



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 Delivery Scheme for PERSOL Group Senior Executives, etc.

As disclosed in the "Notification of Continuation of the Share Delivery Scheme for PERSOL Group Senior Executives, etc." dated May 18, 2026, PERSOL Holdings Co., Ltd. (the "Company") has made a decision to continue the share delivery scheme using a trust as a new incentive plan primarily for directors and executive officers of the Company's Group subsidiaries and senior executives of the Company and its Group subsidiaries (hereinafter collectively referred to as the "Scheme").

The Company hereby notifies that it has decided to contribute additional trust money necessary for the continuation of the Scheme. With respect to BIP Trust II, the Company will not make any additional contribution, as the funds remaining in BIP Trust II will be used.

For the share-based compensation scheme for the Company's directors and executive officers, please refer to our timely disclosures titled "Notification of Additional Trust for the Share-based Compensation Scheme for Directors, etc." dated today and "Notification of Continuance and Partial Revision of the Share-Based Compensation Scheme for Directors, etc." dated May 18, 2026.

1. Amount of additional contribution:

BIP Trust II: No additional contribution will be made by the Company, as the funds remaining in BIP Trust II will be used.

ESOP Trust: 643 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.