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Stock Exchange Code 6436: TSE Prime Market

June 8, 2026

(Start Date of Electronic Provision Measures Matters June 5, 2026)

To Shareholders with Voting Rights:

Amano Corporation
President & Representative Director
Manabu Yamazaki
275 Mamedocho, Kohoku-ku, Yokohama

Notice: The 110th Annual Shareholders Meeting

Dear Shareholders:

The Company would like to express its appreciation for your continued support and patronage.

Please be informed that it will hold the 110th Annual Shareholders Meeting of the Company. The meeting will be held for the purposes as described below.

For the convening of this Annual Shareholders Meeting, information contained in the Reference Documents for the Annual Shareholders Meeting, etc. (matters to be electronically provided) is provided electronically, and is posted on the Company's website as "Notice of the 110th Annual Shareholders Meeting". (Japanese version only)

The Company's website

<https://www.amano.co.jp/ir/stock/meeting/>

In addition to the above, such information is also available on the website of the Tokyo Stock Exchange (TSE).

The TSE's website

<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

Please access the TSE's website above, enter the company name (Amano Corporation) or stock exchange code (6436), search for it, and select "Basic information" and "Documents for public inspections/PR information" to confirm them.

If you are unable to attend the meeting, you may exercise your voting rights in writing or online via the internet. Please review the attached Reference Documents for the Shareholders Meeting, and exercise your voting rights by 5:00 p.m. on Friday, June 26, 2026 Japan Standard Time.

1. Date and Time : Monday, June 29, 2026 at 10:00 a.m. Japan Standard Time

2. Place : Conference room at the Company located at
275 Mamedocho, Kohoku-ku, Yokohama

3. Meeting Agenda for the Shareholders Meeting:

- Matters to be reported** :
1. The Business Report, Consolidated Financial Statements for the Company's 110th Fiscal Year (April 1, 2025–March 31, 2026) and results of audits by the Accounting Auditor and the Audit & Supervisory Board of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company's 110th Fiscal Year (April 1, 2025–March 31, 2026)

Proposals to be resolved:

Proposal 1: Appropriation of Surplus Retained Earnings

Proposal 2: Revision of Performance-Based Stock Compensation, etc. for Executives

If no indication of approval or disapproval is made for an agenda item on the voting form, it will be treated as an indication of “approval”.

When attending the meeting, please submit the enclosed voting rights exercise form at the reception desk. In the event of any revision to the items of the electronic provision measures, the revised information will be posted on the respective websites where the information is posted.

Guidance on Exercising Voting Rights, etc.

- (1) Exercise of voting rights in writing (by mail)

Please indicate approval or disapproval on the enclosed voting rights exercise form, and return it to the Company without affixing a stamp.

Voting deadline : Arrive at the Company by 5:00 p.m. Friday, June 26, 2026 Japan Standard Time.

- (2) Exercise of voting rights via the internet, etc.

Please access the website below via personal computer or smartphone, enter the “Login ID” and “Temporary password” indicated on the voting rights exercise form, and follow the instructions on the screen to enter approval or disapproval. (<https://evote.tr.mufg.jp/>)

Voting deadline : Entry completed by 5:00 p.m. Friday, June 26, 2026 Japan Standard Time.

How to handle of voting rights exercised more than once

a) In the event you vote both in writing and online, your online vote shall be deemed effective and counted.

b) In the event you vote multiple times online, your intention indicated on the last vote shall be deemed effective and counted.

Any costs incurred in accessing the website for exercising voting rights (such as internet connection fees) shall be borne by the shareholders.

To Institutional Investors :

If you have applied in advance to use the voting platform operated by Investor Communications Japan Inc., you may exercise your voting rights via the platform.

Reference Documents for the Shareholders Meeting

Proposals and References

Proposal 1: Appropriation of Surplus Retained Earnings

The Company places great importance on its policy for dividend payments to its shareholders. Fundamental to this are stable dividends, appropriate results-based distributions of profits, and flexible acquisition of treasury stock.

With regard to dividends, the Company had previously adopted a basic policy of a Payout Ratio of at least 40% on a consolidated basis, a Total Return Ratio of at least 55%, and a Ratio of Dividend to Net Assets of at least 2.5%. In order to further enhance shareholder returns, however, the Company has reviewed this policy and changed it to target a Payout Ratio of at least 60% on a consolidated basis and a Total Return Ratio of at least 70%, while setting a Ratio of Dividend to Net Assets of 2.5% as the lower limit.

Based on this policy, it is proposed that the year-end dividend for the 110th fiscal year be as follows.

