expiration of their term of office or due to retirement or other legitimate reasons (except in the case of retirement or retirement due to death), the transfer restrictions shall be lifted as of the time immediately after the retirement or retirement of the person eligible for long-term stock compensation, and in the case of retirement or retirement due to death, the transfer restrictions shall be lifted as of the time when the board of directors determines separately after the death of the person eligible for long-term stock compensation. Provided, however, that no person subject to long-term equity compensation may transfer, create a security interest or otherwise dispose of the Shares for any reason until our Annual Securities Report (our semi-annual report for the relevant fiscal year if the grant date is within six months after the beginning of our fiscal year) relating to the fiscal year in which the person subject to the long-term equity compensation receives the grant is submitted to the Prime Minister under the Financial Instruments and Exchange Act.

(II) Number of shares subject to cancellation of transfer restrictions

The restrictions on transfer of all of the allotment shares held will be lifted at the time of such retirement or retirement as stipulated in (I).

(4) Free acquisition by us

In the event that a person eligible for long-term equity awards retires or retires due to the expiration of his or her term of office or due to reasons other than mandatory retirement age or other justifiable events prior to the expiration of the service period, we will naturally acquire, without charge, all of the allocated shares held by the person eligible for long-term equity awards at the time of such resignation or retirement.

(5) Management of shares

The Allotment Shares will be managed in a dedicated account opened by persons eligible for long-term stock awards at Nomura Securities Co., Ltd. during the restricted period so that they will not be able to transfer, create security interests or otherwise dispose of during the restricted period. We have entered into an agreement with Nomura Securities Co., Ltd. in connection with the management of the account of the

Allotment Shares held by each of the persons eligible for long-term stock awards in order to ensure the effectiveness of the transfer restrictions, etc. related to the Allotment Shares. In addition, persons eligible for long-term equity awards shall agree with the details of the management of such accounts.

(6) Treatment in organizational restructuring, etc.

During the restricted period, if the merger agreement, the share exchange agreement, the share transfer plan, and other matters concerning reorganization, etc. in which we become a wholly owned subsidiary are approved at our shareholders' meeting (however, in the case that such reorganization, etc. does not require approval at our shareholders' meeting, our board of directors) is approved, by resolution of the board of directors, we will cancel the relevant transfer restrictions on all of the allocated shares held at that time immediately before the business day prior to the effective date of the reorganization, etc.

<Continuous service type (medium-term stock compensation)>

(1) Restricted period May 9, 2025 to May 31, 2028

(2) Termination condition of transfer restriction

Subject to the fact that the persons eligible for the mid-term stock awards were in any of the positions of directors, executive officers, statutory auditors, employees or other similar positions of us or our subsidiaries on a continuing basis during the period of the restricted stock awards, the restrictions will be lifted upon the expiration of the restricted period for all of the allocated shares.

(3) Treatment of retirement or retirement from any of the above positions due to the expiration of term of office or mandatory retirement age or other justifiable reasons during the restricted period

(I) Time of cancellation of transfer restrictions

In the event that a person eligible for the mid-term stock compensation retires or retires from our company or any of our subsidiaries' executive officers, statutory auditors, employees or other similar positions due to the expiration of their term of office or retirement or other legitimate reasons (except in the case of retirement or retirement due to concurrent duty or death), the transfer restrictions shall be lifted as of the time immediately after the retirement or retirement of the person eligible for the mid-term stock compensation, and in the case of retirement or retirement due to death, the transfer restrictions shall be lifted as of the time when the board of directors determines separately after the death of the person eligible for the mid-term stock compensation. Provided, however, that in no event may the persons eligible for the share-based payment awards be transferred, pledged or otherwise disposed of in respect of the Shares for any reason until our Annual Securities Report (in the case where the grant date is within six months after the beginning of our fiscal year, our semi-annual report for that fiscal year) relating to the fiscal year in which the persons eligible for the share-based payment will receive the award is submitted to the Prime Minister under the Financial Instruments and Exchange Act.

(II) Number of shares subject to cancellation of transfer restrictions

The restrictions on transfer of all of the allotment shares held will be lifted at the time of such retirement or retirement as stipulated in (I).

(4) Free acquisition by us

At the time immediately after the expiration of the transfer restriction period or at the time of the cancellation of the transfer restriction stipulated in (3) above, we will naturally acquire the Allotment Shares without compensation for which the transfer restriction will not be lifted.

(5) Management of shares

The Allotment Shares will be managed in a dedicated account opened by the persons eligible for the medium-term stock awards at Nomura Securities Co., Ltd. during the period of the restricted share allotment so that they will not be able to transfer, create security interests or otherwise dispose of during the restricted period.

We have entered into an agreement with Nomura Securities Co., Ltd. in connection with the management of the account of the Allotment Shares held by each of the persons eligible for the medium-term stock awards in order to ensure the effectiveness of the transfer restrictions, etc. related to the Allotment Shares. In addition, persons eligible for medium-term equity awards shall agree with the details of the management of such accounts.

(6) Treatment in organizational restructuring, etc.

