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October 28, 2026

Company name: Sanoh Industrial Co., Ltd.
Representative: Genya Takeda, Director & President
(Code No: 6584)
Contact Person: Yasuo Matsumoto, Executive Officer,
General Manager of General Affairs Headquarters
(Tel: 03-6879-2622)

Notice Regarding the Determination of Matters Relating to the Acquisition of Shares under the Stock Compensation Plan

Sanoh Industrial Co., Ltd. (the "Company") hereby announces that, at a meeting of the Board of Directors held today, it resolved to make additional cash contributions to the share delivery trusts established for the stock compensation plan (the "Plan"), which was introduced on September 8, 2020 for the Company's directors, officers and senior management employees (collectively, the "Trusts"), in order to enable the trustees of the Trusts to acquire additional shares of the Company's stock, as set forth below.

1. Overview of the Trust

(1)	Name	Share Delivery Trust for Directors	Share Delivery Trust for officers and senior management employees
(2)	Trustor	The Company	
(3)	Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)	
(4)	Beneficiaries	Directors of the Company who meet the beneficiary requirements	Officers and senior management employees of the Company who meet the beneficiary requirements
(5)	Trust administrator	A third party to be selected that is independent of the Company and its executives	
(6)	Exercise of voting rights	The voting rights of Company Shares in the Trust shall not be exercised during the period of the Trust	The trustee shall exercise voting rights during the trust period in accordance with instructions from the trust administrator
(7)	Type of trust	Trust of money other than "money trust" (*kinsen-shintaku*) (third-party-benefit trust)	
(8)	Date of trust agreement	September 8, 2020	
(9)	Date of additional entrustment of funds	November 13, 2026 (scheduled)	
(10)	Date of termination of the trust (after extension)	September 30, 2029 (scheduled)	

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

		Share Delivery Trust for Directors	Share Delivery Trust for officers and senior management employees
(1)	Class of shares to be acquired	Common shares	
(2)	Total amount for acquisition of shares	¥190,000,000 [(upper limit)]	¥72,000,000 [(upper limit)]
(3)	Total number of shares to be acquired	285,000 shares (upper limit)	108,000 shares (upper limit)
(4)	Method of share acquisition	Acquisition by stock market transactions (including off-auction trading)	
(5)	Term for share acquisition	November 13, 2026 to December 11, 2026 (scheduled)	