Matters concerning Year-end dividend

- (1) Type of dividend property
Cash
- (2) Allocation of dividend property and its total amount
JPY125.00 per common stock of the Company.
Total amount of dividend JPY8,744,820,250
As a result, the annual dividend including the interim dividend shall amount to JPY180.00 per share, a year-on-year increase of JPY5.00.
- (3) Effective date of allotment of surplus retained earnings
June 30, 2026

Proposal 2: Revision of Performance-Based Stock Compensation, etc. for Executives

1. Reasons the revision to the Plan is appropriate

The Company introduced the Performance-Based Stock Compensation plan (the "Plan") under which shares of the Company are delivered, in accordance with the degree of achievement of performance targets and other factors, to its Directors (excluding Outside Directors and non-residents; hereinafter the same shall apply in this proposal) and Operating Officers (hereinafter collectively referred to as the "Directors, etc.") as well as to Directors of the Company's subsidiaries (excluding Outside Directors and non-residents; the Directors, etc. of the Company and such Directors of the subsidiaries are hereinafter collectively referred to as the "Participating Directors, etc."). Such subsidiaries are hereinafter referred to as the "Participating Subsidiaries," and collectively with the Company as the "Participating Companies." The introduction of the Plan was approved by shareholders at the 100th Annual Shareholders Meeting held on June 29, 2016, and revisions to the Plan were approved at the 107th Annual Shareholders Meeting held on June 29, 2023, and the Plan has remained in effect to the present date.

The three fiscal years covered by the Plan as revised (from the fiscal year ended March 31, 2024 to the fiscal year ended March 31, 2026) have now ended. The Company therefore seeks approval of this proposal in order to continue the Plan from the fiscal year ending March 31, 2027 onward, with partial revisions to its contents.

The purpose of the revision is to further strengthen the linkage between the remuneration of the Participating Directors, etc. and the Company's performance and share price, thereby further enhancing the motivation of the Participating Directors, etc. to contribute to medium- to long-term increases in corporate value, promoting the sharing of interests with shareholders, and raising their motivation to achieve the performance targets of the Medium-Term Management Plan. The Company therefore considers the revision appropriate, as it is consistent with the Company's policy on determining the content of individual remuneration, etc. for the Directors, etc.

This proposal is made separately from the proposal on the maximum amount of remuneration for Directors approved at the 92nd Annual Shareholders Meeting held on June 27, 2008 (up to JPY450 million per year; excluding the employee portion of salary for Directors concurrently serving as employees), in order to request shareholders' approval to provide stock compensation to the Directors, etc.

The number of Directors subject to the Plan is 5 (and the number of Operating Officers subject to the Plan is 10).

2. Details of the Plan after the revision

(1) Overview of the current Plan

The Plan is a stock compensation plan under which shares of the Company are acquired through a trust using amounts contributed by the Participating Companies as remuneration for the Participating Directors, etc., and the Company's shares and money equivalent to the proceeds from cash conversion of the Company's shares (hereinafter collectively referred to as the "Company's Shares, etc.") are delivered and paid (hereinafter referred to as "Delivery, etc.") to the Participating Directors, etc.

(2) Details of the revision

The Company formulated a new three-year Medium-Term Management Plan covering the period from April 2026 through March 2029 (for an outline thereof, please refer to the Summary of Consolidated Financial Results dated April 27, 2026).

This revision increases the upper limit of the amount to be contributed by the Participating Companies to a total of JPY1,200 million (including JPY1,110 million for the Company) for the applicable three fiscal years, in order to further strengthen the linkage between the remuneration of the Participating Directors, etc. and the Company's performance toward the achievement of the targets under the Medium-Term Management Plan.

Upper limit of the cash contribution by Participating Companies

Before Revision	After Revision
• <u>JPY 900 Million</u> per three fiscal years (including <u>JPY 810 Million</u> for the Company)	• <u>JPY 1,200 Million</u> per three fiscal years (including <u>JPY 1,110 Million</u> for the Company)

(3) Maximum amount of money to be contributed by each of the Participating Companies

The applicable period under the Plan shall be three consecutive fiscal years (being the three fiscal years from the fiscal year ending March 31, 2027 through the fiscal year ending March 31, 2029, and, if the trust period described below is extended, each successive three-fiscal-year period thereafter; hereinafter referred to as the "Applicable Period").

For each Applicable Period, the Company shall contribute money of up to JPY1,110 million as remuneration for the Directors, etc. of the Company, and together with money contributed by the Participating Subsidiaries as remuneration for their Directors (the aggregate amount contributed by all Participating Companies shall not exceed JPY1,200 million), shall establish a trust with a trust period of three years for the Participating Directors, etc. who satisfy the beneficiary requirements (hereinafter referred to as the "Trust"; the same shall include any extension of the trust period described in the third paragraph of this section (3)). The Trust shall acquire the Company's shares from the stock market using the entrusted funds in accordance with the instructions of the trust administrator. During the trust period, each Participating Company shall award points to its Participating Directors, etc. (as described in (4) below), and the Trust shall make Delivery, etc. of the Company's Shares, etc.

