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November 11, 2026

To Whom It May Concern:

Company Name: MEC COMPANY LTD.
Representative: Kazuo MAEDA, CEO & President
(Securities Code: 4971 TSE Prime Market)
Contact: Aya MATSUSHITA,
Corporate Communication Office Head
(TEL +81-(0)6-6401-8160)

Decision on Share Acquisition under Share Compensation Plan

The Company decided at a board of directors meeting held on July 22, 2025, to continue a share compensation plan for its directors (excluding directors who are Audit and Supervisory Committee Members and outside directors; the same applies hereinafter; the plan is hereinafter referred to as "the share compensation plan for directors"; and the trust set up for the said plan is hereinafter referred to as "the share issuance trust for directors"), as well as a share compensation plan for its executive officers (excluding those who also serve as directors; the same applies hereinafter; the plan is hereinafter referred to as "the share compensation plan for executive officers," and the two plans are hereinafter collectively referred to as "the plans"; and the trust set up for the share compensation plan for executive officers is hereinafter referred to as "the share issuance trust for executive officers," and the two trusts are hereinafter collectively referred to as "the trusts"). In addition, we hereby notify you that at a meeting of the board of directors held today, the Company decided to entrust additional money for the trustee of the trusts to acquire additional shares of the Company. The details are as follows.

Refer to "Determination of details of the performance-linked stock-based compensation plan for the Directors of the Company" and "Details of introducing share issuance trust for Executive Officers" dated July 29, 2016, as well as "Notice regarding the introduction of a fixed stock compensation scheme for the Directors" dated February 20, 2020, for an outline of the plans.

Details

1. Outline of the trusts

(1) Name	Share issuance trust for directors	Share issuance trust for executive officers
(2) Settlor	The Company	
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)	
(4) Beneficiary	Directors who meet the beneficiary requirements	Executive officers who meet the beneficiary requirements
(5) Trust manager	A third party independent of the Company and its officers	
(6) Exercise of voting rights	Voting rights attached to the Company's shares that are held in the trusts will not be exercised throughout the trust period.	The trustee exercises voting rights throughout the trust period in accordance with instructions from the trust manager.

(7) Type of trust	Trust of money (other than a money trust; trust for the benefit of third parties)
(8) Date of trust agreement	August 18, 2016
(9) Date of additional trust of money	November 27, 2026 (scheduled)
(10) Trust termination date (after continuation)	End of August 2028 (scheduled)

2. Matters concerning the additional acquisition of the Company's shares by the trustee of the trusts

	Share issuance trust for directors	Share issuance trust for executive officers
(1) Type of shares to be acquired:	Common shares	
(2) Total amount of stock acquisition:	57,887,000 yen	18,935,000 yen
(3) Total number of shares to be acquired:	10,700 shares	3,500 shares
(4) Acquisition method of shares:	Acquisition through disposal of treasury stock	
(5) Timing of acquisition of shares:	November 27, 2026 (scheduled)	