



August 14, 2025

FOR IMMEDIATE RELEASE

Company name: AMUSE INC.  
Representative: Yokichi Osato, Representative Director,  
Chairman and President  
(Securities code: TSE Prime 4301)  
Inquiries: Keita Suzuki, General Manager of  
Business Planning Department  
(E-mail: amuseir@amuse.co.jp)

**Notice Concerning Continuation of Performance-Based  
Stock Compensation Plan for Directors and Employee Incentive Plan**

AMUSE INC. (the "Company") hereby announces that at a meeting of the Board of Directors held today, it passed the following resolution with respect to the continuation of the Board Incentive Plan (BIP) Trust for Remunerating Directors (hereinafter called the "BIP Trust"), a performance-based stock compensation plan that the Company introduced in fiscal 2016 for remunerating directors, and the Employee Stock Ownership Plan (ESOP) Trust for Granting Shares (hereinafter called the "ESOP Trust"), a stock grants-based incentive plan for employees. The BIP Trust and the ESOP Trust are collectively referred to as the "Plan" hereinafter.

Details

1. Continuation of the Plan

The Company has introduced a BIP Trust for Directors (excluding Outside Directors and expatriates. The same applies hereinafter) \*to share a sense of profit with shareholders from a medium- to long-term perspective and to motivate management to be conscious of business performance and stock price from a medium- to long-term perspective. In addition, the Company introduced the ESOP Trust for its employees (excluding expatriates; the same applies hereinafter.) with a view towards enhancing corporate value by increasing motivation and morale with respect to efforts to strengthen business performance and raise share prices from medium- to long-term perspectives. The Company has decided to continue to implement the Plan in fiscal 2025 and beyond.

\*The BIP Trust previously covered Executive Officers (excluding expatriates) who entered into a delegation agreement with the Company, in addition to Directors. However, Executive Officers are now excluded from the scope of the BIP Trust due to the abolition of the Executive Officer System as of September 30, 2024.

2. Trust agreement details after trust period extension

① Name of plan	BIP Trust	ESOP Trust
② Type of trust	Money trust other than the individually operated designated money trust (third-party-benefit trust)	
③ Purpose of the trust	Grant of incentives to directors.	Grant of incentives to the Company's employees

④ Trustor	The Company	
⑤ Trustee	Mitsubishi UFJ Trust and Banking Corporation (Joint trustee: The Master Trust Bank of Japan, Ltd.)	
⑥ Beneficiaries	Persons who have stepped down as directors and meet the beneficiary requirements	The Company's employees who meet the beneficiary requirements
⑦ Trust administrator	Third party with no interest in the Company (certified public accountant)	
⑧ Date of trust agreement extension	August 27, 2025 (planned)	
⑨ Period of trust after extension	From August 30, 2016 to August 31, 2028 (planned)	From August 30, 2016 to August 31, 2028 (planned)
⑩ Exercise of voting rights	Not to be exercised.	The trustee will exercise the voting rights of the Company's shares by following the instructions of the trust administrator reflecting the will of the potential beneficiaries.
⑪ Rights holder	The Company	
⑫ Residual assets	The residual assets that the Company, the holder of a vested right, may receive shall be within the reserve for trust expenses after deducting the funds for share acquisition funds for the acquisition of shares from the trust money.	