



September 20, 2023

News Release

Company name: Daiei Kankyo Co., Ltd.
Representative: Fumio Kaneko
President and Representative Director
(Securities Code: 9336; Prime Market of TSE)
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**Notice Concerning the Introduction of a Restricted Share-based Incentive Plan
for the Employee Stock Ownership Plan**

Daiei Kankyo Co., Ltd. (the “Company”) hereby announces that it resolved at a meeting of its Board of Directors held on September 20, 2023 to introduce, as follows, a restricted share-based incentive plan for the Employee Stock Ownership Plan (hereinafter this incentive plan is referred to as the “Plan”) as an incentive plan for employees of the Company.

1. Purpose of the introduction of the Plan

The Plan will be introduced as a measure for enhancing the benefits of employees of the Company and its subsidiaries, aiming to support the wealth-building of employees of the Company by providing opportunities for employees of the Company and its subsidiaries to acquire restricted shares that the Company issues or disposes of through the Employee Stock Ownership Plan of the Company (hereinafter referred to as the “Stock Ownership Plan”) and increase their sense of participation in management by having employees of the Company own the Company’s shares while also further promoting shared value with shareholders.

2. Overview of the Plan

Under the Plan, the Company will pay monetary claims (hereinafter referred to as the “Special Contribution”) as a special contribution to allot restricted shares to employees of the Company and its subsidiaries who have joined the Stock Ownership Plan and agreed to the Plan (hereinafter referred to as the “Eligible Employees”), and the Eligible Employees will contribute the Special Contribution to the Stock Ownership Plan. The Stock Ownership Plan will provide the Special Contribution, which was contributed by the Eligible Employees, to the Company as contribution in kind, and receive common shares of the Company as restricted shares that are issued or disposed of by the Company.

3. Other

Other specific details regarding the allotment of restricted shares will be determined by the Board of Directors of the Company.