

August 28, 2024

Company name: JANOME Corporation
Representative: Makoto Saito, President
(Securities Code: 6445 (TSE Prime Market))
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Notice Concerning Decision of Performance-Based Stock Compensation Plan for Directors and Officers of JANOME Corporation

JANOME Corporation (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on May 10, 2024, to newly introduce a performance-based stock compensation plan (the “Plan”) for Directors (excluding Outside Directors and Directors who are Audit and Supervisory Committee Members), Corporate Officers and Professional Fellows (excluding non-residents of Japan; collectively, “Directors and Officers” unless otherwise specified) and obtains approval for a proposal on the Plan to the 98th Annual General Meeting of Shareholders (the “General Meeting”) to be held on June 21, 2024. The Company has resolved the details of the decision at a meeting of the Board of Directors held today as shown below.

1. Outline of the Trust under the Plan

- (i) Name Board Benefit Trust-Restricted Stock
- (ii) Entrustor The Company
- (iii) Trustee Resona Bank, Limited
Resona Bank, Limited has entered into a specified comprehensive trust agreement with Custody Bank of Japan, Ltd., which will become the re-trustee.
- (iv) Beneficiary Directors and Officers who meet the certain requirements for beneficiaries set forth in the Share Benefit Regulation
- (v) Trust administrator A third party who has no interest in the Company
- (vi) Type of Trust Trust of money other than money trust (third-party-benefit trust)
- (vii) Date of Execution of the Trust Agreement September 13, 2024 (planned)
- (viii) Date of Monetary Trust September 13, 2024 (planned)
- (ix) Trust Period From September 13, 2024 (planned) until the termination of the Trust (No specific termination date will be set, and the Trust shall continue as long as the Plan continues.)

2. Details of the Company’s Shares to be acquired under the Trust

- (i) Type of shares to be acquired Common stock of the Company
- (ii) Amount of funds entrusted to acquire the shares JPY 195,963,000 yen
- (iii) Total number of shares to be acquired 236,100 shares
- (iv) Method of acquiring shares Acquired by accepting the disposal of the Company’s treasury stock
- (v) Date of acquiring shares September 13, 2024 (planned)

This document has been translated from the Japanese original for reference purpose only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.