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For Immediate Release

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### **Notice of Introduction of Performance-Linked Stock Compensation Plan (Performance Share Unit Program)**

The Company hereby announces that a resolution was passed at the meeting of the Board of Directors held today to submit a proposal for the introduction of a performance-linked stock compensation plan (the “Plan”) for its directors (excluding outside directors) at the Ordinary General Meeting of Shareholders (the “Meeting”) to be held on May 26, 2023.

#### 1. Purpose of introduction of the Plan

The amount of monetary compensation for the Company’s directors was approved to be no more than 300 million yen per year at the Ordinary General Meeting of Shareholders held on May 31, 2019.

The Company has decided to review its executive compensation system. With the aim of further strengthening efforts to enhance the Company’s corporate value of the medium to long term and to promote further value sharing with shareholders, the Company will introduce a new performance-linked stock compensation plan (the “Plan”) for its directors (excluding outside directors; hereinafter referred to as “Eligible Directors”) that is separate from the existing compensation limit.

With the introduction of the Plan, director compensation will consist of fixed compensation and performance-linked stock compensation.

The introduction of the Plan involves compensation to be paid in cash for the monetary claims and the allocation of tax payment funds arising from the delivery of shares of the Company for the issuance or disposal of the Company’s common stock and to Eligible Directors under the Plan. Therefore, such compensation is subject to approval at the Meeting.

#### 2. Description of the Plan

This is a performance-linked stock compensation plan (performance share units). Under the Plan, the Company’s Board of Directors will establish evaluation indicators for each Eligible Director for three fiscal years determined by the Board of Directors (hereinafter referred to as the “Evaluation Period”) in advance. The Company shall issue or dispose of shares

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of common stock of the Company (the “Delivery”) to the Eligible Directors by providing them with monetary compensation claims in order to grant a number of shares calculated in accordance with the degree of achievement of the evaluation indicators and then having the Eligible Directors make in-kind contributions for such monetary compensation claims and allocate that to the payment of taxes arising in conjunction with the Delivery.

The total amount of compensation to be paid to Eligible Directors under the Plan shall not exceed 225 million yen per Evaluation Period.

In addition, the total number of shares of common stock of the Company to be issued or disposed of under the Plan shall be no more than 37,500 shares per Evaluation Period. The amount to be paid per share shall be determined by the Board of Directors based on the closing price of the Company’s common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of each resolution of the Board of Directors (or, if no trades are carried out on that date, the closing price on the immediately preceding business day), while ensuring that the amount is not particularly favorable to the Eligible Directors who receive said shares.

Note that the issuance of the Company’s common stock and the cash payments to the Eligible Directors will be made after the end of the Evaluation Period. Therefore, at the time of the Plan’s introduction, the decision on whether to deliver these to each Eligible Director as well as the amount of the monetary compensation claims and cash for the issuance of the Company’s common stock have yet to be determined.

### 3. Application of the Plan to employees

If the new introduction of the Plan for Eligible Directors is approved at the Meeting, we plan to introduce a similar plan for our executive-level employees.