



August 7, 2025

Company name:	NSK Ltd.
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Notice Regarding Additional Contribution to Stock Compensation Trusts for Officers and Employees, etc.

NSK Ltd. (the “Company”) hereby announces that it has resolved today to make additional monetary contributions to the trusts established under trust agreements concluded with Mizuho Trust & Banking Co., Ltd. in relation to the Company’s stock compensation system for Directors, Executive Officers, and Operating Executives (hereinafter collectively referred to as “Officers, etc.”; Operating Executive positions were established from April 1, 2025) and the incentive plan for certain employees of the Company and its subsidiaries in executive roles (hereinafter collectively referred to as “Employees, etc.”). The trusts under the stock compensation system for Officers, etc. and the incentive plan for Employees, etc. are hereinafter referred to as the “Board Benefit Trust” and the “Employee Stock Ownership Plan,” respectively.

In conjunction with the additional contributions to the Board Benefit Trust and the Employee Stock Ownership Plan, NSK Ltd. has also resolved to dispose, by third-party allotment, a total of 2,391,307 shares (¥1,688,262,742) of treasury shares currently held by the Company as of March 31, 2025 (3,724,064 shares), to the Trust E Account established at Custody Bank of Japan, Ltd., which is the re-trustee receiving a re-trust from Mizuho Trust & Banking Co., Ltd., the trustee of the Board Benefit Trust and the Employee Stock Ownership Plan. Of these, 1,404,614 shares (¥991,657,484) will be allocated to the Board Benefit Trust and 986,693 shares (¥696,605,258) to the Employee Stock Ownership Plan. For details, please refer to “Notice Regarding Disposal of Treasury Shares Through Third-Party Allotment”, released on the same day as this notice.

1. Reason for Additional Contribution

The Company continues the stock compensation system for Directors, etc. and the incentive plan for Employees, etc., and expects an increase in the shares to be granted. Therefore, it has decided to provide funds to the Board Benefit Trust and the Employee Stock Ownership Plan to secure the necessary shares.

2. Overview of the Board Benefit Trust and Additional Contribution

- (1) Name: Board Benefit Trust
- (2) Entruster: The Company
- (3) Trustee: Mizuho Trust & Banking Co., Ltd.
(Re-trustee: Custody Bank of Japan, Ltd.)
- (4) Beneficiaries: Former Officers, etc. who meet the beneficiary requirements set forth in the stock grant rules.
- (5) Trust administrator: A third party with no conflict of interest with the Company
- (6) Type of trust: Money held in trust other than in the form of a monetary trust (third party beneficiary trust)
- (7) Date of additional contribution: Scheduled for August 25, 2025
- (8) Amount of additional contribution: ¥991,657,484
- (9) Date of additional share acquisition: Scheduled for August 25, 2025
- (10) Method of additional share acquisition: Acquisition through subscription of the Company's treasury shares disposed of by the Company

3. Overview of the Employee Stock Ownership Plan and Additional Contribution

- (1) Name: Employee Stock Ownership Plan
- (2) Entruster: The Company
- (3) Trustee: Mizuho Trust & Banking Co., Ltd.
(Re-trustee: Custody Bank of Japan, Ltd.)
- (4) Beneficiaries: Former Employees, etc. who meet the beneficiary requirements set forth in the stock grant rules.
- (5) Trust administrator: Employee of the Company
- (6) Type of trust: Money held in trust other than in the form of a monetary trust (third party beneficiary trust)
- (7) Date of additional contribution: Scheduled for August 25, 2025
- (8) Amount of additional contribution: ¥696,605,258
- (9) Date of additional share acquisition: Scheduled for August 25, 2025
- (10) Method of additional share acquisition: Acquisition through subscription of the Company's treasury shares disposed of by the Company

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