

July 31, 2024

Company name: Nippon Den kai, Ltd.  
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### Notice of Termination of Defined Benefit Pension Plan

Nippon Den kai, Ltd. (“the Company”, TSE:5759) hereby announces that the Board of Directors of Den kai America Inc. the consolidated subsidiary of the Company resolved at a meeting held on July 30, 2024 to terminate the defined benefit pension plan introduced for the purpose of providing retirement benefits to the employees of the subsidiary.

#### 1. Reasons for termination of the program

The Board of Directors of a consolidated subsidiary resolved on July 30, 2024 (local time) to transfer the entire defined benefit pension plan, which has had an impact on the financial position and operating results of the Group, to an insurance company and terminate the plan in order to eliminate uncertainties in the future, such as investment risk of pension assets and political deterioration risk, with respect to the plan for retirement benefits for employees of the consolidated subsidiary.

#### 2. Impact on business performance due to the termination of the plan

As for the impact on the Company’s consolidated financial results for the fiscal year ending March 31, 2025, each beneficiary will have a choice of receiving either a pension from January 2025 onward or a lump-sum payment and the loss or profit and the amount are expected to be determined according to their choice.

If the amount of loss or profit is determined to be necessary to be disclosed, the Company will promptly disclose the amount of impact and related information.