



May 9, 2025

Company name: SHIMA SEIKI MFG., LTD.
Representative: Mitsuhiro Shima, President
(Securities code: 6222, TSE Prime Market)
Inquiries: Shosaku Kitagawa, Director,
Managing Executive Officer, General
Manager of the Corporate Planning
Division
Telephone: +81-73-471-0511

Notice Regarding Continued Reductions in Executive Compensation

SHIMA SEIKI MFG., LTD. (the “Company”) takes the contents of the “Consolidated Financial Results for the Fiscal Year Ended March 31, 2025 [Japanese GAAP]” released on May 9, 2025, seriously and, in order to clarify management responsibility, we announce that the Board of Directors today approved a resolution to continue the reduction of executive compensation, which has been implemented since October 2024 as follows.

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.

- (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
 - April 1, 2025 to September 30, 2025
 - (Current coverage period: October 1, 2024 to March 31, 2025)