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April 30, 2026

To all parties concerned,

Company name: MITSUBISHI PENCIL COMPANY, LIMITED  
Name of representative: Representative Director, President  
Shigehiko Suhara  
(Securities Code: 7976, TSE Prime)  
Inquiries: Senior Executive Officer in charge of Finance  
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## Notice on Determination of Matters Concerning Acquisition of Shares Under the Share-Based Remuneration Plan for Management-level Employees

The Company resolved at its Board of Directors meeting held on November 27, 2025 to introduce a share-based remuneration plan (the “**Plan**”; the trust established for introduction of the Plan, the “**Trust**”) for management-level employees of the Company (“**Management-level Employees**”), and in connection therewith, the Company hereby announces that at its Board of Directors meeting held today it made decisions on the following matters concerning the acquisition of the Company shares by the Trustee of the Trust.

### Details

#### 1. Overview of the Trust

(1) Name	ESOP trust for Management-level Employees (RS Trust)
(2) Trustor	Mitsubishi Pencil Company, Limited (the Company)
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Management-level Employees who satisfy the beneficiary requirements
(5) Trust administrator	A third party independent of the Company and its officers is to be appointed
(6) Exercise of voting rights	The trustee will exercise voting rights throughout the trust period based on instructions from the trust administrator
(7) Type of trust	Trust of money other than money trust (third-party benefit trust)
(8) Date of trust agreement	May 15, 2026
(9) Date of entrustment of money	May 15, 2026

(10) Date of trust termination	End of February 2029 (scheduled)
(11) Purpose of trust	Delivering shares of the Company to beneficiaries based on the ESOP rules

## 2. Matters Concerning the Acquisition of Company Shares by the Trustee of the Trust

(1) Class of shares to be acquired	Common stock
(2) Amount of money that the Company will entrust to fund the acquisition of shares	201,783,600 yen
(3) Total number of shares to be acquired	82,800 shares
(4) Method of share acquisition	Acquisition through disposal of treasury shares
(5) Timing of share acquisition	May 15, 2026

End