

Dear all,

Company Name :	NITTOSEIKO CO., LTD.
Name of Representative :	Makoto Araga, Representative of Director and President (Securities code: 5957; Tokyo Stock Exchange Prime Market)
Contact information :	Shinichi Matsumoto, Director and General Manager of Financial Strategy Division (Telephone: +81-773-42-3111)

### **Notice Concerning Decision on Matters Relating to Stock Acquisition under the Directors' Stock-Based Remuneration System**

NITTOSEIKO Co., Ltd. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on December 24, 2025, resolved to continue the stock-based remuneration system for the Company’s Directors (excluding External Directors; the same applies hereinafter) and for Executive Officers and certain employees (the “Directors, etc.”), hereinafter referred to as the Directors’ Stock-Based Remuneration System and the Employee Stock-Based Remuneration System, respectively, for the introduction of which a trust has been established (the “Trust”). Further, at today’s Board of Directors meeting, the Company resolved to entrust additional funds to the Trust for the purpose of the Trust’s additional acquisition of the Company’s shares by the trustee of the Trust. The details are described below.

The continuation of the Employee Stock-Based Remuneration System does not require stock acquisitions. For an overview of the System, please refer to the notice dated February 14, 2023, titled “Notice Regarding Partial Amendments to the Stock-Based Remuneration System and Continuation of the System by Adding Performance-Linked Elements.”

#### 1. Overview of the Trust

(1) Name	Directors' Stock Grant Trust	Employee Stock Grant Trust
(2) Trustor	The Company	
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)	
(4) Beneficiaries	Directors meeting the beneficiary requirements	Executives and certain employees meeting the beneficiary requirements
(5) Trust administrator	A third party to be selected that is independent of the Company and its officers	
(6) Exercise of voting rights	The voting rights of the shares held in the trust will not be exercised at any time during the trust period.	The Trustee shall exercise the voting rights during the trust period in accordance with instructions from the Trust Manager
(7) Type of trust	Trust of money other than “money trust” ( <i>kinsen-shintaku</i> ) (third-party-benefit trust)	
(8) Date of trust agreement	June 1, 2017	June 1, 2023
(9) Date of additional entrustment of funds	March 31, 2026	—
(10) Date of termination of the trust	May 31, 2029 (scheduled)	

2. Matters related to the additional acquisition of Company Shares by the trustee of the Trust

(1)	Class of shares to be acquired	Common shares
(2)	Total amount for acquisition of shares	¥59,980,800
(3)	Total number of shares to be acquired	78,100 shares
(4)	Method of share acquisition	Acquisition by disposal of treasury shares
(5)	Term for share acquisition	March 31, 2026