August 6, 2026

To whom it may concern,

Company name: Cosmo Energy Holdings Co., Ltd.
(Code: 5021, Prime Market of the Tokyo Stock Exchange)
Representative: Shigeru Yamada
Representative Director, Group CEO
Contact person: Masahiro Oikawa
General Manager
Corporate Communication Department
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Notice Regarding the Continuation of the Share-Based Compensation Plan (Details Determined)

Cosmo Energy Holdings Co., Ltd. (hereafter, "the Company") hereby announces that at a Board of Directors meeting held today, the Company determined the aggregate cost of shares to be acquired and other details outlined below in connection with the continuation of its share-based compensation plan (hereafter, "the Plan") for the Company's directors (excluding outside directors, non-executive directors, directors who are members of the Audit and Supervisory Committee, and non-residents of Japan) and executive officers (excluding non-residents of Japan) (hereafter, collectively referred to as the "Company's Directors, etc.") as well as the directors of the three core operating companies of the Cosmo Energy Group (Cosmo Oil Co., Ltd., Cosmo Oil Marketing Co., Ltd., and Cosmo Energy Exploration & Production Co., Ltd.; hereafter, the "Eligible Business Companies") (excluding outside directors and non-residents of Japan; hereafter, the "Directors of Eligible Business Companies").

The partial revision of the Plan announced in "Notice Regarding the Continuation of the Share-Based Compensation Plan" dated May 12, 2026, was officially approved at the 11th Ordinary General Meeting of Shareholders held on June 25, 2026.

1. Aggregate Cost of Shares to Be Acquired Under the Plan and Other Details

Amount of Additional Trust Funds	・The Company 177 million yen (including trust fees and expenses) (per current plan) ・Eligible Business Companies (total for the three companies) 349 million yen (including trust fees and expenses) (per current plan)
Timing of Share Acquisition	August 13, 2026, to September 14, 2026 (per current plan)
Method of Share Acquisition	Acquisition through the stock market

(Reference)

2. Overview of the Trust Agreement

(1) **Type of Trust**: Money trust other than a specified individually managed money trust (third-party beneficiary trust)

(2) **Purpose of the Trust**: To provide incentives to the Company's Directors, etc. and the Directors of Eligible Business Companies

(3) **Settlor**: The Company

(4) **Trustee**: Mitsubishi UFJ Trust and Banking Corporation (Co-trustee: The Master Trust Bank of Japan, Ltd.)

(5) **Beneficiaries**: The Company's Directors, etc., and the Directors of Eligible Business Companies who satisfy the beneficiary requirements

(6) **Trust Administrator**: A third party with no vested interest in the Company and the Eligible Business Companies (Certified Public Accountant)

(7) **Trust Agreement Date**: August 7, 2026 (per current plan)

(8) **Trust Period**: September 1, 2026, to August 31, 2029 (per current plan)

(9) **Exercising of Voting Rights**: Not to be exercised

(10) **Type of Shares Acquired**: Common shares of the Company

(11) **Residual Beneficiary**: The Company

(12) **Residual Assets**: The residual assets that the Company, as the residual beneficiary, can receive within the scope of the trust expense reserve, which consists of trust funds less stock acquisition funds.

(End)