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Notice Regarding the Introduction of a Post-Delivery Equity Compensation Plan

Rigaku Holdings Corporation (the "Company") hereby announce that, at a meeting of its Board of Directors held today, the Company resolved to introduce a new post-delivery equity compensation plan in the form of Restricted Stock Units (the "Plan"). In connection with the introduction of the Plan, the Company plans to submit a proposal regarding the Plan to the 5th Annual General Meeting of Shareholders scheduled to be held on March 25, 2026 (the "General Meeting"). For the overview of the Plan, please refer to below (Reference).

1. Purpose of the Plan

The purpose of the Plan is to provide strong incentives for the Company's directors (excluding outside directors; "Eligible Directors"), executive officers and senior employees (collectively with the Eligible Directors, "Eligible Persons") to contribute to the Company's sustainable growth, to further align interests among management, employees and investors, and to enhance the competitiveness of the Company in attracting and retaining key talent. In introducing the Plan, the Company intends to grant Eligible Directors monetary claims and cash as compensation, which shall be used by such Eligible Directors as consideration for the payment of the issue or disposal price of the Company's common stock ("Company Shares"). Accordingly, the implementation of the Plan is subject to the approval of shareholders at the General Meeting for the payment of such compensation.

2. Overview of the Plan

The Plan is an equity compensation scheme under which Company Shares are delivered and cash is paid to Eligible Persons at the end of an applicable period (the "Applicable Period"). The Applicable Period for Eligible Directors shall be the period from immediately after the conclusion of the annual general meeting of shareholders at which the term of office of such Eligible Director commences up to the conclusion of the annual general meeting of shareholders for the second fiscal year following the fiscal year in which such commencement date falls (corresponding to three fiscal years). With respect to executive officers and senior employees, the Applicable Period shall be as separately determined by the Company in advance.

Under the Plan, the compensation to be granted to Eligible Persons shall consist of monetary claims and cash to be used as consideration for the payment of the issue or disposal price of Company Shares, and such compensation shall be provided outside the directors' remuneration framework previously approved at the 3rd Annual General Meeting of Shareholders held on March 29, 2024, which provided for an annual maximum of JPY 500 million.
The total amount of compensation under the Plan shall not exceed JPY 200 million per year (excluding salaries for directors concurrently serving as employees). The total number of Company Shares to be newly issued or disposed of by the Company under the Plan shall not exceed 100,000 shares per year. In the event of a stock split (including a gratis allotment of shares) or a reverse stock split of Company Shares effective on or after the date of the resolution at the General Meeting, the total number of shares may be adjusted on a reasonable basis in accordance with the split or consolidation ratio.

Under the Plan, Eligible Directors shall make an in-kind contribution of the full amount of monetary claims granted and receive an issuance or disposition of Company Shares. The per-share payment amount shall be determined by the Board of Directors based on

the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the relevant Board resolution (or, if no trading occurs on that date, the closing price on the most recent trading day prior thereto), provided that such amount shall not be particularly favorable to the Eligible Director. Specific timing and details of the compensation to be granted to each Eligible Person shall be determined separately by the Board of Directors after receiving a recommendation from the Nomination, Evaluation and Compensation Committee.

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