August 7, 2026

Company Name: PERSOL HOLDINGS CO., LTD.
Representative: Takao Wada
Representative Director, President and CEO
(Security code:2181; TSE Prime Market)
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Notification of Additional Trust for the Share-based Compensation Scheme for Directors, etc.

As disclosed in the "Notification of Continuance and Partial Revision of the Share-Based Compensation Scheme for the Directors, etc." dated May 18, 2026, PERSOL Holdings Co., Ltd. (the "Company") has made a decision to continue the share-based compensation scheme using a trust (the "Scheme") for the directors of the Company (excluding directors who are Audit and Supervisory Committee Members and external directors), executive officers of the Company, external directors who are not Audit and Supervisory Committee Members, and directors who are Audit and Supervisory Committee Members (collectively referred to as the "Directors, etc."), subject to certain revisions including increasing the ratio of share compensation.

The Company hereby notifies that it has decided to contribute additional trust money necessary for the continuation of the Scheme.

The Scheme uses a mechanism referred to as the Board Incentive Plan Trust ("BIP Trust"). The Company has also made a decision regarding the additional trust for the share delivery scheme for directors of the PERSOL Group subsidiaries, which also uses the BIP Trust mechanism. These are managed separately as BIP Trust I for the Scheme for the Company and as BIP Trust II for the scheme mainly for the PERSOL Group subsidiaries. For details of BIP Trust II, please refer to our timely disclosures titled "Notification of Additional Trust for the Share Delivery Scheme for PERSOL Group Senior Executives, etc." dated today and "Notification of Continuation of the Share Delivery Scheme for PERSOL Group Senior Executives, etc." dated May 18, 2026.

1. Amount of additional contribution: 27 million yen
2. Timing of acquisition of shares: August 27, 2026 (subject to change)
3. Method of acquisition of shares: Acquisition from the Company (disposal of treasury stock)(Note)

(Note) For details on disposal of treasury stocks, please refer to our timely disclosure titled "Notification of Disposal of Treasury Shares Through Third-Party Allotment" dated today.