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Date: September 16, 2026

Company Name: Akebono Brake Industry Co., Ltd.
Representative: Hiroshi Nagaoka, President & CEO
(Securities Code: 7238 TSE Prime Market)

Announcement Regarding Partial Amendment to the Terms and Conditions of Issuance of the 14th Share-based Payment Stock Options (Share Acquisition Rights)

Akebono Brake Industry Co., Ltd. (hereinafter the “Company”) hereby announces that the Board of Directors at its meeting held on September 16, 2026, resolved to partially amend the terms and conditions of issuance of the two kinds of share acquisition rights (medium- and long-term) (collectively, the “Stock Acquisition Rights”), which were approved for issuance as share-based payment stock options for Directors (meaning Executive Directors – the same applies hereinafter), Executive Officers who are not concurrently serving as Directors, and division head-level executives of the Company at the Board of Directors meeting held on September 12, 2025.

1. Reason for the Amendment

This issuance of the Stock Acquisition Rights is to have the medium- and long-term remuneration reflect the management efforts of Directors, Executive Officers who are not concurrently serving as Directors, and division head-level executives of the Company with the aim of offering incentives for achieving the Medium-Term Business Plan announced on August 7, 2025 (for details, please refer to the “Announcement Regarding the Formulation of the Medium-Term Business Plan” dated the same day).

The Company has decided to review the treatment applicable in the event the holder loses their qualification to exercise and the definition of the applicable period so that this program can more appropriately fulfill its intended function of providing incentives for the medium- to long-term enhancement of corporate value, and accordingly, has amended the terms and conditions of issuance as set forth in 2. below (the “Amendment”).

In addition, with respect to the Stock Acquisition Rights after the Amendment, the Company has requested PLUTUS CONSULTING Co., Ltd., an independent third-party valuation firm, to calculate the fair value thereof. Based on such valuation, the Company has confirmed with external legal counsel that the Amendment does not constitute an issuance of Share Acquisition Rights on specially favorable terms.

2. Changes (The underlined portions indicate the changes.)

Before Change	After Change
I. 14th (A) Performance-related medium-term share acquisition rights	I. 14th (A) Performance-related medium-term share acquisition rights

