



August 5, 2021

Corporate Name: RENOVA, Inc.  
Representative: Yosuke Kiminami, Founding CEO  
(Stock code: 9519  
Tokyo Stock Exchange 1st)  
Contact: Kazushi Yamaguchi, CFO  
(TEL: +81-3-3516-6263)

## **Notice Regarding the Details of New Performance-Based Stock Compensation Plan for Directors, etc. of the Company and its Subsidiaries**

RENOVA, Inc. (hereinafter the "Company") announced on May 20, 2021, the introduction of a performance-based stock compensation plan as a new incentive plan (hereinafter the "Plan," a trust agreement for the Plan with Resona Bank, Ltd. is hereinafter referred to as the "Trust Agreement," and a trust established under the Trust Agreement is hereinafter referred to as the "Trust") for Directors (excluding External Directors) and Executive Officers (hereinafter collectively the "Directors, etc.") of the Company and its subsidiaries (hereinafter collectively the "Company, etc."), and a resolution for the Plan was passed at the 22nd Annual General Meeting of Shareholders (hereinafter the "Shareholders' Meeting") held on June 18, 2021. The Company announces that, at a meeting of the Board of Directors held today, it determined the details of the Plan as described below.

### 1. Overview of the Plan

- (1) Name: Share delivery trust for Directors, etc.
- (2) Trustor: RENOVA, Inc.
- (3) Trustee: Resona Bank, Ltd.  
Resona Bank, Ltd. will conclude a specified comprehensive trust agreement with Custody Bank of Japan, Ltd., and Custody Bank of Japan, Ltd. will become the trustee of re-trust.
- (4) Beneficiaries: Persons eligible under the Plan who meet the beneficiary requirements
- (5) Trust administrator: Third party with no interest in the Company
- (6) Type of trust: Money held in trust other than money held in trust (other benefit trust)
- (7) Date of the Trust Agreement: August 10, 2021 (planned)
- (8) Date when money is entrusted: August 10, 2021 (planned)
- (9) Trust period: From August 10, 2021 (planned) to the end of the Trust  
(The Trust will continue as long as the Plan continues without any specific date of expiration.)

### 2. Details of the Company's shares acquired by the Trust

- (1) Class of shares acquired: Common shares of the Company
- (2) Amount entrusted as funds for the acquisition of shares(maximum): 90,000,000 yen
- (3) Method for acquiring shares: Acquiring from the stock market
- (4) Period for share acquisitions: From August 11, 2021 to September 30, 2021 (planned)

[For inquiries about this release]

Kenichiro Nose, Investor Relations

Tel: +81-3-3516-6263

Email: ir@renovainc.com