



January 26, 2026

Company name: RION CO., LTD.
Listed Exchange: Tokyo Stock Exchange, Prime Market
Securities Code: 6823
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Notice Regarding the Enhancement of the Employee Stock Ownership Plan

RION Co., Ltd. announces that a meeting of its Board of Directors held today adopted a resolution for the enhancement of the employee stock ownership plan. Details are as follows.

1. Purpose and Background of the Enhancement

The Company believes that it is important for each employee to enhance their awareness of contributing to the medium- to long-term improvement of corporate value and to strengthen their engagement with the Company. Based on this view, we have operated an employee stock ownership plan for many years; however, in light of changes in the capital market environment, we have decided to revise and enhance the system.

Through this enhancement, we aim to support employees in building medium- to long-term assets and to foster a sense of unity among employees in working toward increasing corporate value by sharing value with shareholders.

2. Details of the Enhancement

(1) Increase in the Incentive Grant Rate (Effective March 2026)

	Before Revision	After Revision
Incentive Grant Rate	3%	15%
Incentive Amount	30 JPY per unit (1,000 JPY)	150 JPY per unit (1,000 JPY)

(2) Expansion of the Scope of the Plan (Effective March 2026)

Name	Before Revision	After Revision
Rion Employee Stock Ownership Plan	Employee of Rion Co., Ltd.	Employee of Rion Co., Ltd. and its domestic subsidiaries