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August 26, 2025

NEWS RELEASE

Name of Listed Company: TSUMURA & CO.
Listing: TSE Prime Market
Securities code: 4540
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Notice regarding additional contributions related to the continuation of Trust-type Stock Delivery System for Employees

TSUMURA & CO. (the “Company”) today announces that, at a meeting held on August 26, 2025, our company decided to make an additional monetary contribution to the trust-type stock delivery system, "Stock Grant ESOP Trust"*1 (hereinafter the “System”), which has been introduced since fiscal year 2023 and applies to our employees (excluding fixed-term employees, hereinafter referred to as "eligible participants"). Details are as follows.

1. Reason for additional contribution

As announced in our notice dated May 12, 2025, "Notice regarding the continuation of Trust-type Stock Delivery System for Employees", we have decided to continue this system and intend to continue delivering shares to eligible participants. Therefore, to secure the funds for acquiring these shares in this trust, we have decided to make an additional cash contribution (hereinafter referred to as "additional trust").

2. Structure of the System

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| 1) Date of additional trust | September 1, 2025 (scheduled) |
| 2) Additional trust amount | 1,460 million yen (Note) |
| 3) Type of shares to be acquired | Common shares of the Company |
| 4) Period of share acquisition | From September 4, 2025 to September 22, 2025 (scheduled) |
| 5) Method of share acquisition | Acquisition in the stock market |

(Note) This system will acquire additional shares of the company using the total amount of the additional trust money (1,460 million yen) and the cash belonging to the trust assets (70 million yen) as the source of funds.

*1 This system is established based on a trust contract concluded by our company with Mitsubishi UFJ Trust and Banking Corporation as trustee (co-trustee: The Master Trust Bank of Japan, Ltd.).