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To All Concerned Parties

Company Name	Star Micronics Co., Ltd.
Representative	Mamoru Sato, Representative Director, President and Executive Officer
Code Number	7718 TSE Prime
Contact	Director, Senior Executive Officer, and Manager of Corporate Department Seigo Sato TEL. 054-263-1111

Notice Regarding Abolition of the Restricted Share Compensation Plan and Acquisition of Treasury Shares Without Consideration

As stated in the “Notice Regarding Expression of Opinion on the Tender Offer for the Company’s Share Certificates, etc. by Solsticia Corporation” (the “Expression of Opinion Press Release”) separately announced today, in connection with the commencement of the tender offer (the “Tender Offer”) by Solsticia Corporation (the “Tender Offeror”) for the Company’s common shares (the “Company Shares”) and share options (the “Share Options”), the Board of Directors of the Company, at its meeting held today, resolved, conditional upon the successful completion of the Tender Offer, to abolish the Restricted Share Compensation Plan and to acquire treasury shares without consideration, as outlined below.

1. Abolition of the Restricted Share Compensation Plan

At the meeting of the Board of Directors held on February 21, 2021, the Company resolved to introduce a restricted share compensation plan (the “Restricted Share Compensation Plan”) for directors of the Company (excluding directors who are Audit and Supervisory Committee members and outside directors; the “Eligible Directors”) and executive officers who do not concurrently serve as directors (together with the Eligible Directors, the “Eligible Recipients”), for the purpose of providing incentives to enhance the Company’s sustainable corporate value and to further promote value sharing with shareholders.

Subsequently, at the 96th Annual General Meeting of Shareholders held on March 25, 2021, the shareholders approved (i) a maximum total annual amount of monetary compensation for the grant of restricted share of 80 million yen, (ii) an annual maximum aggregate number of 200,000 shares of restricted share to be allotted, and (iii) that the restriction period on transfer would extend from the payment date of the restricted share to immediately after the time when the Eligible Recipient resigns from a position predetermined by the Board of Directors.

Further, at the 100th Annual General Meeting of Shareholders held on March 27, 2025, taking into account the status of grants made to date and the impact on share dilution, the shareholders approved amendments to the upper limit of the total amount of restricted share to be granted under the plan—specifically, a total annual monetary compensation not exceeding 35 million yen and a maximum aggregate number of 20,000 shares per year.

Under the Restricted Share Allotment Agreement (the “Allotment Agreement”) executed with each Eligible Recipient in connection with the allotment of restricted share, the Company is entitled to acquire all of such restricted shares without consideration if the Board of Directors determines that such acquisition is appropriate during the

restriction period. The acquisition becomes effective upon the Company's delivery of written notice to the allottees and their receipt of such notice.

As stated in the Expression of Opinion Press Release, at today's Board of Directors meeting, the Company resolved to express its support for the Tender Offer, to recommend that shareholders of the Company and holders of the 13th through 17th ordinary-type share options tender their rights in the Tender Offer, and to leave the decision of whether to tender for holders of stock compensation-type share options and the 18th ordinary-type share options to their own discretion. This resolution was made on the premise that the Company Shares will be delisted as a result of the Tender Offer and the subsequent series of procedures. For further details, please refer to the Expression of Opinion Press Release.

Based on that premise, and given that the Company Shares are expected to be delisted following the Tender Offer, the Company has resolved, conditional upon the successful completion of the Tender Offer, to abolish the Restricted Share Compensation Plan.

2. Acquisition of Treasury Shares Without Consideration

In light of the abolition of the Restricted Share Compensation Plan, and pursuant to the Allotment Agreement executed with each Eligible Recipient holding restricted shares, the Company has resolved, conditional upon the successful completion of the Tender Offer, to acquire without consideration all restricted shares held by the Eligible Recipients at any time after the commencement of settlement of the Tender Offer.

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