

[Translation for Reference and Convenience Purposes Only]

Note. This document has been translated to English from the Japanese original for reference and convenience purposes only. In the event of any discrepancy between this translated document and the Japanese original, the Japanese original shall prevail.

(Securities Code: 4091)

May 16, 2024

1-3-26 Koyama, Shinagawa-ku, Tokyo
Nippon Sanso Holdings Corporation
Toshihiko Hamada, Representative Director, President CEO

Partial corrections to the targets and results of indicators tied to Performance-linked Bonuses for directors included in the Business Report sections of the Notices of Convocation of the 19th Ordinary General Meetings of Shareholders

Nippon Sanso Holdings Corporation (the “Company”) hereby announces that there were errors in the Business Report sections of “Notice of Convocation of the 19th Ordinary General Meeting of Shareholders” for the fiscal year ended March 31, 2023 (held on June 20, 2023) it published.

We sincerely apologize for the errors and provide details of the corrections below.

[Corrected sections and correction details]

• **Corrected sections:**

Pages 45 and 46 of “Notice of Convocation of the 19th Ordinary General Meeting of Shareholders”
“b. Targets & results of indicators tied to Performance-linked Bonuses, etc. for directors (excluding outside directors and directors who mainly serve as officers of subsidiaries) in FYE March 2023”

• **Correction details:**

Incorrect percentages were provided under “Weight for evaluation” in the tables “Degree of achievement in the budget of the fiscal year ended March 31, 2022” and “Year-on-year performance improvements from fiscal year ended March 31, 2021.”

For details of the corrections, please refer to the following pages.

Pages 45 and 46 of “Notice of Convocation of the 19th Ordinary General Meeting of Shareholders” Corrections (underlined) to “b. Targets & results of indicators tied to Performance-linked Bonuses, etc. for directors (excluding outside directors and directors who mainly serve as officers of subsidiaries) in FYE March 2023”

[Before correction]

- b. Targets & results of indicators tied to Performance-linked Bonuses, etc. for directors (excluding outside directors and directors who mainly serve as officers of subsidiaries) in FYE March 2023 (Note)**

Degree of achievement in the budget of the fiscal year ended March 31, 2022

Indicator for evaluation	Weight for evaluation	FYE March 2022 Target	FYE March 2022 Results
Consolidated revenue	<u>25%</u>	865,000 mil. yen	957,169 mil. yen
Consolidated core operating profit margin	<u>25%</u>	11.1%	10.7%

Year-on-year performance improvements from fiscal year ended March 31, 2021

Indicator for evaluation	Weight for evaluation	FYE March 2021 Results	FYE March 2022 Results
Consolidated revenue	<u>16.6%</u>	818,238 mil. yen	957,169 mil. yen
Consolidated core operating profit	<u>16.6%</u>	87,251 mil. yen	102,710 mil. yen
Net income attributable to owners of the parent	<u>16.6%</u>	55,214 mil. yen	64,103 mil. yen

(Note) – Omitted

[After correction]

- b. Targets & results of indicators tied to Performance-linked Bonuses, etc. for directors (excluding outside directors and directors who mainly serve as officers of subsidiaries) in FYE March 2023 (Note)**

Degree of achievement in the budget of the fiscal year ended March 31, 2022

Indicator for evaluation	Weight for evaluation	FYE March 2022 Target	FYE March 2022 Results
Consolidated revenue	<u>20.5%</u>	865,000 mil. yen	957,169 mil. yen
Consolidated core operating profit margin	<u>20.5%</u>	11.1%	10.7%

Year-on-year performance improvements from fiscal year ended March 31, 2021

Indicator for evaluation	Weight for evaluation	FYE March 2021 Results	FYE March 2022 Results
Consolidated revenue	<u>19.6%</u>	818,238 mil. yen	957,169 mil. yen
Consolidated core operating profit	<u>19.6%</u>	87,251 mil. yen	102,710 mil. yen
Net income attributable to owners of the parent	<u>19.6%</u>	55,214 mil. yen	64,103 mil. yen

(Note) – Omitted

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