

こころとからだに、
おいしいものを。



Offering delicious products
for sound mind and body



June 15, 2020

Company: DyDo Group Holdings, Inc.
Representative: Tomiya Takamatsu, President
(Code 2590 on the First Section of the Tokyo Stock Exchange)
Inquiries: Naokazu Hasegawa, Corporate Officer
and General Manager of Corporate Communication Department

Announcement on the Change of Contract Agreement Date of Trust-Type Employee Stock Ownership Incentive Plan (E-Ship®)

DyDo Group Holdings has resolved to change the contract agreement date of Trust-Type Employee Stock Ownership Incentive Plan (E-Ship®), as originally decided at the Company's Board of Directors on March 4 2020. Revised parts are underlined as below.

1. Outline of the Shareholders Association Exclusive Trust

- (1) Name
DyDo Group Holdings Employee Stock Purchase Plan Trust
- (2) Trustor
The Company
- (3) Trustee
The Nomura Trust and Banking Co., Ltd.
- (4) Beneficiaries
Employees who meet beneficiary eligibility criteria
- (5) Date of trust contract
Before change : July 15, 2020 (Plan)
After change : August 17 , 2020 (Plan)
- (6) Trust period
Before change : July 15, 2020 to July 1, 2025 (Plan)
After change : August 17, 2020 to July 31 , 2025 (Plan)
- (7) Purpose of trust
Stable and continuous supply of shares to the ESPP and distribution of trust assets to those employees who meet beneficiary eligibility criteria
- (8) Beneficiary eligibility criteria
To be eligible, a beneficiary must be alive on the date when procedures for confirming eligibility begin (such as, the date on which the trust period ends, when all trust assets are converted to cash or all the Company stock held as trust assets are sold to the Employee Shareholders Association), and be a member of this Employee Shareholders Association (or a former member who had to withdraw membership due to mandatory retirement, job transfer or promotion to an executive position on or after the trust contract was signed and up to the date when procedures for confirming beneficiary eligibility begin).

2. Future plans

The Company will make a further announcement when it decides any details.

(Reference)

E-Ship® is the registered trademark of Nomura Securities Co., Ltd.

E-Ship® (an abbreviation of Employee Shareholding Incentive Plan) is an incentive plan for employees modeled after employee stock ownership plans widely used in the United States. It was jointly developed by Nomura Securities Co., Ltd., and The Nomura Trust and Banking Co., Ltd., for use as an employee stock ownership plan.

This is a translation of the Japanese press release for reference purposes only. In the event of any discrepancy, the Japanese original shall prevail.