November 14, 2024

Company name:	Net Protections Holdings, Inc.
Representative:	Shin Shibata, President and Representative Director
(Security code:	7383 the Prime Market of TSE)
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Notice Concerning Introduction of Employee Stock Ownership Plan

Net Protections Holdings, Inc. (the "Company") hereby announces that it decided to introduce an employee stock ownership plan (the "Plan"). The plan will continuously purchase its stocks as from December 2024. The details are as shown below.

1. Objective of the Plan

The objective of the Plan is to raise employee awareness of their participation in management, and to further share shareholder value with all shareholders, while also aiming to further improve corporate value, by creating an environment that allows employees to regularly and continuously acquire and hold the Company's shares, while reducing the risk of insider trading.
In addition, the Company expects that the Plan will help improve the liquidity in the stock market by ensuring stable demand for the Company's shares and increasing trading volume. Moreover, the Plan is intended to further enhance the employee welfare program by providing a certain amount of incentive.

2. Overview of the Plan

(1) Name	Net Protections Group Employee Stock Ownership Plan
(2) Eligibility	Employees of the Company and its subsidiaries (optional)
(3) Start date	Contributions are scheduled to begin in December 2024
(4) Contribution	1,000 yen per unit, with a maximum of 50 units
(5) Incentive grant rate	10% of a contribution
(6) Withdrawal date	Voluntary or upon retirement/leaving the Company or its subsidiaries