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January 24, 2024

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**Notice Concerning Introduction of Restricted Share Incentive Scheme for
Employee Shareholding Association**

ASICS Corporation (the “**Company**”) hereby announces, as detailed below, that it has resolved at the Board of Directors meeting held today to introduce a restricted share incentive scheme for the Employee Shareholding Association (the “**Scheme**”) as a new incentive plan for employees of the Company and its subsidiary.

1. Purposes of Introducing the Scheme

The Scheme is introduced as a measure to promote benefits for the employees of the Company and its subsidiary, ASICS Japan Corp, by way of creating opportunities for them to acquire restricted shares (shares of common stock) to be disposed of by the Company through the Company Group’s Employee Shareholding Association (the “**Employee Shareholding Association**”) for the purposes of: (i) assisting the employees of the Company and its subsidiary in building their personal assets; (ii) providing the employees of the Company and its subsidiary with an incentive to continuously enhance the corporate value of the Company; and (iii) encouraging the employees of the Company and its subsidiary to further share value with the Company’s shareholders.

2. Outline of the Scheme

Under the Scheme, the employees of the Company and its subsidiaries who take part in the Employee Shareholding Association and agree to the Scheme (the “**Subject Employees**”) shall be provided a monetary claim (the “**Special Incentives**”) as a special incentive for the grant of restricted shares, and the Subject Employees will contribute such Special Incentives to the Employee Shareholding Association. By making a contribution in kind to the Company using the Special Incentives contributed by the Subject Employees, the Employee Shareholding Association will become subject to disposal of the Company’s shares of common stock as restricted shares.

When the Company disposes of shares of common stock under the Scheme, the total number of such shares of common stock shall be up to 42,779 shares per year (after the introduction of the Scheme, however, such total number shall be adjusted to a reasonable extent in the cases where: (i) a share split (including an

allotment of shares without contribution) or a share consolidation is implemented for the Company's shares of common stock; or (ii) any other event occurs that requires an adjustment to the total number of the Company's shares of common stock to be disposed of as restricted shares) (Note). The amount to be paid in per share of common stock shall be determined at a Board of Directors meeting to the extent not particularly favorable to the Employee Shareholding Association (and thus to the Subject Employees) based on the closing price of the Company's shares of common stock at the Tokyo Stock Exchange on the business day immediately preceding the day on which each relevant resolution at a Board of Directors meeting is passed pertaining to the disposition thereof (in the case where no transactions are conducted on such day, the closing price on the immediately preceding trading day shall be used).

The Company will immediately announce any details of the Scheme as soon as they are determined at the Company's future Board of Directors meetings.

(Note) The total number of shares of common stock to be disposed of is calculated using the closing price of December 29, 2023, based on the assumption that the Company will grant restricted shares to 141 employees in certain positions in the Company and its subsidiary, ASICS Japan Corp. The actual number and actual total amount of shares to be disposed of shall be finalized after the promotional activities for non-members to take part in the Employee Shareholding Association are completed and the consent by the members of the Employee Shareholding Association to the Scheme is confirmed.

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