

August 29, 2025

Company name: NICHIMO CO., LTD.
Name of representative: Shinya Aoki, President, Representative Director
(Securities code: 8091; Tokyo Stock Exchange Prime Market)
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Notice Concerning Determination of Matters Related to Share Acquisition Under the Stock Compensation Plan

NICHIMO CO., LTD. (the “Company”) resolved, at a meeting of the Board of Directors held on May 30, 2025, to continue the Stock Compensation Plan (hereinafter referred to as the “Plan” and the trust already established for the introduction of the Plan as the “Trust”) for the Company’s Directors (excluding Directors Serving as Audit & Supervisory Committee Member, and External Directors; the same applies hereinafter), which was introduced on September 12, 2022. Additionally, the Company has decided, at a meeting of the Board of Directors held today, to additionally place money in trust for the trustee of the Trust to acquire additional shares of the Company’s stock under the Plan. The details are described below.

For details of the Plan, please refer to the announcement dated May 13, 2022, titled “Notice Concerning Change to Stock Compensation Plan for Officers.” (Japanese only)

1. Summary of Trust

(1) Name	Stock Delivery Trust for Officers
(2) Settlor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Ltd. (Re-trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Directors who meet the beneficiary criteria
(5) Trust administrator	A third party independent from the Company and officers of the Company
(6) Exercise of voting rights	No voting rights pertaining to the shares in the Trust will be exercised throughout the trust period.
(7) Type of trust	Money held in trust other than money trust (third-party beneficiary trust)
(8) Date of trust agreement	September 12, 2022
(9) Date of additional trust of money	September 17, 2025 (scheduled)
(10) Trust termination date (after continuation)	End of August 2028 (scheduled)

2. Matters Concerning Acquisition of Company's Shares by Trustee of Trust

(1) Type of shares to be acquired	Common stock
(2) Total amount of shares to be acquired	53,040,000 yen
(3) Total number of shares to be acquired	20,400 shares
(4) Method of share acquisition	Acquisition by disposal of treasury shares
(5) Date of share acquisition	September 17, 2025 (scheduled)