

February 13, 2026

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Notice Regarding the Formulation of a Medium-Term Management Plan and Change in Shareholder Return Policy

Sodick Co., Ltd. (the “Company”) hereby announces that, at the meeting of the Board of Directors held on February 13, 2026, the Company resolved to formulate a medium-term management plan covering the fiscal years from December 2026 to December 2029 and to revise its shareholder return policy as outlined below.

1. Formulation of a Medium-Term Management Plan

(1) Positioning of a Medium-Term Management Plan

To respond promptly to changes in the business environment, the Company has previously adopted a rolling three-year medium-term management plan. In order to achieve steady growth based on medium- to long-term policies, the Company has now shifted to a commitment-based medium-term management plan and extended the target period to four years.

Through this change, the Company aims to clarify progress toward its targets, enhance the effectiveness of its strategies, and strengthen communication with stakeholders.

(2) Targets and Indicators under the Medium-Term Management Plan

Profit and Quantitative Targets	Financial Indicators
Target for the FY2029 • Net sales: ¥100 billion • Operating profit: ¥10 billion	Target for the FY2029 • PBR: 1.0x or more • ROE: 8% or more • EPS: JPY 130 or more

The specific initiatives are planned to be announced separately from May 2026 onward.

2. Change in Shareholder Return Policy

(1) Reason for the Change

The Company’s basic policy is to conduct stable and continuous dividend payments while securing the internal reserves necessary for future business expansion and the strengthening of our management structure.

In formulating a Medium-Term Management Plan, we decided to revise our shareholder return policy to clearly demonstrate our commitment to optimizing capital efficiency and ensuring the sustainable growth of corporate value.

Determining that strengthening medium- to long-term profit distribution to shareholders is crucial for achieving the

profit and quantitative targets and financial indicators set forth in the plan, we will adopt a progressive dividend policy as our basis. Furthermore, by clarifying the target level for the total return ratio, we aim to enhance the transparency and predictability of shareholder returns.

(2) Details of the Change

Before Change	After Change
The Company aimed for a Dividend on Equity (DOE) of 2% or more and a total return ratio of 40% or more.	<p>The Company will adopt a progressive dividend policy and aim to maintain a total shareholder return ratio of 40% or more.</p> <p>For FY2026, the Company expects to pay a total dividend of ¥35 per share, including a commemorative dividend for the 50th anniversary. From FY2027 onward, the Company will position ¥35 per share as the baseline dividend level and will implement progressive dividends that will not fall below this level.</p> <p>Furthermore, for the four-year period from FY2026 through FY2029, the Company will target a total shareholder return ratio of 70% or more, calculated as the aggregate amount of dividends and share repurchases divided by the total net income for the corresponding period, thereby implementing an active shareholder return policy.</p>

(3) Effective Timing

The revised policy will apply from the fiscal year ending December 31, 2026.