



January 10, 2023

Name of Company: Meiji Holdings Co., Ltd.
Name of Representative: Kazuo Kawamura, CEO, President and Representative Director
Code Number: 2269, Prime Market, Tokyo Stock Exchange

Notice Concerning Adoption of Restricted Stock Incentive Plan for Employees in Managerial Positions

Meiji Holdings Co., Ltd. announces that its Board of Directors resolved at a meeting on January 10, 2023 to adopt a restricted stock incentive plan (hereinafter the Plan) for employees in managerial positions at Meiji Holdings and its business subsidiaries, Meiji Co., Ltd., Meiji Seika Pharma Co., Ltd., and KM Biologics Co., Ltd. (hereinafter Eligible Employees).

Details

1. Purpose of the Plan

The Plan is to motivate employees to contribute to the enhancement of the Group's corporate value and further share value with shareholders by granting restricted stock. Eligible Employees are driving the Group's Medium- and Long-Term Business Plans and sustainable corporate growth.

2. Overview of the Plan

The Plan entails the companies to which the Eligible Employee belongs issuing monetary claims (payment appropriation receivables) to Eligible Employees for the allocation of restricted stock, with the full amount treated as investment capital that is then invested in Meiji Holdings Co., Ltd. as an investment in kind. Through the Plan, the Company issues and disposes of common stock of Meiji Holdings Co., Ltd. for Eligible Employees, who retain the issued stock.

To achieve the purpose of adopting the Plan, we will establish a certain period during which the transfer of allocated stock will be restricted (vesting period). The allocation of restricted stock will be in accordance with restricted stock allocation agreements concluded between Meiji Holdings Co., Ltd. and Eligible Employees that will outline the vesting period and other necessary provisions.

The timing of restricted stock allocation, the amount of monetary claims to be issued, and other details will be determined by its Board of Directors. We will promptly announce the specific details once they are finalized.

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