



(TRANSLATION FOR REFERENCE ONLY)

December 20, 2024

To Our Shareholders:

Corporate Name: PROTO CORPORATION

Representative: Kenji Kamiya, President

Securities Code: 4298

(TSE Prime, NSE Premier)

Contact: Takehito Suzuki, Executive Officer

Tel: +81-52-934-2000

Notification on partial return of remuneration for executives

Seriously taking the results of the investigation by the special investigation committee, which were disclosed in “Notification on the receipt of an investigative report of the special investigation committee” dated December 10, 2024, we have resolved to partially return the remuneration for executives as described below at the meeting of the board of directors held today.

We would like to express our heartfelt apology for causing a lot of worry and inconvenience to shareholders, investors, and other stakeholders.

Details of partial return of remuneration for executives

Chairman and Representative Director	Hiroichi Yokoyama	Return of 30% of monthly remuneration 3 months from January to March 2025
President and Representative Director	Kenji Kamiya	Return of 30% of monthly remuneration 3 months from January to March 2025
Vice President and Representative Director In charge of Affiliated Companies Strategic Department	Mitsuhiro Munchira	Return of 10% of monthly remuneration 2 months from January to February 2025
Senior Managing Director In charge of Accounting and Finance Department	Motohisa Yokoyama	Return of 20% of monthly remuneration 3 months from January to March 2025
Senior Managing Director In charge of IT Solutions Department	Toru Shiraki	Return of 10% of monthly remuneration 2 months from January to February 2025
Senior Managing Director In charge of Mobility Business	Noriyuki Udo	Return of 30% of monthly remuneration 3 months from January to March 2025
Managing Director In charge of Governance Supervisory Department	Shigeyoshi Shimizu	Return of 20% of monthly remuneration 3 months from January to March 2025
Director In charge of Mobility Business	Akihiro Matsuzawa	Return of 10% of monthly remuneration 2 months from January to February 2025