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### **Introduction of a “Trust-Type Employee Shareholding Incentive Plan (E-Ship®)”**

TOKYO ELECTRON DEVICE LIMITED (the “Company”) announces that the Company, at its Board of Directors Meeting held today, resolved to introduce a “Trust-Type Employee Shareholding Incentive Plan (E-Ship®)” (the “Plan”).

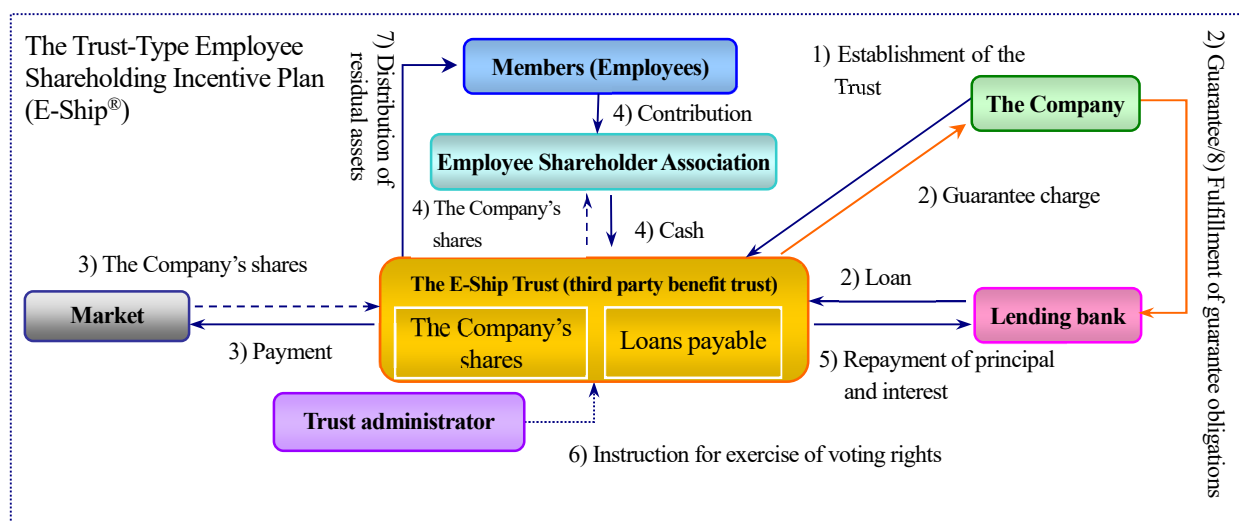
#### **1. Purpose of Introducing the Plan**

The purpose of introducing the Plan is to enhance the welfare of the Group’s employees, provide them with an incentive to improve corporate value of the Company from a medium- to long-term perspective, and promote efforts to achieve the goals set out in the Company’s medium-term management plan, VISION 2030, by having employees participate in the Company’s capital as shareholders.

#### **2. Overview of the Plan**

The Plan is an incentive plan in which all employees who are members of the “Tokyo Electron Device Employee Shareholder Association” (the “Shareholder Association”) may participate. Under the Plan, the Company will establish a “Tokyo Electron Device Employee Shareholder Association Dedicated Trust” (the “E-Ship Trust”) with a trust bank. The E-Ship Trust will acquire, in advance, a number of the Company’s shares equivalent to the number that the Shareholder Association is expected to acquire over approximately the next 5 years. Subsequently, the E-Ship Trust will continuously sell the Company’s shares to the Shareholder Association. If any gains on the sale of shares have accumulated in the E-Ship Trust at the termination of the Trust, then these gains will be distributed as residual assets to employees who meet the requirements for eligible beneficiaries. Furthermore, if any losses on the sale of shares have accumulated in the E-Ship Trust owing to a decline in the price of the Company’s shares, and if there are any remaining loans payable equivalent to these losses in the E-Ship Trust at the termination of Trust, the Company will repay these remaining loans payable as a guarantee of any loans payable by the E-Ship Trust for the acquisition of the Company’s shares.

### 3. Structure of the Plan



- 1) The Company establishes the E-Ship Trust (third party benefit trust) with the Shareholder Association's members, who meet the requirements for eligible beneficiaries, as beneficiaries.
- 2) The E-Ship Trust borrows from the lending bank the funds necessary for the acquisition of the Company's shares, and the Company provides guarantees to the lending bank for these loans payable. As consideration for these guarantees, the Company receives guarantee charges from the E-Ship Trust.
- 3) The E-Ship Trust acquires a number of the Company's shares equivalent to the number that the Shareholder Association is expected to acquire during the Trust period from the market.
- 4) Throughout the period of the Trust, the E-Ship Trust continuously sells the Company's shares acquired in accordance with item 3) to the Shareholder Association at the current market price, in accordance with certain plans (conditions and methods).
- 5) The E-Ship Trust appropriates the proceeds obtained as a result of the sale of the Company's shares to the Shareholder Association and the dividends received in connection with the Company's shares for repayment of the principal and interest of loans payable.
- 6) Voting rights associated with the Company's shares held by the E-Ship Trust are exercised pursuant to the instructions of a Trust administrator, who is appointed for the beneficiaries.
- 7) In the event that any residual assets remain in the Trust at the termination of the Trust, these assets will be distributed to employees who meet the requirements for eligible beneficiaries.
- 8) In the event that any loans payable remain in the Trust at the termination of the Trust, the Company will repay these loans payable in accordance with the guarantee described in item 2).

### 4. Overview of the E-Ship Trust

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|------------------------------|--|
| (1) Name:                    | Tokyo Electron Device Employee Shareholder Association Dedicated Trust   |
| (2) Trustor:                 | The Company  |
| (3) Trustee:                 | The Nomura Trust and Banking Co., Ltd.   |
| (4) Beneficiaries:           | Employees who meet the requirements for eligible beneficiaries<br>(who have completed certain procedures after predetermined beneficiary events have occurred)                     |
| (5) Date of trust agreement: | January 31, 2025   |
| (6) Trust period:            | January 31, 2025 to February 4, 2030   |
| (7) Purpose of trust:        | To ensure the stable and continuous supply of shares to the Shareholder Association and delivery of Trust assets to employees who meet the requirements for eligible beneficiaries |

(8) Requirements for eligible

beneficiaries:

The eligible beneficiaries are the surviving members of the Shareholder Association on the day of the beginning of procedures to determine beneficiaries (such as the day when the term of the Trust expires and the conversion of Trust assets into cash is completed, and the day when all of the Company's shares belonging to the Trust are sold to the Shareholder Association) (including persons, who, from February 10, 2025 to the day of the beginning of procedures to determine beneficiaries, have resigned from the Shareholder Association because, for example, they reached the compulsory retirement age or were promoted to an officer).

5. Details of the Acquisition of the Company's Shares by the E-Ship Trust

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|--|------------------------------------|
| (1) Class of shares to be acquired:    | Company's common stock             |
| (2) Total acquisition value of shares: | Up to 2,660 million yen            |
| (3) Share acquisition period:          | February 5, 2025 to March 24, 2025 |
| (4) Share acquisition method:          | To be acquired from the market     |

(Reference)

E-Ship<sup>®</sup> is a registered trademark of Nomura Securities Co., Ltd.

E-Ship<sup>®</sup> (an abbreviation for Employee Shareholding Incentive Plan) is an incentive plan for employees developed by Nomura Securities Co., Ltd. and The Nomura Trust and Banking Co., Ltd. that makes use of the employee shareholding association system with reference to Employee Stock Ownership Plans (ESOP), which have been adopted widely throughout the United States.