

April 17, 2025

Company: ZIGExN Co., Ltd.

Representative: Joe Hirao, Representative Director, Operating Officer and CEO  
(Security code: 3679: Prime Market of the Tokyo Stock Exchange)

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## Notice of the Establishment of Executive and Employee Stock Ownership Plans

ZIGExN Co., Ltd. (the "Company") hereby announces that it has resolved at a meeting of its Board of Directors held today, to establish an executive and employee stock ownership plans for the Company and its domestic subsidiaries' executives and employees, and will continuously purchase Company stock from September 2025, as outlined below.

### 1. Purpose of Establishment

The purposes of these plans are to enable the Company and its domestic subsidiaries' directors, auditors, and employees to avoid insider trading when purchasing Company stock, to facilitate stock acquisition, and to promote a shared perspective with shareholders by acquiring and holding Company stock, thereby aiming to further enhance corporate value.

For the employee stock ownership plan, we will provide incentives and enhance employee benefits as part of our human capital investment initiatives. Through this, we aim to promote stable asset formation for employees, attract and retain talent by enhancing employee benefits, and foster greater awareness of participation in company management.

Additionally, we expect that ensuring stable demand for Company stock purchases and increasing trading volume will contribute to improved liquidity in the stock market.

### 2. Overview of the Stock Ownership Plans

Name	ZIGEN Group Executive Stock Ownership Plan	ZIGEN Group Employee Stock Ownership Plan
Eligibility	Company and domestic subsidiaries' Directors and Auditors (voluntary participation)	Company and domestic subsidiaries' Employees (voluntary participation)
Start Date	Scheduled to begin contributions from September 2025	Scheduled to begin contributions from September 2025
Contribution Amount	10,000 yen per unit, up to 100 units	1,000 yen per unit, up to 100 units
Incentive Rate	None	10% of the contribution amount
Withdrawal Timing	Voluntary and upon resignation	Voluntary and upon retirement