

May 14, 2026

Company name: Kajima Corporation
Representative: Yoshikazu Oshimi
Chairman and President, Representative Director
Securities code: 1812
(Tokyo Prime, Nagoya Premier)
Inquiries: Naoshi Nishizawa
Executive Officer, General Manager of Human
Resources Department
Tel. +81-(0)3-5544-1111

Notice Concerning Decision on Matters Relating to Acquisition of Shares under Performance-Linked Stock Remuneration Plan

Kajima Corporation (the “Company”) resolved, at the Board of Directors' Meeting held on May 15, 2023, to introduce performance-linked stock remuneration plan (the “Plan”; and the trust already established for the introduction of the Plan is referred to as the “Trust”) for Directors (excluding Outside Directors; the same applies hereinafter) and Executive Officers (collectively the “Directors, etc.”) of the Company. The introduction was approved at the 126th Ordinary Stockholders' Meeting held on June 28, 2023, and the Plan has been maintained to date.

The Company hereby announces that it has resolved, at the Board of Directors' Meeting held today, to make an additional entrustment of money to the Trust so that the trustee may acquire additional shares of the Company's stock. The details are as follows.

Please refer to “Announcement of Introduction of Performance-Linked Stock Remuneration Plan (RS Trust) for Directors and Executive Officers” dated May 15, 2023, for an overview of the Plan.

1. Overview of the Trust

(1) Name	Stock Delivery Trust for Directors and Executive Officers
(2) Trustor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrusted to: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Directors, etc. who satisfy the requirements for beneficiaries
(5) Trust administrator	A third party independent of the Company and its officers
(6) Exercise of voting rights	Voting rights pertaining to the Company's stock held in the Trust 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 additional entrustment of money	June 2, 2026 (planned)
(10) Date of trust termination	August 31, 2029 (planned)

2. Matters regarding acquisition of shares of the Company's stock by the trustee of the Trust

(1) Type of shares to be acquired	Common stock
(2) Aggregate acquisition price of shares	¥323,850,000
(3) Aggregate number of shares to be acquired	50,000 shares
(4) Method of acquisition of shares	Acquisition through disposal of treasury stock
(5) Timing of acquisition of shares	June 2, 2026 (planned)

Disclaimer: This document is an English translation of the announcement titled “Notice Concerning Decision on Matters Relating to Acquisition of Shares Under Performance-Linked Stock Remuneration Plan” which is filed with Stock Exchanges in Japan on May 14, 2026. Kajima Corporation 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.