



June 30, 2026

For Immediate Release

dip Corporation
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Notice of Continuation of Performance-Based Stock Compensation Plan (Board Incentive Plan Trust) for Directors

dip Corporation ("dip") announces that, at the Board of Directors meeting held on June 23, 2026, it resolved to continue the performance-based stock compensation plan (the "Plan") for its directors as detailed below. This Board Incentive Plan (BIP) Trust is an incentive plan targeted for directors other than outside directors ("Eligible Directors").

1. Purpose and Overview of the Plan

- (1) dip will continue the Plan in order to encourage Eligible Directors to maximize the social and economic value of dip by strengthening their alignment with our shareholders and thereby contributing toward the realization of our corporate vision of becoming a 'Labor force solution company ~Towards the society in which everyone can experience the joy and happiness of work ~'.
- (2) The Plan utilizes the Board Incentive Plan Trust, under which the trustee acquires dip shares and money equivalent to dip shares converted into cash and vests them to Eligible Directors according to the achievement of performance targets.

2. Details of the Continuation of the Plan

Type of trust:	Money trust other than a specified money trust for separate investment (Third party benefit trust)
Purpose of trust:	To grant incentives to directors
Date of trust agreement:	August 4, 2016
Trust period:	From August 4, 2016 to August 31, 2031 (To be extended to August 31, 2031 by amending the trust agreement in June 2026)

For details of the Plan, please see "Notice of Introduction of Performance-Based Stock Compensation Plan for Directors" dated April 13, 2016 (Japanese only).

(Note) English documents are prepared as a courtesy to our shareholders. In the event of any inconsistency between English-language documents and the Japanese-language documents, the Japanese-language documents will prevail.