Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

October 30, 2026

Company name: SHIMA SEIKI MFG., LTD.
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") has continued to reduce executive compensation since October 2024. As the results for the second quarter (interim period) of the fiscal year ending March 31, 2027, announced on October 30, 2026, have taken very seriously, the Board of Directors resolved at today's meeting to continue the reduction of executive compensation. Details are as follows.

Additionally, the Company announces that it has received an offer from the Directors who are Audit and Supervisory Committee Members (excluding Outside Directors) to continue to voluntarily return their remunerations as directors.

(1) Details of reductions in compensation for Directors (excluding Outside Directors) and Executive Officers

Position	Reduction rate
President, Representative Director, and Executive Officer	40% reduction in monthly compensation
Directors and Senior Managing Executive Officers	30% reduction in monthly compensation
Directors and Managing Executive Officers	25% reduction in monthly compensation
Executive Officers	15% reduction in monthly compensation

(2) Details of voluntary return of compensation for Directors who are Audit and Supervisory Committee Members (excluding Outside Directors)

Position	Return rate
Directors who are Audit and Supervisory Committee Members	15% voluntary return of monthly compensation

(3) Period

October 2026 to March 2027

(Scope of continuation Period: October 2024 to September 2026)