

Note) This is an English translation of the Japanese original prepared for readers' convenience. Should there be any inconsistency between the translation and the original Japanese text, the latter shall prevail.



November 20, 2025

Press Release

Company name: SEED Co., Ltd.

Representative:

Takao Sato, President, & CEO, Representative Director
(Stock Code: 7743; Tokyo Stock Exchange Prime Market)

Inquiries:

Tetsuya Sugiyama, Executive Vice President, Representative
Director and General Manager of Administration Division
TEL 03-3813-1111 (main)

Notice of Decision to Grant Large-Scale Growth Investment Subsidy

SEED Co., Ltd. (the "Company") announces the "Plan to Expand Market Share by Expanding Production Capacity, Including New Material Contact Lenses" has been selected for the "Large-Scale Growth Investment Subsidy for Labor-Saving Measures to Increase Wages at Medium-Sized and Small Enterprises" implemented by the Ministry of Economy, Trade and Industry, and the amount of the grant has been decided as follows.

Notes

1. Details of the subsidy

Name of the subsidy project	Large-Scale Growth Investment Subsidy for Labor-Saving Measures to Increase Wages at Medium-Sized and Small Enterprises
Applicant business	SEED Co., Ltd.
Expenses covered by the subsidy	12,248,455,879 yen
Maximum amount of subsidy	Up to 4,082,818,625 yen
Target business	Plan to Expand Market Share by Expanding Production Capacity, Including New Material Contact Lenses

*The actual amount of grant may change depending on the investment results during the implementation period of the subsidy project, the method of fund allocation, and the results of inspections after the completion of the subsidy project.

2. Target wage increase rate

The Company hereby announces that it will increase the total amount of salary paid per employee related to the subsidy project by 5.50% from the fiscal year ending March 31, 2028, which includes the end of the subsidy project implementation period, to the fiscal year ending March 31, 2031, which is the business plan ending. In addition, we would like to announce an increase of 5.00% in the total amount of salary payments per officer related to the subsidy project.

3. Impact on Business Results

The production facilities covered will be operational from the fiscal year ending March 2028, so the impact of this transaction on the Company's financial results for the current fiscal year will be minor. If the Company determines that there will be an event that will affect the Company's performance, based on the progress of the Company's business, the Company will promptly disclose the information.

* Large-Scale Growth Investment Subsidy for Labor-Saving Measures to Increase Wages at Medium-Sized and Small Enterprises For details, please refer to Medium-Sized and Small-Sized Growth Investment Subsidy website (<https://seichotoushi-hojo.jp>).