

May 27, 2022

**Premium Group to Amend Director Compensation Framework of Restricted Stock Compensation Plan for Directors (Excluding External Directors)**

Name	Premium Group Co., Ltd. (Securities Code: 7199)
Overview	Premium Group resolved at its board of directors' meeting to amend the compensation framework of the restricted stock compensation plan for directors. The decision was made after considering the company's recent business results, business environment, share price changes and other various factors surrounding the company. The proposals for such amendments are to be submitted to the ordinary general meeting of shareholders.
Reason for the amendment	<p>The restricted stock compensation plan for directors (excluding external directors) was approved at the ordinary general meeting of shareholders held in 2019 with an aim to provide incentives for sustainably enhancing corporate value as well as to further promote value sharing with shareholders. In addition, at the ordinary general meeting of shareholders held in 2021, the compensation framework was revised upward.</p> <p>The plan grants restricted stock to directors according to the increase rate of the yearly average share price, and considering the steady performance of the company's recent business results and share price, the plan will be partly amended in order to adapt to this after securing objectivity and transparency through continuous discussions at the nomination compensation committee, etc..</p>
Details of the amendments	The compensation framework for granting restricted stock to directors (excluding external directors) will be amended to up to 200 million yen per annum separate from the director compensation framework and the number of common stock to be newly issued or disposed by the company to be up to 30,000 shares per annum.
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