

April 17, 2025

Company: ZIGExN Co., Ltd.

Representative: Joe Hirao, Representative Director, Operating Officer and CEO
(Security code: 3679: Prime Market of the Tokyo Stock Exchange)

Contact: Sachiko Hatano, Director and Operating Officer

(E-mail: ir@zigexn.co.jp)

Notice of the Introduction of Workplace NISA

ZIGExN Co., Ltd. (the "Company") hereby announces that it will introduce "Workplace NISA" and commence its operation from September 2025, as outlined below.

1. Purpose of Introduction

The Company values the future of its employees and is introducing this system in response to the increasing need for asset formation. We believe that supporting asset formation through this system will enhance overall corporate productivity and contribute to increasing corporate value. We are committed to this initiative as part of our human capital management strategy.

2. Overview of Workplace NISA

The "Workplace NISA" allows employees to make regular, small-amount investments. Employees can invest according to their individual life plans and benefit from tax-free investment gains. This system is expected to facilitate planned asset formation for the future.

The Company remains dedicated to valuing the growth and well-being of our employees and will continue to strive to create a positive work environment.

Eligibility	Company employees (voluntary participation)
Start Date	Purchases to begin from September 2025
Contributions (Payroll Deduction)	1,000 yen or more per month, up to 100,000 yen per month (1.2 million yen per year)
Cancellation	<ul style="list-style-type: none">• Available at any time without restrictions (partial cancellation allowed)• Investment can be continued after retirement through specified procedures
Financial Institution Entrusted with System Operation	Nomura Securities Co., Ltd.