



October 31, 2025

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Representative: Mitsuhiro Shima, President
(Securities code: 6222, TSE Prime Market)
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Notice Regarding Continued Reductions in Executive Compensation

SHIMA SEIKI MFG., LTD. (the “Company”) have continued to reduce executive compensation since October, 2024 as per the "Notice Regarding Continued Reductions in Executive Compensation " released on May 9, 2025. Although signs of gradual recovery are emerging in the business environment, carry on face circumstances requiring a cautious approach, accordingly, we resolved to continue the reduction in executive compensation at today's Board of Directors meeting, as follows.

Furthermore, the voluntary partial return of executive compensation, which has been implemented previously, will also continue alongside the reduction in executive compensation.

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
 - October 1, 2025 to March 31, 2026
 - (Current coverage period: October 1, 2024 to September 30, 2025)