



FOR IMMEDIATE RELEASE

Lasertec Corporation
2-10-1 Shin-yokohama, Kohoku-ku, Yokohama
(Code 6920 / Tokyo Stock Exchange 1st Section)

Introduction of compensation plan to award Restricted Stock Unit to the employees of Lasertec Corporation and its subsidiaries

Yokohama, July 26, 2021 - Lasertec Corporation announced today that its Board of Directors decided at the meeting on July 26, 2021 to introduce a compensation plan to award restricted share units (RSUs) to the employees of Lasertec Corporation and the employees and executives of its subsidiaries as described below.

1. Purpose of the plan

Lasertec Corporation celebrates the 60th anniversary of its incorporation in August 2021. On this occasion, we will introduce a compensation plan designed to grant the right to own the company's shares to the employees of our group companies. The purpose of this plan is to increase their motivation to achieve financial goals, to promote the sense of unity, and to give them a common interest with shareholders.

2. Outline of the plan

(1) Eligibility

- Eligible employees are those who are employed by Lasertec Corporation or its subsidiaries as of June 30, 2022 and who wish to receive the award of RSUs when it is officially decided.
- Eligible employees will be endowed with monetary claims from Lasertec Corporation or its subsidiaries to be used for in-kind contribution to receive the company's shares. There will be no salary reduction in exchange for this endowment of monetary claims.

(2) Number of shares to be awarded and other conditions

- 100 shares will be awarded to each employee (as a compensation aside from regular bonuses).
- No more than 80,000 shares (0.085% of issued shares) of common stock will be awarded in total.
- Eligible employees will be vested with the right to own shares at the end of our 65th fiscal year (June 30, 2027).
- Treasury shares owned by Lasertec Corporation will be used to award shares in this plan, and their disposal price will be determined neither at an intentionally fixed price nor with any preferential treatment for the employees.

(3) Miscellaneous

- The award is scheduled for July 2022.
- Specific terms of the plan including eligibility conditions will be determined at the Board of Directors meeting in June 2022.
- An alternative compensation to pay a cash bonus of equivalent value may be considered for eligible employees who are employed in countries or regions where the award of RSUs is not feasible for taxation or any other reason.

Contact for Inquiries:

Yutaro Misawa
General Manager, Corporate Planning Office
Phone: +81-45-478-7111

<https://www.lasertec.co.jp>