

May 8, 2025

For Immediate Release

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Notice regarding Introduction of Restricted Stock Remuneration Plan

Relo Group, Inc. (the Company) announces that a meeting of its Board of Directors held on May 8, 2025 resolved to introduce Restricted Stock Compensation Plan for the date of record on March 31, 2025. Details are as follows.

I. Purpose and conditions of introduction of the Plan

The Group has established “the Fourth Olympic Plan,” a four-year medium-term business plan, which starts in the fiscal year ending March 2026, and has specified results targets for the final fiscal year, the year ending March 2029, revenue of 200 billion and operating profit of 50 billion yen on a consolidated basis. For details of “the Fourth Olympic Plan” please refer to “Notice of a Medium-term Business Plan, the Third Olympic Plan” announced on May 8, 2025. To achieve “the Fourth Olympic Plan,” the Group will issue the Restricted Stock Remuneration Plan, with the aim of further enhancing the motivation and morale of the directors and employees of the Group and Group’s subsidiaries, to improve the performance of the Group. The Group also has a management philosophy of “Partnership management of all employees participating in management.” The Group recommends the long-term holding of its stock to foster a sense of ownership among the directors and employees of the Group and to encourage them to participate in management and contribute to business growth and corporate value improvement. The Group seeks to encourage the directors and employees of the Group and Group’s subsidiaries to work together to achieve the targets, to hold the stock for the long term, and to share value with shareholders, because of the issuance of the Restricted Stock Remuneration Plan.

II. Conditions to introduction of the Plan

1. Allottees

The allottees of the Restricted Stock Compensation Plan are the directors and employees of the Company and the directors and employees of the Company's subsidiaries who satisfy certain conditions (the “Allottees”) and who wish to receive allotment of the restricted stock at the time when the allotment of the restricted stock is determined. The allottees of the Plan will be the directors and employees of the Company and the directors and employees of the subsidiaries of the Company who satisfy certain conditions and who wish to receive the allotment of the Restricted Shares at the time when the allotment is decided. The Company and its subsidiaries will pay monetary compensation claims to the Target Company to be paid as assets contributed in kind, but this will not reduce the wages of the employees of the Company and its subsidiaries who are the Target Company's employees.

2. Number of shares allocated

The total number of shares of common stock to be issued or disposed of to the Target Company under the Restricted Stock Compensation Plan is scheduled to be 700,000 shares (0.46% of the total number of shares issued and outstanding) or less, and the amount of such issuance or disposal will be calculated in a manner that eliminates arbitrariness and will not be an especially favorable price for the Target Company. The price of the issue or disposal will be calculated in a manner that eliminates arbitrariness and will be an amount that is not particularly favorable to the Target Company.

3. Others

The requirements and outline of the allotment of restricted transferable shares under this plan to the Company's directors, the amount of compensation, and the maximum number of shares to be issued or disposed of are subject to approval by the shareholders at the Company's 58th annual general meeting of shareholders scheduled to be held on June 25, 2025, and the Board of Directors of the Company will determine the specific timing of allotment of restricted transferable shares to directors and employees of the Company and directors and employees of the Company's subsidiaries and other specific details of this plan. The specific timing of allotment of shares with transfer restrictions to directors and employees of the Company and directors and employees of the Company's subsidiaries, the number of shares to be issued or disposed of, the scope of persons to be eligible, and other specific details of this plan will be determined by the Board of Directors of the Company.