

Company Name: TAKEUCHI MFG. CO., LTD.
 Name of Representative: Toshiya Takeuchi, President & Representative Director
 (Tokyo Stock Exchange, Prime Market, Stock code: 6432)
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Notice Regarding Extension of Term and Additional Contribution to “Executive Compensation BIP Trust”

Takeuchi mfg. Co., Ltd. (hereinafter referred to as “the Company”) hereby announces that at the Board of Directors meeting held on July 10, 2025, we decided to extend the trust period and make additional contributions to the “Executive Compensation BIP Trust” (hereinafter referred to as “the Trust”), an incentive plan for our directors (excluding outside directors, directors who are members of the Audit & Supervisory Committee, and non-residents of Japan; the same shall apply hereinafter).

1. Reasons for Extension of the Trust Term and Additional Contribution

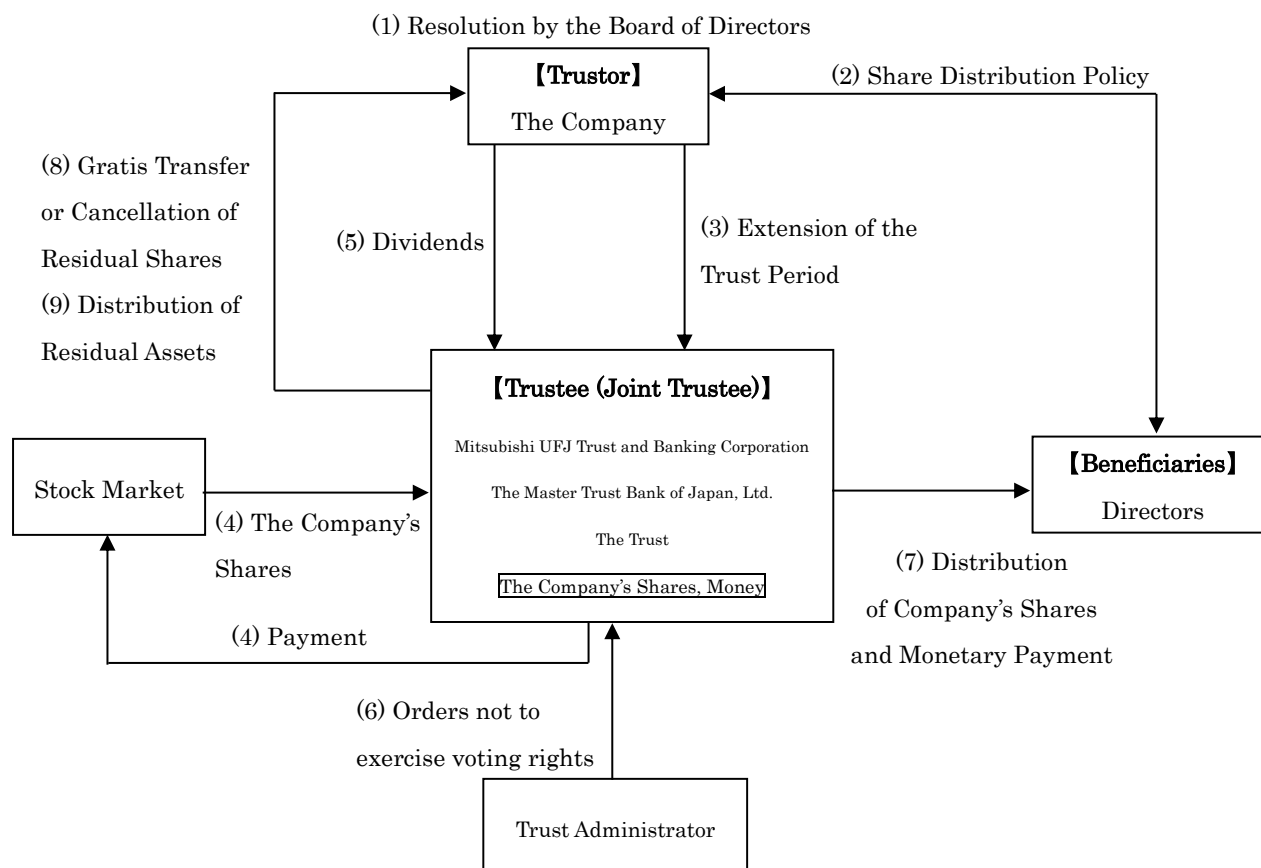
We established the Trust in July 2016 and have been operating it to date. As we plan to continue granting shares to our directors, we have decided to extend the trust period, which was scheduled to end on July 31, 2025, by three years and to make an additional contribution to secure funds for the acquisition of shares.

2. Overview of the Trust

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| (1) Type of Trust | Monetary trust other than a specified solely administered monetary trust (third-party beneficiary trust) |
| (2) Purpose of Trust | Granting incentives to our directors |
| (3) Trustor | Takeuchi mfg. Co., Ltd. |
| (4) Trustee | Mitsubishi UFJ Trust and Banking Corporation
(Joint trustee: The Master Trust Bank of Japan, Ltd.) |
| (5) Beneficiaries | Directors who satisfy the requirements for beneficiaries |
| (6) Date of Trust Extension Agreement | July 15, 2025 (planned) |
| (7) Trust Period | July 14, 2016 to July 31, 2025
(Planned to be extended until the end of July 2028 by amendment to the trust agreement dated July 15, 2025) |
| (8) Total Amount of Funds for Acquisition of Shares | 78 million yen (planned) |
| (9) Share Acquisition Period | July 18, 2025 to July 31, 2025 (planned) |
| (10) Share Acquisition Method | Acquire from exchange market |

(Note) Regarding the extension of the trust period, the Trustee, the Trust Administrator, and we will conclude an agreement on the extension of the trust period. After concluding the agreement, additional trust will be made within the maximum amount of trust funds and the maximum number of shares to be acquired approved at the 54th Ordinary General Meeting of Shareholders held on May 27, 2016.

<Reference: Structure of the Trust>



- (1) We have resolved at a meeting of the Board of Directors to continue this system.
- (2) We have established Share Distribution Policy for executive compensation.
- (3) We will extend the trust period of the Trust, whose beneficiaries are directors who satisfy the beneficiary requirements, and will entrust additional funds within the scope approved at the General Meeting of Shareholders in 2016.
- (4) The Trust will acquire the shares of the Company from the stock market using the funds entrusted in (3) above as the source of funds in accordance with the instructions of the Trust Administrator. The number of shares to be acquired by the Trust shall be within the scope of the resolution approved at the General Meeting of Shareholders in 2016.
- (5) Dividends will be paid on the Company's shares held in the Trust in the same manner as the other shares.
- (6) Voting rights for the Company's shares held in the Trust shall not be exercised throughout the trust period.
- (7) During the trust period, points will be awarded to directors based on the degree of achievement of the consolidated operating profit ratio target for each fiscal year and their position. When a director who satisfies certain beneficiary requirements retires, the number of shares of the Company equivalent to a certain percentage of the accumulated points will be distributed. The remaining shares of the Company will be converted into cash within the Trust, and the cash equivalent of the conversion proceeds will be paid.
- (8) If there are any residual shares at the end of the trust period due to failure to achieve performance targets for each fiscal year, we plan to either continue using the Trust as a new share-based compensation system by amending the trust agreement and adding additional trusts, or transfer the residual shares from the Trust to the Company free of charge and retire them by resolution of the Board of Directors.
- (9) Any residual assets remaining after distribution to beneficiaries will be returned to the Company upon liquidation of the Trust.