3. Details of share acquisition rights (6) Conditions for exercise of share acquisition rights (ii) Notwithstanding (i) above, in the event that the Company discontinues or withdraws the Medium-Term Business Plan, a share acquisition rights holder may exercise up to the number of share acquisition rights obtained by multiplying the number of share acquisition rights allotted to such holder by the percentage obtained by dividing the number of days from <u>the allotment date</u> to the exercise date by the number of days in the Applicable Period (however, such percentage shall not exceed 100%). [However, the percentage obtained by dividing the number of days from <u>the allotment date</u> to the exercise date by the number of days in the Applicable Period must be 70% or higher.] (iii) If a share acquisition rights holder loses their position as a Director, Executive Officer or division head-level executive of the Company (hereinafter the “Qualification to Exercise”) before the end of October 10, 2031, the person may not exercise their share acquisition rights. Provided that if the Board of Directors determines that there is a valid reason for the loss of the Qualification to Exercise such as mandatory retirement, the share acquisition rights holder may exercise up to the number of share acquisition rights obtained by multiplying the number of allotted share acquisition rights by the lesser of: (A) the Exercisable Percentage calculated pursuant to (i) above on <u>the date on which the holder lost their Qualification to Exercise</u>, or (B) the percentage obtained by dividing the number of days from <u>the allotment date</u> to the date on which the holder lost their Qualification to Exercise by the number of days in the Applicable Period. II. 14th (B) Performance-related long-term share	3. Details of share acquisition rights (6) Conditions for exercise of share acquisition rights (ii) Notwithstanding (i) above, in the event that the Company discontinues or withdraws the Medium-Term Business Plan, a share acquisition rights holder may exercise up to the number of share acquisition rights obtained by multiplying the number of share acquisition rights allotted to such holder by the percentage obtained by dividing the number of days from <u>April 1, 2025</u> to the exercise date by the number of days in the Applicable Period (however, such percentage shall not exceed 100%). [However, the percentage obtained by dividing the number of days from <u>April 1, 2025</u> to the exercise date by the number of days in the Applicable Period must be 70% or higher.] (iii) If a share acquisition rights holder loses their position as a Director, Executive Officer or division head-level executive of the Company (hereinafter the “Qualification to Exercise”) before the end of October 10, 2031, the person may not exercise their share acquisition rights. Provided that if the Board of Directors determines that there is a valid reason for the loss of the Qualification to Exercise such as mandatory retirement, the share acquisition rights holder may exercise up to the number of share acquisition rights obtained by multiplying the number of allotted share acquisition rights by the lesser of: (A) the Exercisable Percentage calculated pursuant to (i) above <u>as of the end of the fiscal year ending March 31, 2028</u>, or (B) the percentage obtained by dividing the number of days <u>during which the holder held any of the positions of Director, Executive Officer or division head-level executive of the Company during the period from April 1, 2025</u>, to the date on which the holder lost their Qualification to Exercise by the number of days in the Applicable Period. II. 14th (B) Performance-related long-term share
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acquisition rights 3. Details of share acquisition rights (6) Conditions for exercise of share acquisition rights (ii) Notwithstanding (i) above, in the event that the Company discontinues or withdraws the Medium-Term Business Plan, a share acquisition rights holder may exercise up to the number of share acquisition rights obtained by multiplying the number of share acquisition rights allotted to such holder by the percentage obtained by dividing the number of days from <u>the allotment date</u> to the exercise date by the number of days in the Applicable Period (however, such percentage shall not exceed 100%). [However, the percentage obtained by dividing the number of days from <u>the allotment date</u> to the exercise date by the number of days in the Applicable Period must be 70% or higher.] (iii) Share acquisition rights holders may exercise their share acquisition rights only during the period from the day following the day on which they lose their position as either a Director or Executive Officer of the Company (hereinafter the “Qualification to Exercise”) until ten (10) days have elapsed, and only up to the number obtained by multiplying the number of allotted share acquisition rights by the lesser of: (A) the Exercisable Percentage calculated pursuant to (i) above on the date on which <u>the holder lost their Qualification to Exercise</u>, or (B) the percentage obtained by dividing the number of days from <u>the allotment date</u> to the date on which the holder lost their Qualification to Exercise by the number of days in the Applicable Period.	acquisition rights 3. Details of share acquisition rights (6) Conditions for exercise of share acquisition rights (ii) Notwithstanding (i) above, in the event that the Company discontinues or withdraws the Medium-Term Business Plan, a share acquisition rights holder may exercise up to the number of share acquisition rights obtained by multiplying the number of share acquisition rights allotted to such holder by the percentage obtained by dividing the number of days from <u>April 1, 2025</u> to the exercise date by the number of days in the Applicable Period (however, such percentage shall not exceed 100%). [However, the percentage obtained by dividing the number of days from <u>April 1, 2025</u> to the exercise date by the number of days in the Applicable Period must be 70% or higher.] (iii) Share acquisition rights holders may exercise their share acquisition rights only during the period from the day following the day on which they lose their position as either a Director or Executive Officer of the Company (hereinafter the “Qualification to Exercise”) until ten (10) days have elapsed, and only up to the number obtained by multiplying the number of allotted share acquisition rights by the lesser of: (A) the Exercisable Percentage calculated pursuant to (i) above <u>as of the end of the fiscal year ending March 31, 2028</u>, or (B) the percentage obtained by dividing the number of days <u>during which the holder held any of the positions of Director or Executive Officer of the Company during the period from April 1, 2025</u>, to the date on which the holder lost their Qualification to Exercise by the number of days in the Applicable Period.
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