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August 8, 2025

To whom it may concern:

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FUJI OIL CO., LTD. Announces Terms for Trustee's Acquisition of Shares Under Stock Compensation Plan

FUJI OIL CO., LTD. hereby announces that its Board of Directors, at a meeting held on May 22, 2025, determined to continue the stock compensation plan (hereinafter referred to as "the Plan") introduced on August 24, 2020, for directors and executive officers of the Company (hereinafter collectively referred to as "Directors, etc."). We hereby announce that at the Board of Directors meeting held today, our company has determined to make an additional trust deposit to enable the trustee of the trust established for the Plan (hereinafter referred to as "the Trust") to acquire additional shares of our company. Details are as follows.

The Plan was resolved at the regular shareholders' meeting held on June 21, 2022, to change the target to our directors (excluding outside directors and directors who are members of the Audit and Supervisory Committee) in conjunction with the transition to a company with an Audit and Supervisory Committee. At the Board of Directors meeting held on May 20, 2022, the Company determined to add executive officers (excluding those who also serve as directors of our company) to the target.

For more information on the Plan, see [Notice Regarding Plan to Adopt Performance-Linked Compensation for Directors](#) (released on May 19, 2020).

1. Description of the Trust

(1) Trust name	Trust for Delivering Shares to Directors and Officers
(2) Settlor	FUJI OIL CO., LTD.
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited Retrustee: Custody Bank of Japan, Ltd.
(4) Beneficiaries	Eligible Directors and Officers
(5) Caretaker	FUJI OIL CO., LTD. and an independent third party
(6) Exercise of voting rights	The trustee refrains from exercising voting rights in the entrusted shares for the duration of the Trust period.
(7) Type of trust	Third-party benefit trust, categorized as monetary trust with no cash payout.
(8) Date of trust agreement	August 24, 2020
(9) Date for entrusting cash	August 26, 2025
(10) Trust end date	August 31, 2028 (tentative)

2. Terms by which trustee acquires shares in FUJI OIL CO., LTD.

(1) Type of shares trustee acquires	Common shares
(2) Amount of cash Fuji Oil CO., LTD. entrusts to trustee for purchasing the shares	JPY 420,986,000
(3) Total shares trustee acquires	148,000
(4) Method by which trustee acquires the shares	Third-party allotment (FUJI OIL CO., LTD. disposes of treasury stock and allots the shares to the trustee).
(5) Date of acquisition	August 26, 2025

End