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May 13, 2026

## NEWS RELEASE

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| Company name:           | Mitsui Kinzoku Company, Limited  |
| Name of representative: | IKENOBU Seiji,<br>President and Representative Director<br>(Securities code: 5706, TSE Prime Market)       |
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### **Notice of Revision of Restricted Stock Compensation System**

Mitsui Kinzoku Company, Limited (the “Company”) hereby announces that it resolved at a meeting of the Board of Directors held on May 13, 2026 to revise the restricted stock compensation system (the “System”) for Directors (excluding Directors who are Audit & Supervisory Committee Members) based on a review conducted at the meeting. Consequently, it decided to submit proposals regarding the foregoing at the 101st Annual General Meeting of Shareholders scheduled to be convened on June 26, 2026 (the “Meeting”). Details are as follows.

#### (1) Overview of revisions to the System

The Company introduced a restricted stock compensation system at the 96th Annual General Meeting of Shareholders convened on June 29, 2021. This system was later revised and replaced by the existing System for the Company’s Directors (excluding Directors who are Audit & Supervisory Committee Members; the “Eligible Directors”). At the Company’s 99th Annual General Meeting of Shareholders held on June 27, 2024, shareholders resolved to set the limit of remuneration, etc. for Eligible Directors at 720 million yen per year (including no more than 100 million yen per year for Outside Directors). Additionally, at the 100th Annual General Meeting of Shareholders convened on June 27, 2025, a proposal was approved that determined that the total amount of monetary claims (“Monetary Compensation Claims”) or the Company’s ordinary stock granted to Eligible Directors as tenure-based restricted stock compensation shall be no more than 50 million yen per year (including no more than 10 million yen for Outside Directors) and the total number of shares of the Company’s ordinary stock to be issued or disposed of for Eligible Directors would be no more than 16,650 shares per year (including no more than 3,400 shares for Outside Directors) within the range of remuneration above, in addition to the maximum of 50 million yen per year and 16,650 shares per year of ESG index-based restricted stock remuneration, and the total amount and total number of shares granted shall be no more than 100 million yen per year and no more than 33,300 shares per year.

In consideration of the increase in the Company’s stock price, the Company has reviewed its officers’ remuneration system, and it has decided to partially revise the System by transitioning a part of the base salary of the Representative Director and President to tenure-based restricted stock compensation and, by increasing the percentage of remuneration that is stock remuneration, further promote the sharing of value with shareholders.

In specific terms, the total amount of Monetary Compensation Claims to be paid to the Eligible Directors to acquire restricted stock and the total number of shares of the Company’s ordinary stock to be issued or disposed of for Eligible Directors based on the System shall be no more than 70 million yen per year (including no more than 10 million yen for Outside Directors) as tenure-based restricted

stock compensation and no more than 20,000 shares per year (including no more than 2,900 shares for Outside Directors), in addition to the no more than 50 million yen and no more than 14,300 shares per year granted as ESG index-based restricted stock remuneration. As a result, the total annual amount and the total number of shares granted shall be no more than 120 million yen per year and no more than 34,300 shares per year (provided, however, if the Company's stock is split (including the gratis allotment of shares of the Company's ordinary stock) or is consolidated or if other unavoidable circumstances necessitate an adjustment to the total number of shares to be issued or disposed as restricted shares with an effective date as of the day of the resolution of this proposal at the Meeting, the total number of shares will be adjusted within a reasonable range as necessary.) The above revisions will be applied to restricted stock to be provided in the future, and no change will be made to restricted stock already granted.

(2) Conditions for revisions to the System

The above revisions are subject to approval of the shareholders.

(3) Others

There are no changes to the content of the System other than the above revisions.