

FOR IMMEDIATE RELEASE

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Stock Listing: Tokyo Stock Exchange, Standard Section  
Stock Code: 3010  
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## **Notice of Establishment of Employee Stock Ownership Plan**

Polaris Holdings Co., Ltd. (hereinafter the “Polaris” or the “Company”) announced today that Polaris’s Board of Directors resolved to establish an Employee Stock Ownership Plan for our group employees and to purchase our shares continuously from March 2024.

### **1. Purpose of Establishment**

The purpose of establishing the Employee Stock Ownership Plan is to enhance the medium- to long-term corporate value of Polaris Group by promoting stable asset formation among employees, increasing their sense of participation in corporate management, attracting, and retaining human resources through enhanced welfare benefits, and increasing the number of stable shareholders.

### **2. Outline of Employee Stock Ownership Plan**

(1) Name	Polaris Group Employee Stock Ownership Plan
(2) Eligibility for Admission	Domestic employees of Polaris group
(3) Commencement Date	Contributions are scheduled to begin in March 2024.
(4) Contribution	1,000 yen per unit, up to 50 units
(5) Incentive grant rate	10% of Contribution

End

*NOTE: This is an English translation summary of the Company’s announcement in Japanese. No assurances or warranties are given for completeness or accuracy of this English translation summary.*