

# Press Release



## **Notice of Expansion of Restricted Share Compensation Plan for Corporate Officers**

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**TOKYO, April 25, 2024** - ASKA Pharmaceutical Holdings Co., Ltd. (Head Office: Minato-ku, Tokyo / President, Representative Director: Takashi Yamaguchi, hereinafter the "Company") announced that its Board of Directors, at a meeting held today, resolved to expand the restricted share compensation plan (the "Plan"), which was introduced for the members of the Board of Directors, etc., to all corporate officers as described below. The Plan is the same as the restricted share compensation plan for members of the Board of Directors described in the "Notice Concerning Introduction of a Restricted Share Compensation Plan" dated May 17, 2021.

### **1. Purpose of Expansion of the Plan**

The purpose of this Plan is to increase the sense of participation in management among the Company's corporate officers and to promote further value sharing with shareholders, which will enhance the Company's corporate value over the medium to long term and continuously increase shareholder value.

### **2. Overview of the Plan**

#### **(1) Type and total number of restricted shares to be issued or disposed of to the corporate officers**

The restricted shares to be issued or disposed of to the corporate officers under the Plan shall be common shares of the Company, and the Board of Directors shall determine the number of such shares.

#### **(2) Amount to be paid in for restricted shares**

The amount to be paid per share of common shares to be issued or disposed of to the corporate officers under this Plan shall be based on the closing price of the common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of each Board of Directors' resolution to determine the subscription requirements for such common shares. The Board of Directors shall determine such amount to the extent not particularly favorable to the corporate officers.

(3) Provision of monetary claims and contributions in kind

The corporate officers will pay all of the monetary compensation claims paid by the Company under the Plan as assets contributed in kind and will be issued or disposed of shares of the Company's common shares.

(4) Execution of restricted shares allotment agreement

Upon the issuance or disposal of common shares of the Company under the Plan, the Company shall enter into a Restricted Share Allotment Agreement between the Company and the corporate officers who will receive the allotment, which shall include the following items.

- (i) The common shares allotted shall not be transferred, pledged as collateral, or otherwise disposed of for a predetermined period.
- (ii) In the event that certain conditions occur, the Company shall acquire such common shares at no cost.

3. Timing of Expansion of the Plan

The specific amount of the monetary claim to be paid under the Plan, the total number of restricted shares to be issued or disposed of, and other details of the Plan will be determined by the Board of Directors to be held on July 16, 2024.

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