



TSI HOLDINGS

June 18, 2025

(Translation)

To Whom It May Concern

Company	TSI Holdings Co., Ltd.
Representative	Tsuyoshi Shimoji, Representative Director & President
Stock Listing	Tokyo Stock Exchange Prime Market (Code: 3608)
Inquiry	Shunsuke Hasegawa, Public & Investor Relations Office +81 (0)3 5785 6400

**Introduction of a Restricted Stock Grant (Incentive) Plan  
for the Employee Stock Ownership Plan**

TSI Holdings Co., Ltd. (the “Company”) hereby announces that it has resolved, at today’s Board of Directors meeting, to introduce a new incentive plan (the “Plan”) under which restricted stock will be granted through the Employee Stock Ownership Plan (the “Ownership Plan”), as detailed below.

**1. Objective of the Plan**

The Plan is part of the fiscal year-end performance bonus program for employees of the Company and its subsidiaries (the “Group”). It aims to assist employees in building personal assets while also acting as an incentive to foster the sustainable enhancement of the Group’s corporate value. Under the Plan, employees have the opportunity to acquire restricted stock (common stock of the Company) through the Ownership Plan. This initiative aims to enhance employee awareness of the Company’s performance and stock price, boost motivation, and further align the interests of employees with those of shareholders.

**2. Overview of the Plan**

Beginning this fiscal year, the Plan will apply to Group employees who are members of the Ownership Plan, including both full-time and contract employees across all domestic Group companies. Grants of restricted stock will depend on achieving specific performance targets set from this fiscal year onward.

The Company will provide further details as soon as they are finalized.