

August 9, 2023

Company name: Kajima Corporation
Representative: Hiromasa Amano
President and Representative Director
Securities code: 1812
(Tokyo Prime, Nagoya Premier)
Inquiries: Yasuo Amari
General Manager of Human Resources Department
Tel. +81-(0)3-5544-1111

Notice Concerning Decision on Matters Relating to Stock Acquisition in connection with the Stock Remuneration Plan

Kajima Corporation (the “Company”), at the Board of Directors’ Meeting held on May 15, 2023, resolved to introduce a performance-linked stock remuneration plan for Directors (excluding Outside Directors; the same applies hereinafter) of the Company using a trust structure, which was approved at the 126th Ordinary Stockholders’ Meeting held on June 28, 2023.

In addition, the Company has decided to introduce a similar performance-linked stock remuneration plan for its Executive Officers and an incentive plan using a trust structure for its employees at or above a certain position.

Accordingly, the Company hereby announces that, today, at the Board of Directors’ Meeting, it made a decision on matters relating to the acquisition of the Company’s stocks by a trustee of a trust, which is established by the Company, for the performance-linked stock remuneration plan for Directors and Executive Officers (hereinafter, the “Stock Delivery Trust for Directors and Executive Officers”) and a trustee of a trust, which is established by the Company, for the incentive plan for employees at or above a certain position (hereinafter, the “Stock Delivery Trust for Employees”, and collectively with the Stock Delivery Trust for Directors and Executive Officers, the “Trusts”). Details are described below.

1. Overview of the Trusts

(1) Name	Stock Delivery Trust for Directors and Executive Officers	Stock Delivery Trust for Employees
(2) Trustor	The Company	
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrusted to: Custody Bank of Japan, Ltd.)	
(4) Beneficiaries	Directors and Executive Officers of the Company who satisfy the requirements for beneficiaries	Employees of the Company who satisfy the requirements for beneficiaries
(5) Trust administrator	Plan to select a third party that is independent of the Company and its officers	
(6) Exercise of voting rights	Voting rights pertaining to the Company's stocks held in the Trusts shall not be exercised throughout the trust period.	
(7) Type of trust	Trust of money other than money trust (third-party benefit trust)	
(8) Date of trust agreement	September 1, 2023	
(9) Date of placement of trust funds	September 1, 2023	
(10) Date of termination of trust	August 31, 2026 (planned)	

2. Matters relating to acquisition of the Company's stocks by the trustee of the Trusts

	Stock Delivery Trust for Directors and Executive Officers	Stock Delivery Trust for Employees
(1) Type of shares to be acquired	Common stock	
(2) Amount of money to be contributed to the trust to fund the stock acquisition	¥1,656,396,000	¥3,389,477,000
(3) Aggregate number of shares to be acquired	756,000 shares	1,547,000 shares
(4) Stock acquisition method	Acquisition through the disposal of treasury stock	
(5) Date of stock acquisition	September 1, 2023	

Disclaimer: This document is an English translation of the announcement titled "Notice Concerning Decision on Matters Relating to Stock Acquisition in connection with the Stock Remuneration Plan" which is filed with Stock Exchanges in Japan on August 9, 2023. The Company provides this translation for your reference and convenience only without any warranty as to its accuracy. In case of any discrepancy between the translation and the Japanese original, the latter shall prevail.