

**SHIMA SEIKI MFG., LTD.**

Representative: Mitsuhiro Shima, President

Code number: 6222

Stock listings: Tokyo Stock Exchange (Prime)

**Notice regarding a reduction of compensation for directors**

SHIMA SEIKI MFG., LTD. (the “Company”) announces the decision to reduce compensation for directors (excluding outside directors) and executive officers as follows, to sincerely accept the current business results, and clarify the responsibility of management.

Additionally, the Company announces that it has received an offer from the directors who serve as audit and supervisory committee members (excluding outside directors) to voluntarily return their remunerations as a director.

**Notes**

(1) Details of reduction of compensation for directors (excluding outside directors) and executive officers

President, representative director, and executive officer: 30% reduction in monthly compensation

Directors and managing executive officers: 20% reduction in monthly compensation

Managing executive officers: 15% reduction in monthly compensation

Executive officers: 10% reduction in monthly compensation

(2) Details of voluntary return of compensation for directors who serve as audit and supervisory committee members (excluding outside directors)

Directors who serve as audit and supervisory committee members:

10% voluntary return of monthly compensation

(3) Reduction period

October 2024 to March 2025