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DISCO CORPORATION

Kazuma Sekiya

Representative Executive Officer, President

(Code No. 6146 TSE Prime Market)

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## Notice Concerning the Introduction of a Restricted Share-Based Remuneration Plan

DISCO CORPORATION (the “Company”) hereby announces that, following a review of the officer remuneration system, the Company has decided to introduce a restricted share-based remuneration plan (the “Plan”) for the Company’s Executive Officers (including those who concurrently serve as Directors; the “Eligible Persons”). The details are as follows.

### 1. Purpose of introducing the Plan, and other matters

Under Japan’s Corporate Governance Code, the views on share-based remuneration were organized for improved clarity, and against the backdrop of progress in establishing plans for share-based remuneration and other developments, the Company intends to introduce the Plan under which actual shares are granted to management as incentive remuneration, and by having management hold the actual shares, the Company aims to promote further shared value with shareholders.

### 2. Overview of the Plan

The Company shall pay monetary claims to the Eligible Persons as remuneration related to restricted shares based on a resolution of the Company’s Compensation Committee. The Eligible Persons shall pay all monetary claims in the form of property contributed in kind, and shall, in return, receive shares of the Company’s common stock that shall be issued or disposed of by the Company. The amount to be paid in per share shall be determined by the Board of Directors based on the closing price of shares of the Company’s common stock on the Tokyo Stock Exchange on the business day immediately before each date of the resolution by the Board of Directors concerning the issuance or disposal of the shares (if there is no closing price on such date, the closing price on the closest preceding trading day) and as an amount within the extent that it will not be particularly advantageous to the Eligible Persons who subscribe to the shares of the Company’s common stock. The specific timing and allocation of payment to each Eligible Person shall be determined by the Compensation Committee.

In addition, the issuance or disposal of shares of the Company’s common stock (the “Shares”) under the Plan shall be conditional on the Company and the Eligible Persons entering into a restricted share allotment agreement that includes such provisions as (1) there shall be a prohibition on transferring the Shares to third parties, establishing security rights, or any other form of disposal for a certain time period (the “Restricted Period”); and (2) in the event that certain circumstances arise, the Company shall acquire the Shares without contribution. To ensure that the Eligible Persons cannot transfer, create a security interest in, or otherwise dispose of the Shares during the Restricted Period, the Shares will be managed during the Restricted Period in dedicated accounts established at Nomura Securities Co., Ltd. by the Eligible Persons.

### 3. Others

In 2004, the Company abolished the retirement benefit plan and introduced a share remuneration-type stock option plan. At this time, the Company will abolish the share remuneration-type stock option plan and introduce the Plan to replace it.