Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

August 13, 2024

To whom it may concerns

Company name: Trial Holdings Inc.
Name of representative: Koichi Kameda, Representative Director and President (Securities code: 141A, TSE Growth Market)
Inquiries: Keiji Furuhashi, Corporate Officer and Executive Vice President (Telephone: +81-3-6435-6308)

Notice Concerning Performance-based Restricted Shares Compensation Plan and Disposal of Treasury Shares as Restricted Shares

As announced in the "Notice Concerning Introduction of Performance-based Restricted Shares Compensation Plan" dated August 13, 2024, the Company has reviewed its executive compensation system and resolved to introduce a performance-based restricted shares compensation plan for its Directors (excluding Outside Directors). The Company has decided to submit a proposal regarding the Plan to the 10th Ordinary General Meeting of Shareholders scheduled to be held on September 27, 2024 (the "General Meeting of Shareholders"). In addition, the Company plans to grant restricted shares to its employees and to officers and employees of its subsidiaries, subject to the approval of the proposal regarding the Plan at the General Meeting of Shareholders.

At present, the total amount reasonably estimated to be paid in this fiscal year for the disposal of treasury shares to be allotted to Directors of the Company (excluding Outside Directors) as performance-based restricted shares compensation and for the disposal of treasury shares to be allotted to employees of the Company and to officers and employees of the Company's subsidiaries as restricted shares is 500 million yen.

Details will be announced as soon as they are determined.