August 8, 2025

Company name: ISHIHARA SANGYO KAISHA, LTD.
Representative: Executive Director and President Hiroshi Okubo
(Code: 4028, Prime Market of the Tokyo Stock Exchange)
Contact: Toichiro Shiomi,
Director of Finance & Accounting Headquarters,
Managing Executive Officer
(Phone: +81-6-6444-1850)

Notice Concerning Determination of Matters Related to the Acquisition of Shares under the Stock Compensation Plan

At the meeting of the Board of Directors held on May 20, 2025, the Company resolved to introduce a stock compensation plan (hereinafter referred to as the "Plan," and the trust established for the introduction of the Plan is referred to as the "Trust") for the Company's Directors, excluding Outside Directors, and Executive Officers, Executive Fellows, and Advisors who have concluded delegation contracts with the Company (hereinafter collectively referred to as "Delegated Executive Officers, etc."), as well as the Directors and Delegated Executive Officers, etc. of some of the Company's subsidiaries (together with the Company's Directors and Delegated Executive Officers, etc., hereinafter collectively referred to as "Directors, etc."). The introduction of the Plan for the Company's Directors was approved at the 102nd Ordinary General Meeting of Shareholders held on June 26, 2025. And the Company hereby announces that at the meeting of the Board of Directors held today, matters related to the acquisition of the Company's shares by the trustee of the Trust have been decided as follows:

1. Overview of the Trust

(1) Name	Share delivery trust for officers
(2) Settlor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trust trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Directors, etc. who satisfy the beneficiary requirements
(5) Trust administrator	Selection of a third-party independent of the Company and its officers is planned.
(6) Exercise of voting rights	Voting rights pertaining to shares held in the Trust will not be exercised throughout the trust period.
(7) Type of trust	Monetary trust (third-party benefit trust) that is not a money trust
(8) Trust agreement date	August 26, 2025
(9) Date on which money is entrusted	August 26, 2025
(10) Trust termination date	August 31, 2030

2. Matters related to the acquisition of the Company's shares by the trustee of the Trust

(1) Type of shares to be acquired	Common stock
(2) Amount to be entrusted by the Company as funds for acquiring shares	997,218,600 yen

(3) Total number of shares to be acquired	443,800 shares
(4) Method for acquiring shares	Acquisition through disposal of treasury stock
(5) Timing of share acquisition	August 26, 2025