

December 2, 2024
Japan System Techniques Co., Ltd.

Increase in Maximum Contribution and Start of Campaign for Employee Stock Ownership Plan

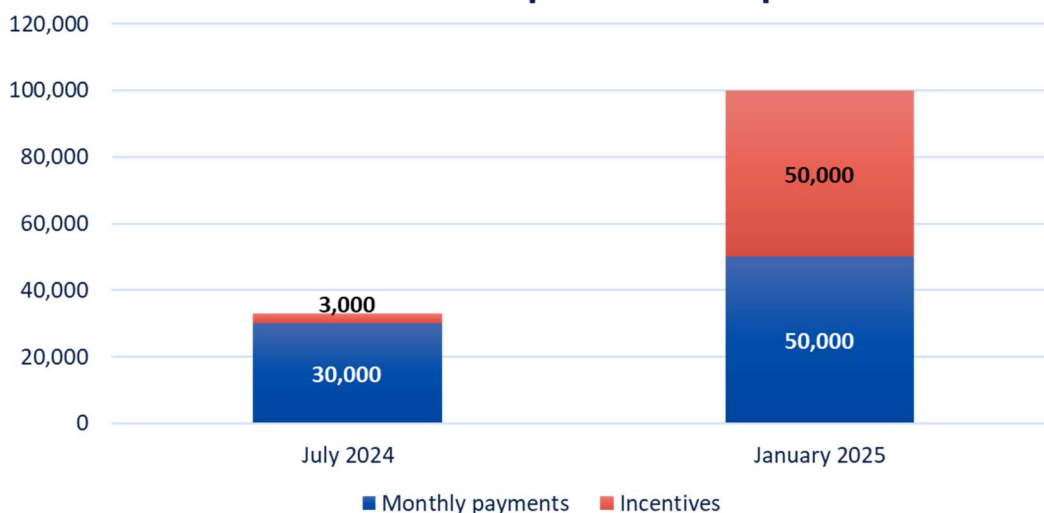
100% incentive payment for new members

Japan System Techniques Co., Ltd. (“JAST”) has made revisions to the Employee Stock Ownership Plan and started a campaign to encourage employees to participate in the plan. These measures are part of human resource management activities with the goal of the medium to long-term growth of corporate value. Increasing ownership of JAST stock by employees makes everyone more aware of their involvement in the management of JAST and increases engagement with employees.

■ Summary

- Maximum contribution (monthly): Increased from 30 to 50 units with the additional 20 units also eligible for the 10% incentive payment.
- Campaign special benefits:
- (1) 100% incentive payment (90% additional payment) to new members of the Employee Stock Ownership Plan
 - (2) 50% incentive payment (40% additional payment) for contributions after increasing the number of units purchased
- * The 100% incentive payment is valid for employees joining the plan by no later than June 2026. The 50% incentive payment is valid for employees who increase their contributions to the plan by no later than December 2024.

Maximum Incentives for New Employee Stock Ownership Plan Participants



■ Background/Purpose

Under the Employee Stock Ownership Plan, the fixed amount is deducted every month from the salaries of participating employees and used to purchase JAST stock. Furthermore, as a part of employee benefits, JAST adds 10% to these deductions every month as an incentive for participating in the plan. As of the end of June 2024, only 20.52% of employees were participants. This is well below the 36.97% participation rate as of 2022 that was reported by the Tokyo Stock Exchange in January 2024 in “Employee Stock Ownership Plan*.”

JAST recognizes that employees are a vital source of energy for achieving sustainable growth and wants as many as possible to hold JAST stock. Owning stock is important for employees to feel they are participating in management and for increasing engagement with employees. In addition, providing more benefits for employees enables them to accumulate savings while maintaining a commitment to contributing to the sustainable growth of JAST and the medium to long-term growth of corporate value.

* “Summary of 2022 Employee Stock Ownership Plan,” Tokyo Stock Exchange

https://www.jpx.co.jp/markets/statistics-equities/examination/tvdivq0000001xhe-att/employee_2022.pdf

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