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## **(Changes to Disclosure) Notice of Changes in Contents of Introduction of Restricted Share Incentive System (Scheme) for Employee Shareholdings**

NISSO HOLDINGS Co., Ltd. (hereinafter, the "Company") hereby announces that it has resolved to make changes to the "Notice of Introduction of Restricted Share Incentive System for Employee Shareholdings" announced on December 18, 2023, as follows.

In addition, please refer to "Notice of Disposal of Treasury Shares through Third-Party Allotment" dated today for the allotment of shares to the Employee Shareholding Association described below.

### 1. Reason for the Changes

At the Board of Directors' Meeting held on December 18, 2023, the Company resolved to introduce a restricted share incentive system (hereinafter, the "System") for its Employee Shareholding Association. However, the Company has determined that the absence of a transfer restriction period will further promote employees' understanding of the system and promote participation in the Employee Shareholding Association. Accordingly, it was resolved at the Board of Directors' Meeting held today to change the share incentive system to a share incentive system for its Employee Shareholding Association (hereinafter, the "Scheme") that does not include a transfer restriction period.

### 2. Details of the Changes

The changes are underlined.

#### 1. Purpose of Introduction of the System

##### **【Before change】**

As an incentive to sustainably enhance corporate value, the System creates an opportunity for the Group's employees to acquire shares of the Company's common stock as restricted shares through the NISSO HOLDINGS Employee Shareholding Association (hereinafter, the "Shareholding Association"). In addition to assisting in asset formation as a measure to expand welfare benefits for the Group's employees, the System will be introduced with the aim of helping the Group's employees to share values with shareholders and increase their sense of participation in management, while improving employee engagement and contributing to the improvement of human capital.

##### **【After change】**

As an incentive to sustainably enhance corporate value, the Scheme creates an opportunity for the Group's employees to acquire shares of the Company's common stock through the NISSO HOLDINGS Employee Shareholding Association (hereinafter, the "Shareholding Association"). In addition to assisting in asset formation as a measure to expand welfare benefits for the Group's employees, the Scheme will be introduced with the aim of helping the Group's employees to share values with shareholders and increase their sense of participation in management, while improving employee engagement and contributing to the improvement of human capital.

## 2. Overview of the System (Scheme)

### 【Before change】

As an incentive to continuously enhance corporate value, the System provides the Group's employees (hereinafter, the "Eligible Employees") with monetary claims (hereinafter, "Special Incentives") as a special incentive for the granting of restricted shares from the Group companies, subject to their consent to the System, and the Eligible Employees will contribute the Special Incentives to the Shareholding Association. In addition, the Shareholding Association will make an in-kind contribution to the Company with the Special Incentives contributed by the Eligible Employees, and the Eligible Employees will be issued or disposed of shares of the Company's common stock as restricted shares through the Shareholding Association.

In the future, the Company will promptly announce any specific details related to the System once they are determined by the Board of Directors of the Company.

### 【After change】

As an incentive to continuously enhance corporate value, the Scheme provides the Group's employees (hereinafter, the "Eligible Employees") with cash (hereinafter, "Special Incentives") as a special incentive for the granting of shares from the Group companies, subject to their consent to the Scheme, and the Eligible Employees will contribute the Special Incentives to the Shareholding Association. In addition, the Shareholding Association will pay the Special Incentives contributed by the Eligible Employees to the Company, and the Eligible Employees will receive the disposal of shares of the Company's common stock through the Shareholding Association.