Upon expiration of the trust period of the Trust, the Trust may be continued, in lieu of establishing a new trust, by amending the trust agreement and making an additional trust contribution. In such case, the trust period of the Trust shall be extended for the same period as the initial trust period, and the three fiscal years following such extension shall constitute the Applicable Period. For each extended trust period, each Participating Subsidiary shall newly contribute money to the Company within the scope approved by the resolution of its own shareholders meeting, and the Company shall additionally entrust, within a total amount of JPY1,200 million, the money contributed by the Participating Subsidiaries together with money additionally contributed by the Company within the limit of JPY1,110 million. Each Participating Company shall continue to award points to the Participating Directors, etc. during the extended trust period, and the Trust shall continue to make Delivery, etc. of the Company's Shares, etc. during the extended trust period. However, if such additional contribution is made and there remain, as of the last day of the trust period before the extension, the Company's shares (excluding shares corresponding to points already awarded to Participating Directors, etc. for which Delivery, etc. has not yet been completed) and money in the trust property (hereinafter referred to as the "Remaining Shares, etc."), the aggregate of the amount of the Remaining Shares, etc. and the amount of the additionally contributed trust money shall be within JPY1,200 million.

If, upon expiration of the trust period, the trust agreement is not amended and no additional contribution is made to the Trust, no further points shall be awarded to the Participating Directors, etc. thereafter. However, if any Participating Directors, etc. who may satisfy the beneficiary requirements remain in office at that time, the trust period of the Trust may be extended for up to ten years until such Participating Directors, etc. retire and the delivery of the Company's shares is completed.

(4) Method of calculating the number of the Company's shares to be acquired by the Participating Directors, etc. and the maximum number thereof.

On June 1 of each year during the trust period, a certain number of points shall be awarded to the Participating Directors, etc. of each Participating Company according to their position and the degree of achievement of the plan for consolidated operating profit, the plan for consolidated net sales, and the plan for ROE (hereinafter referred to as the "Achievement of Performance Targets, etc.") for the fiscal year ending on March 31 of that year (the initial fiscal year shall be the fiscal year ending March 31, 2027). Upon the retirement of a Participating Director, etc. (retirement shall include the case where a person ceases to be a Participating Director, etc. due to an overseas posting; hereinafter the same shall

apply), Delivery, etc. of the Company's Shares, etc. shall be made in accordance with the cumulative number of points (hereinafter referred to as the "Cumulative Points").

If any Participating Director, etc., in addition to his or her position as a Participating Director, etc. of one Participating Company, concurrently serves as a Participating Director, etc. of another Participating Company (including a case where, simultaneously with retirement from the position of Participating Director, etc. of one Participating Company, he or she assumes office as a Participating Director, etc. of another Participating Company), Delivery, etc. of the Company's Shares, etc. shall be made in a lump sum when he or she has retired from all positions as a Participating Director, etc. of all Participating Companies.

*1 Awarded points = Base points per position × Performance-linked coefficient *2

*2 The performance-linked coefficient shall be determined based on the Consolidated Operating Profit Achievement Ratio, Consolidated Net Sales Achievement Ratio, and ROE Achievement Ratio.

The maximum total number of points awarded per year to the Directors, etc. of the Company shall be 80,000 points (and the maximum total number of points awarded per year to all Participating Directors, etc. shall be 88,000 points).

(5) Timing of Delivery, etc. of the Company's Shares, etc. to Participating Directors, etc.

Each Participating Director, etc. who satisfies the beneficiary requirements shall receive Delivery, etc. of the Company's Shares, etc. in the number calculated pursuant to (4) above upon retirement. At that time, the Participating Director, etc. shall receive delivery of the Company's shares corresponding to 70% of the points (fractions of less than one unit share shall be rounded down), and shall receive, with respect to the remainder, payment of money equivalent to the proceeds from the sale of such shares within the Trust.

In principle, if a Participating Director, etc. dies while in office, the heir of such Participating Director, etc. shall receive, after the Company's shares corresponding to the Cumulative Points awarded as of that time are converted into cash within the Trust, payment of money equivalent to the proceeds from such cash conversion.

(6) Voting rights relating to the Company's shares

No voting rights shall be exercised with respect to the Company's shares held within the Trust during the trust period in order to ensure neutrality toward management.

There are no other changes to the contents of the Plan. For the previous contents of the Plan, please refer to the Notice Concerning the Introduction of Performance-Based Stock Compensation for Executives dated April 25, 2016 and the Notice Concerning the Continuation and Partial Revision of Performance-Based Stock Compensation for Executives dated April 26, 2023.

(Reference) Outline of the Trust Agreement

1. Date of trust agreement	August 2, 2017 (scheduled to be amended in July 2026 in order to extend the trust period)
2. Trust period	August 2, 2017 to August 31, 2026 (scheduled to be extended until the end of August 2029 by amendment of the trust agreement in July 2026)
3. Commencement date of the Plan	September 1, 2017
4. Exercise of voting rights	No voting rights shall be exercised.
5. Class of shares to be acquired	Common stock of the Company
6. Upper limit of trust monies	JPY1,200 million (planned)
7. Period for acquiring shares	August 3, 2026 (planned) to August 31, 2026 (planned)
8. Method of acquiring shares	Acquisition from the stock market

(Note) The planned timing set forth above may be changed to an appropriate timing in light of applicable laws and regulations, etc.

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