



May 8, 2026

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Representative: Mitsuhiro Shima, President
(Securities code: 6222, TSE Prime Market)
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Notice Regarding Continued Reductions in Executive Compensation

SHIMA SEIKI MFG., LTD. (the “Company”) has continued to reduce executive compensation since October 2024. As announced in the “Notice of Revisions to the Medium-Term Management Plan” released on May 8, 2026, the Company has taken seriously the fact that it is unlikely to achieve the targets set out in the Medium-Term Management Plan. Accordingly, the Company announces that, at a meeting of the Board of Directors held today, it has resolved to continue the reductions in executive compensation. Details are as follows.

Additionally, the Company announces that it has received an offer from the Directors who are Audit and Supervisory Committee Members (excluding Outside Directors) to continue to voluntarily return their remunerations as directors.

(1) Details of reductions in compensation for Directors (excluding Outside Directors) and Executive Officers

Position	Reduction rate (current)	<Reference> Reduction rate (previous)
President, Representative Director, and Executive Officer	40% reduction in monthly compensation	30% reduction in monthly compensation
Directors and Senior Managing Executive Officers	30% reduction in monthly compensation	
Directors and Managing Executive Officers	25% reduction in monthly compensation	20% reduction in monthly compensation
Managing Executive Officers	20% reduction in monthly compensation	15% reduction in monthly compensation
Executive Officers	15% reduction in monthly compensation	10% reduction in monthly compensation

(2) Details of voluntary return of compensation for Directors who are Audit and Supervisory Committee Members (excluding Outside Directors)

Position	Reduction rate (current)	<Reference> Reduction rate (previous)
Directors who are Audit and Supervisory Committee Members	15% voluntary return of monthly compensation	10% voluntary return of monthly compensation

(3) Reduction period

April 2026 to September 2026

(Current coverage period: October 2024 to March 2026)