

Translation

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April 1, 2025

To whom it may concern:

Company name: Seika Corporation
Representative: Akihiko Sakurai, President and Chief Executive Officer
(Code number: 8061; Prime Market, Tokyo Stock Exchange)
Contact: Hirohisa Masuda, Director, Managing Executive Officer in charge of administration
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Notice Concerning Salary Level Increase (Base Increase)

Seika Corporation (the “Company”) hereby announces that is committed to creating an environment that motivates employees and makes their work worthwhile, with an emphasis on human capital for sustainable improvement of corporate value. As part of these efforts, we have decided to raise salaries (base increase) as follows, taking into consideration the recent price hikes and other social conditions, as well as for the purpose of securing excellent human resources.

1. Base salary increase for FY2025

A flat base increase of 12,000 yen per employee will be implemented for salaries in FY2025. Including regular salary increases, the average increase will be approximately 6%.

2. Starting salary for new graduates

In line with the salary base increase, the starting salary for new graduates will also be increased by 12,000 yen for both postgraduate and university graduates.

	FY2024 (current)	FY2025	increase in value
for university graduates	262,000 yen	274,000 yen	12,000 yen (+4.6%)
for postgraduate degree	287,000 yen	299,000 yen	12,000 yen (+4.2%)