

April 28, 2020

Company name: ES-CON JAPAN Ltd.  
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(TSE 1st Section, code: 8892)  
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## Notice on Additional Contribution to Performance-Based Stock Reward System

ES-CON JAPAN Ltd. (ES-CON JAPAN) announces that, concerning the performance-based stock reward system (the “System”; the trust established based on the trust agreement on the System concluded with Resona Bank, Limited (the “Trust Agreement”) shall be referred to as the “Trust”) currently introduced for ES-CON JAPAN’s directors (excluding outside directors, auditors and non-executive directors) (the “Directors”), it has decided at its board of directors’ meeting held today to make additional contribution to the Trust in order for the trustee to additionally acquire shares of ES-CON JAPAN. Details are as follows. For the details of the System, please refer to “Notice on Introduction of Performance-Based Stock Reward System” announced on February 13, 2015; “Notice on Continuation and Partial Revision of Performance-Based Stock Reward System” announced on January 30, 2020; and “(Revised) Partial Amendment to the “Notice on Continuation and Partial Revision of Performance-Based Stock Reward System”” announced on March 13, 2020.

### 1. Reason for the Additional Contribution

While ES-CON JAPAN has decided to continue the System for its Directors, the number of shares to be granted is expected to increase in the future. Therefore, ES-CON JAPAN has decided to make an additional cash contribution in order to secure funds to acquire necessary shares in the Trust.

### 2. Overview of the Additional Contribution

- (1) Type of shares to be acquired : Common shares
  - (2) Amount of additional contribution : 187,240,000 yen (Note)
  - (3) Date of additional contribution : May 14, 2020
  - (4) Date of share acquisition : May 14, 2020 (planned)
  - (5) Share acquisition method : Acquisition by underwriting disposal of ES-CON JAPAN’s treasury shares
- (Note) The Trust will make additional acquisition of ES-CON JAPAN’s shares using the total amount of 187,240,000 yen of cash from the additional contribution this time around and of 20,000,000 yen of cash (planned) belonging to the trust asset.

(Reference) <Content of the Trust>

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|-----|---|---|
| (1) | Name                                      | : Board benefit trust for executives  |
| (2) | Type of trust                             | : Money deposited other than money in trust   |
| (3) | Entrusting party                          | : ES-CON JAPAN  |
| (4) | Trustee                                   | : Resona Bank, Limited<br>Resona Bank, Limited will conclude a specified comprehensive trust agreement with Japan Trustee Services Bank, Ltd., and Japan Trustee Services Bank, Ltd. will be the trustee. |
| (5) | Beneficiaries                             | : Of the target of the System, those who fulfill the beneficiary requirements   |
| (6) | Trust administrator                       | : Third party having no interest in ES-CON JAPAN  |
| (7) | Date of conclusion of the Trust Agreement | : April 1, 2015   |
| (8) | Trust term                                | : From April 1, 2015, to the closing of the Trust (as long as the Trust continues, with no specific closing date set)   |