

Date: April 27, 2026

Listed company name: Nitto Denko Corporation

Stock exchange listing: Tokyo, Prime Market

Code number: 6988

Company representative: Tatsuya Akagi, President

Contact person: Yasuhiro Iseyama

Senior Executive Vice President

Director of Corporate Accounting & Finance Division

Phone: +81-6-7632-2101

Notice of Partial Revision of
Medium-Term Performance-Linked Remuneration
(Performance-Linked Share-Based Remuneration)

Nitto Denko Corporation (hereinafter “the Company”) hereby announces that, as separately disclosed today, in connection with the introduction of the new performance-linked restricted share remuneration system, the current share-based remuneration system, namely medium-term performance-linked remuneration (performance-linked share-based remuneration; approved at the 153rd Ordinary General Meeting of Shareholders of the Company held on June 22, 2018; hereinafter “the Current System”), will be abolished upon completion of the performance evaluation period from April 1, 2025 to March 31, 2028 (as resolved by the Board of Directors of the Company on June 20, 2025). In addition, at the meeting of its Board of Directors held today, the board resolved to partially revise the Current System, and the Company hereby announces the details as follows.

1. Purpose of the revision

Although the Current System will be abolished with the introduction of the performance-linked restricted share remuneration system, transitional measures will apply: share-based remuneration under the Current System will remain for the performance evaluation period from April 1, 2024 to March 31, 2027 (hereinafter “Evaluation Period (1)”) and the performance evaluation period from April 1, 2025 to March 31, 2028 (hereinafter “Evaluation Period (2)”).

As Company Director Hideo Takasaki newly assumed the position of Chairman on April 1, 2026, it has become necessary to set the base number of shares to be granted for the position of Chairman for Evaluation Period (1) and Evaluation Period (2) under the Current System.

2. Details of the revision

The base number of shares to be granted for Evaluation Period (1) and Evaluation Period (2) under the Current System shall be revised as follows.

(Current)		(After Revision)	
Position	Base number of shares to be granted	Position	Base number of shares to be granted
(Newly Established)	(Newly Established)	<u>Chairman</u>	<u>27,000 shares</u>
President	27,000 shares	President	27,000 shares
Director, Senior Executive Vice President	9,500 shares	Director, Senior Executive Vice President	9,500 shares
Director, Executive Vice President	8,000 shares	Director, Executive Vice President	8,000 shares
Director, Senior Vice President	5,000 shares	Director, Senior Vice President	5,000 shares
Director, Vice President	4,000 shares	Director, Vice President	4,000 shares

Notes: The Company implemented five-for-one common stock split, with the record date of September 30, 2024, and the effective date of October 1, 2024. The base number of shares to be granted listed in the current Evaluation Period (1) reflects the stock split.

3. Other matters

The calculation method under the Current System for Evaluation Period (1) was disclosed in the Annual Securities Report for the fiscal year ended March 31, 2024, and the calculation method under the Current System for Evaluation Period (2) was disclosed in the Extraordinary Report dated June 20, 2025 (the disclosure media differ because of the early disclosure of the annual securities report). In addition, the revision for Evaluation Period (2) will also be disclosed today in an Amended Extraordinary Report because it is subject to such disclosure.