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(Code: 5991 Tokyo Stock Exchange; Prime Market)

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Notice Concerning Completion of Payment for Disposal of Treasury Stock as Restricted Stock Incentive for Employees Shareholding Associations and Partial Forfeiture

NHK SPRING CO., LTD. ("NHK SPRING ") hereby announces that payment procedures with respect to the disposal of treasury shares in accordance with the "Restricted Stock Incentive for Employees Stockholder Associations" determined on August 7, 2024.

Furthermore, changes have occurred regarding the originally planned number of shares to be disposed of and the total disposal price due to partial forfeiture. We would like to inform you of the details of these changes as well.

For further details on this matter, please refer to the "Notice Concerning Disposal of Treasury Stock as Restricted Stock Incentive for Employee Shareholding Associations" dated August 7, 2024.

1. Outline of the Disposal of Treasury Shares (Changes are underlined).

	After the Change	Before the Change
(1) Disposal date	January 24, 2025	January 24, 2025
(2) Class and number of shares to be disposed of	The Company's common stock: <u>756,400</u> shares	The Company's common stock: <u>1,058,000</u> shares
(3) Disposal value	1,376.0 yen per share	1,376.0 yen per share
(4) Total value of disposal	<u>1,040,806,400</u> yen	<u>1,455,808,000</u> yen
(5) Allottees and number of shares to be allotted	By way of third-party allotment (NHK SPRING Employee Shareholding Association: <u>459,900</u> shares) (NHK SPRING Group Shareholding Association: <u>296,500</u> shares)	By way of third-party allotment (NHK SPRING Employee Shareholding Association: <u>561,100</u> shares) (NHK SPRING Group Shareholding Association: <u>496,900</u> shares)

2. Reason for the Changes

The change in the number of shares for disposal and the total disposal price arose from determining the number of members who consented to the Restricted Stock Incentive Plan for Employees Stockholding.