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.

November 11, 2025

To Whom It May Concern

Company Name: MEC COMPANY LTD.
Representative: Kazuo MAEDA, CEO & President
(Securities Code: 4971, TSE Prime Market)
Contact: Aya MATSUSHITA,
Corporate Communication Office Head
(TEL +81-(0)6-6401-8160)

Notice Regarding Partial Changes to the Shareholder Benefit Plan

We hereby notify you that at a meeting of the board of directors held on November 11, 2025, the Company decided to make partial changes to the shareholder benefit plan. The details are as follows.

Details

1. Reason for the change

The Company operates the shareholder benefit plan aimed at showing our appreciation for the ongoing support of our shareholders and to have more shareholders hold our stock by increasing the attractiveness of investing in the Company.

We have decided to introduce a benefit plan for long-term holders in the hope that more shareholders will support the Company's growth into the future.

2. Details of the change

(Current plan)

Total number of shares held	Date of record	Details of benefit
100 shares or more to less than 1,000 shares	End of December	QUO Card to the value of 1,000 yen
1,000 shares or more	End of December	QUO Card to the value of 2,000 yen

(After change)

<table>
<tr><th>Total number of shares held</th><th>Date of record</th><th>Period of continuous holding</th><th>Details of benefit</th></tr>
<tr><td rowspan="2">100 shares or more to less than 500 shares</td><td rowspan="2">End of December</td><td>1 year or longer but less than 3 years</td><td>QUO Card to the value of 1,000 yen</td></tr>
<tr><td>3 years or longer</td><td>QUO Card to the value of 2,000 yen</td></tr>
<tr><td rowspan="2">500 shares or more</td><td rowspan="2">End of December</td><td>1 year or longer but Less than 3 years</td><td>QUO Card to the value of 2,000 yen</td></tr>
<tr><td>3 years or longer</td><td>QUO Card to the value of 3,000 yen</td></tr>
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3. Shareholders eligible for the shareholder benefit plan after the change

(1) Those shareholders holding 100 shares (1 unit) or more of the Company's stock listed in the Company's shareholder registry on the record date of December 31 each year who have continuously held those shares for one year or longer.

(2) A period of continuous holding of "1 year or longer but less than 3 years" means that the same shareholder number has been listed or recorded as holding 100 shares or more three or more consecutive times in the shareholder registry as of the record dates of December 31 and June 30.

(3) A period of continuous holding of "3 years or longer" means that the same shareholder number has been listed or recorded as holding 100 shares (1 unit) or more of the Company's stock seven or more consecutive times in the shareholder registry as of the record dates of December 31 and June 30.

(4) The "Total number of shares held" eligible for the shareholder benefit plan means the lowest number of shares held during the period of holding of (2) and (3) that are listed or recorded in the shareholders' register on the three or seven most recent record dates, including the record date.

4. Timing of application of the changes to the plan

The new plan will apply to shareholders listed or recorded in the Company's shareholder registry on the record date of December 31, 2025. As a transitional measure, only the shareholder benefits for shareholders on record as of December 31, 2025 will not be subject to the condition of continuous shareholding of one year or longer.