



August 26, 2025

To whom it may concern:

Company name: Shinnihonseiyaku Co., Ltd.
Representative name: Takahiro Goto, President & Representative Director
of the Board and Chief Executive Officer
(Securities Code: 4931, TSE Prime)
Contact: Mitsuyoshi Fukuhara, Senior Managing Director of
the Board and Chief Operating Officer
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Notice Concerning the Introduction of a Transfer Restricted Stock Compensation System
for Employees, etc.

Shinnihonseiyaku Co., Ltd. (the Company) announces that it resolved as follows to introduce a transfer restricted stock compensation system (“the System”) for its senior executive officers and eligible employees (“the Eligible Employees etc.”) at its Board of Directors meeting held on August 26, 2025.

1. Purpose of Introducing the System

The whole of the Company is working as one to achieve the targets in its Growth Next 2027 Medium-Term Management Plan to realize its PURPOSE of “Beyond innovation, for a beautiful smile!”

The Company is introducing the System as part of its human capital management to give an incentive to the Eligible Employees etc. to sustainably improve corporate value and achieve the targets in the Medium-Term Management Plan while also promoting greater value sharing with shareholders.

2. Overview of the System

Under the System, the Company will pay monetary compensation receivables to the Eligible Employees etc. The Eligible Employees etc. will then pay in all those monetary compensation receivables as contributed assets in kind and will be allotted common stock of the Company that will be issued or disposed of.

The timing of the payment to the Eligible Employees etc., the distribution and the other specific details will be determined by a Board of Directors’ resolution.