

Notice Regarding Introduction of Special Incentive Scheme (Market Purchase Type) through Employee Shareholding Association

NOF CORPORATION (the “Company”) will introduce an incentive plan (the “Scheme”) aimed at enhancing the motivation of the Company’s employees (the “employees”) to increase the medium- to long-term corporate value of the Company.

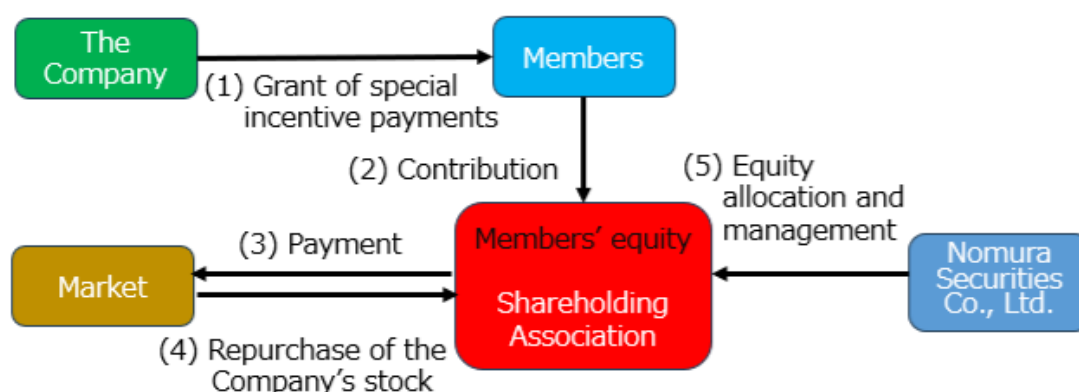
Under the Scheme, the Company’s common stock (the “Company’s stock”) will be granted through the NOF Employee Shareholding Association (the “Shareholding Association”) to members of the Shareholding Association (the “members”).

1. Purpose of the Scheme

The Company grants incentives to its members with the intention of helping employees build assets through the ownership of the Company’s stock and increasing their motivation to work. To further promote this concept, the Company will grant special incentive payments equivalent to 20 shares of the Company’s stock annually to each eligible member and repurchase the Company’s stock on the stock market through the Shareholding Association.

The Scheme is aimed at enhancing the motivation of the employees to increase the Company’s medium- to long-term corporate value. The Company believes that the Scheme will be an opportunity to encourage employees who have not yet joined the Shareholding Association to join hereafter, which will lead to more employees sharing in the Company’s medium- to long-term corporate value with shareholders.

2. Structure of the Scheme



- (1) The Company will provide special incentive payments to members.
- (2) Members will contribute the special incentive funds to the Shareholding Association.
- (3) (4) The Shareholding Association collects the special incentive funds contributed by its members and repurchases the Company’s stock from the market.
- (5) The repurchased shares of the Company’s stock are allocated to the members of the Shareholding Association and managed through Nomura Securities Co., Ltd. to which the association has entrusted its shareholding operations.

3. Granting of the Company's stock under the Scheme

In conjunction with the introduction of the Scheme, the Company will provide a special incentive payment equivalent to 20 shares of the Company's stock annually for each member, and the Shareholding Association will use the funds to repurchase the Company's stock on the market and grant them to the members.

The following is an overview of the Shareholding Association subject to the Scheme.

Name	: NOF Employee Shareholding Association
Location	: 20-3, Ebisu 4-chome, Shibuya-ku, Tokyo
Chairperson	: Hideki Doya
Number of shares held	: 1,907,792 shares (as of March 31, 2025)
Percentage of shares held	: 0.806% (as a percentage of total number of issued shares)

The Shareholding Association will invite employees with a sufficient notice period to apply for membership in the Association by conducting an enrollment promotion, following the resolution at the Board of the Shareholding Association to be held today.

If you have any questions about the above, please contact:

Corporate Communications Dpt.

NOF CORPORATION

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