



March 10, 2023

For Immediate Release

dip Corporation
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Notice of Continuation of ESOP Trust

dip Corporation (“dip”) announces that, at its Board of Directors meeting held today, it has resolved to continue its ESOP Trust (ESOP: Employee Stock Ownership Plan), an employee incentive plan it introduced in April 2012, as detailed below.

1. Purpose of continuation of the ESOP Trust

dip has introduced the ESOP Trust to boost employee motivation and increase corporate value over the medium to long term by realizing its vision of becoming a ‘Labor force solution company’.

For the outline of the ESOP Trust, please refer to “Notice of Introduction of ‘ESOP Trust’”^{*} released on April 12, 2012.

^{*} <https://pdf.irpocket.com/C2379/Wc5N/aOhN/qL7T.pdf> (In Japanese only)

2. Details of continuation of the ESOP Trust

Type of trust:	Money in trust other than individually managed specific monetary trusts (third-party-benefit trust)
Purpose of the trust:	To provide incentives to dip employees
Trust agreement date:	April 16, 2012
Trust period:	From April 16, 2012 to July 31, 2028 (Scheduled to be extended to July 31, 2028 due to changes in the trust agreement in April 2023)

(Note) English documents are prepared as a courtesy to our stakeholders. In the event of any inconsistency between English-language documents and the Japanese-language documents, the Japanese-language documents will prevail.