During the restricted period, if the merger agreement, the share exchange agreement, the share transfer plan, and other matters concerning reorganization, etc. in which we become a wholly owned subsidiary are approved at our shareholders' meeting (however, in the case that such reorganization, etc. does not require approval at our shareholders' meeting, our board of directors) is approved, by resolution of the board of directors, we will cancel the relevant transfer restrictions on all of the allocated shares held at that time immediately before the business day prior to the effective date of the reorganization, etc.

<Management Indicator Requirement Type>

(1) Restricted period May 9, 2025 to May 8, 2075

(2) Termination condition of transfer restriction

During the period from May 9, 2025 (the date of disposition) to December 31, 2027 (the period of services rendered), eligible persons subject to the Management Indicator Requirement Type are continuously in any position of directors, executive officers, statutory auditors, employees or other similar positions of ours or our subsidiaries who do not concurrently serve as directors or directors, and the transfer restrictions will be lifted upon the expiration of all of the Allotment Shares, provided that the performance targets (hereinafter referred to as the "Performance Targets") set in advance by our Board of Directors in conjunction with the Medium-Term Management Plan announced on November 14, 2024 have been achieved as of December 31, 2027.

(3) Treatment of retirement or retirement from any of the positions of directors, executive officers, statutory auditors, employees or other similar positions of the Company or its subsidiaries due to the expiration of the term of office or retirement or other legitimate reasons (including retirement or retirement due to death or retirement and where the Board of Directors of the Company is deemed to be legitimate from the standpoint of individual circumstances or social conventions, etc.) during the period of transfer restriction

(I) Resignation or retirement of persons subject to management index requirements before reaching on December 31, 2027

The restrictions on the transfer of the Allotment Shares in their entirety will not be lifted for any reason.

(II) If the retirement or retirement of a person subject to the management index requirement type is until the date when the achievement or non-achievement of the performance target is finalized after the passage of December 31, 2027 (Hereinafter referred to as the [Performance Determination Date])

Termination of the restrictions on the transfer of all of the Shares, subject to the achievement of the Performance Targets, at such time as otherwise determined by our Board of Directors after the Performance Determination Date.

(III) Retirement or retirement of persons subject to the management index requirement type after the day following the business performance determination date

Subject to the achievement of the Performance Target, the transfer restriction will be lifted with respect to all of the Allotment Shares at the time immediately after the retirement or retirement of the person subject to the Management Indicator Requirement Type. However, in the case of retirement or retirement due to the death of a person subject to the management index requirement type, the transfer restriction will be lifted with respect to all of the Shares at the time of the death of the person subject to the management index requirement type and upon a separate determination by our Board of Directors.

Even in the case of (II) above, even in the case of (III) above, until our Annual Securities Report (in the case where the grant date is within six months after the beginning of our business year, our semi-annual report for the relevant business year) pertaining to the business year to which the person subject to the Management Indicator Requirement Type will receive the grant is submitted to the prime minister under the Financial Instruments and Exchange Act, the person subject to the Management Indicator Requirement Type may not transfer, create a security interest or otherwise dispose of the Shares for any reason.

(4) Free acquisition by us

In the event of the retirement or retirement of a person subject to the management index requirement type in (3)(I)above, if a person subject to the management index requirement type resigns or retires due to the expiration of his/her term of office, the mandatory retirement age or other reasons other than legitimate reasons, if the Performance Target is not achieved or if certain other events specified in the Allotment

Agreement are applicable, we will naturally acquire, without charge, all of the Allotment Shares held by the person subject to the management index requirement type as of such time.

(5) Management of shares

The Allotment Shares are managed by a dedicated account established by Nomura Securities Co., Ltd. by persons subject to the Management Indicator Requirement Type during the restricted period so that they may not transfer, create a security interest or otherwise dispose of the shares during the restricted period. We have entered into an agreement with Nomura Securities Co., Ltd. in connection with the management of the account of the Allotment Shares held by each of the persons subject to the Management Indicator Requirement Type in order to ensure the effectiveness of the transfer restrictions, etc. related to the Allotment Shares. In addition, those subject to the Management Indicator Requirement Type shall agree on the details of the management of the relevant account.

(6) Treatment in organizational restructuring, etc.

In the event that, during the period of the transfer restriction, we satisfy all of the above (2) conditions for cancellation of the transfer restriction, the merger agreement in which we become an extinguished company, the share exchange agreement or the share transfer plan in which we become a wholly owned subsidiary, and other matters concerning reorganization, etc. are approved at our shareholders' meeting (however, in the event that approval by our shareholders' meeting is not required for such reorganization, etc., our board of directors) the resolution of the board of directors will cancel this transfer restriction immediately before the business day prior to the effective date of the organizational restructuring, etc.

4. Basis and specific content of the calculation of the amount to be paid

The disposal of treasury stock for the planned allotment is conducted using monetary compensation claims and monetary claims to be paid under the Plan as investment assets. The disposal value is set at 725 yen, which is the closing price of our common stock on the Tokyo Stock Exchange Prime Market on April 10, 2025 (the business day prior to the resolution date of the Board of Directors meeting), in order to eliminate arbitrary considerations. This is the market share price immediately prior to the date of resolution of the Board of Directors and is considered to be rational and is not considered to be particularly favorable.

End