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Notice of Introduction of Restricted Stock Incentive Plan for Employees

ASAHI KOGYOSHA CO., LTD. (hereinafter, the “Company”) hereby announces that, at the Board of Directors’ meeting held on June 27, 2025, the Company has resolved to introduce a restricted stock incentive plan (hereinafter, the “Plan”) for employees, under which employees will acquire restricted stock in the Company via the Employee Shareholding Association.

1. Reason for Introducing the Plan

The Company is introducing this Plan in commemoration of its 100th anniversary as a measure to enhance the welfare of its group employees. The purpose of the Plan is to support employees in building their assets by enabling them to acquire the Company’s restricted common stock via the Employee Shareholding Association. In addition, the Plan is intended to motivate employees to contribute to the sustainable enhancement of the Company’s corporate value and to promote further value-sharing with shareholders.

2. Overview of the Plan

This Plan applies to employees who are members of the Employee Shareholding Association and who consent to participate in the Plan (hereinafter, the “Eligible Employees”). Under the Plan, the Company grants a monetary claim (hereinafter, the “Special Contribution”) to Eligible Employees as a special incentive for the granting of restricted stock. The Eligible Employees contribute the Special Contribution to the Employee Shareholding Association, and the Association makes an in-kind contribution of the Special Contribution to the Company. As a result, the Eligible Employees receive shares of the Company’s common stock issued or disposed of as restricted stock through the Employee Shareholding Association.

The Company plans to adopt the “Restricted Stock Incentive Program for Employee Stock Ownership Plan” (“Shareholding Association RS”) offered by Nomura Securities Co., Ltd.

Further details will be provided once they have been finalized.