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NISSHIN OilliO

FASF MEMBERSHIP

November 14, 2025

The Nisshin OilliO Group, Ltd.
Securities Code: 2602; Prime Market of TSE
Representative: Takahisa Kuno, Representative Director and President
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Announcement Regarding the Decision on Matters Related to the Additional Acquisition of Shares for the Stock-Based Compensation Plan

The Nisshin OilliO Group, Ltd. (the "Company") on August 27, 2018, introduced a stock-based compensation plan (hereinafter referred to as the "Plan," and a trust that was established under the Plan as the "Trust") for the Company's directors (excluding outside directors, hereinafter the same shall apply) and the corporate officers who have concluded a delegation contract with the Company (hereinafter collectively referred to as the "Directors, etc."). Subsequently, the Company resolved at the Board of Directors' meeting held on May 11, 2022, to make partial revisions and continue the Plan. These revisions to the compensation for the Company's directors were approved at the 150th Annual General Meeting of Shareholders held on June 24, 2022.

The Company hereby announces that, following the further extension of the Plan resolved at the meeting held on June 17, 2025, the Board of Directors, in conjunction with the continuation of the Plan, decided today that the Company will make an additional entrustment of cash as funds for the trustee to acquire additional shares of the Company, as described below.

For an outline of the Plan, please refer to the "Notice of Partial Revisions and Continuation of the Stock-Based Compensation Plan for Directors, etc." dated May 11, 2022 (available in Japanese only).

1. Outline of the Trust

(1) Name	Share Grant Trust for Directors
(2) Trustor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Directors, etc., who have satisfied the beneficiary requirements
(5) Trust administrator	A third party who is independent of the Company, its directors and Audit & Supervisory Board members
(6) Exercise of voting rights	Voting rights associated with the shares of the Company held in the Trust shall not be exercised throughout the trust period
(7) Type of trust	Money held in trust other than a money trust (third-party benefit trust)
(8) Date of trust agreement	August 27, 2018
(9) Date of entrustment of cash	December 2, 2025
(10) Date of trust termination	August 31, 2029 (scheduled)

2. Matters related to share acquisition by the trustee of the Trust

(1) Type of shares to be acquired	Common stock
(2) Total amount of funds to acquire shares	432,990,000 yen
(3) Total number of shares to be acquired	84,900 shares
(4) Acquisition method	Acquisition through disposal of treasury shares
(5) Acquisition date	December 2, 2025