



May 8, 2025

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Announcement of the introduction of the Employee's Stock Ownership Plan

Japan Communications Inc. (JCI, TSE Prime:9424) hereby announces that at the Board of Directors Meeting held today, it was resolved to introduce the Employee's Stock Ownership Plan for employees of JCI and JCI's subsidiaries (Such employees are hereinafter referred to as "Employees" and such Plan is hereinafter referred to as "Employee's Stock Ownership Plan") as detailed below.

1. The purpose of the introduction of the Employee's Stock Ownership Plan

By the introducing of the Employee's Stock Ownership Plan, the Employees will be able to purchase JCI's stock through the Employee's Stock Ownership Plan at fixed intervals and that means Employees will be able to acquire JCI's stock without concern of Insider trading.

In this way, Employees who hold JCI's stock will come to work on JCI's business from the same perspective as shareholders and that will lead to JCI's continuous growth and improvement of JCI's medium-and-long term corporate value.

Furthermore, the Employee's Stock Ownership Plan will support Employees' stable wealth formation and will enrich Employees' welfare benefit by granting incentive.

2. Outline of the Employee's Stock Ownership Plan

i	Name	Employee's Stock Ownership Plan of Japan Communications Inc.
ii	Qualification	Employees of JCI and JCI's subsidiaries (excluding Executive Officers) (voluntary enrollment)
iii	Start Time	Starting contribution on June 2025 (scheduled)
iv	Amount of Contribution	JPY 1,000 per unit (100 unit monthly, maximum)
v	Percentage of Incentive Granted	10% of the amount of Contribution
vi	Withdrawal Time	at will and at retirement

About Japan Communications Inc. (JCI)

Japan Communications Inc. (JCI), founded in 1996, is a pioneer who created the MVNO market and has brought innovation to the telecommunications industry. While JCI has established a stable profit model in their major business, simple and rational mobile communication services, JCI is aiming for further growth. JCI has strengths in patented technologies such as the mobile leased line "Closed SIM-to-SIM Communication" and the digital authentication technology "FPoS," and is focusing on providing mobile communication services and digital authentication infrastructure based on the authentication technology. The PCI DSS-certified mobile leased line is adopted by high-security sectors, such as police and bank. The FPoS supports security at the highest global standards and convenience. Under the mission of "carrying bit in safety and security," JCI is aiming for developing social infrastructure such as secure mobile environment beyond national borders and is working on sustainable growth and improving corporate value.