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May 14, 2026

To whom it may concern,

Company name: PIA Corporation  
Name of representative: Hiroshi Yanai, President and  
Representative Director  
(Code: 4337, TSE Prime)  
Inquiries: Yasuyuki Yoshizawa, Senior Managing  
Director and Corporate Officer  
(TEL. 81-3-5774-5278)

## Notice Concerning Revision of Remuneration Amounts for Directors

PIA Corporation (the “Company”) hereby announces that, at a meeting of its Board of Directors held on May 14, 2026, it was decided to submit a proposal regarding the revision of the amount of remuneration for directors to the 53rd Ordinary General Meeting of Shareholders of the Company to be held on June 20, 2026.

### 1. Revision of Remuneration Amounts for Directors

#### (1) Proposed revisions

(Before revision) Amount of monetary compensation for directors	Up to 600 million yen per year
(After revision) Amount of monetary compensation for directors	Up to 1,000 million yen per year

#### (2) Reason for the revision

At the 30th Ordinary General Meeting of Shareholders held on June 26, 2003, the amount of monetary compensation for directors of the Company was approved to be 600 million yen per annum or less (however, employee salaries are not included), and has remained in effect to date.

In light of the subsequent significant changes in Japan’s economic and social environment and in the business performance of the Company following the COVID-19 pandemic, and with the upcoming 60th anniversary of its founding in mind, the Company has decided to revise the amount of monetary compensation for Directors for the first time in 23 years from the current 600 million yen or less per annum to 1,000 million yen or less per annum, following deliberation and recommendation by the Compensation Advisory Committee and consideration by the Board of Directors, with the aim of demonstrating management’s resolve to accelerate together with its shareholders the progress toward sustainable growth toward becoming a century-old enterprise while working to realize the “Inspiring Lifeline Business.”

In addition, the Company proposes that the amount of remuneration for Directors does not include employee salaries as in the past. The number of Directors will be 12 if the election of director candidates is approved at the 53rd Ordinary General Meeting of Shareholders to be held on June 20, 2026.