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Press Release

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## Notice Concerning the Introduction of a Stock Incentive Plan for the Employees of the Kikkoman Group

Kikkoman Corporation (the “Company”) hereby announces that, at the meeting of its Board of Directors held on October 25, 2023, it decided to introduce a stock incentive plan (the “Plan”) for the employees of the Kikkoman Group as an incentive to encourage the employees to continue to enhance the Company’s corporate value on a medium- to long-term basis. The details are as follows:

### 1. Purpose of introducing the Plan

The Company aims at increasing each employee’s awareness of management participation in order to enhance the Company’s sustainable corporate value, in addition to helping the employees’ asset formation, by introducing the Plan and thereby providing the employees of the Kikkoman Group with an opportunity to acquire the Company’s common shares as restricted shares that are issued or disposed of by the Company through an employee stock ownership plan (the “Stock Ownership Plan”).

### 2. Summary of the Plan

The Company or its group companies will provide the Kikkoman Group’s employees who are eligible to participate in the Stock Ownership Plan (the “Eligible Employees”) with a monetary claim as a special incentive (the “Special Incentive”) to grant restricted shares on the condition that the employees will agree to the Plan. The Eligible Employees will contribute the Special Incentive to the Stock Ownership Plan, and the Stock Ownership Plan will make an in-kind investment of the Special Incentive, which is contributed by the Eligible Employees, in the Company. Through the Stock Ownership Plan, the Company will issue or dispose of its common shares as restricted shares for the Eligible Employees.

The Plan will introduce a “Restricted Shares Incentive Plan for the Stock Ownership Plan” (Stock Ownership Plan RS) provided by a securities company. The Company will promptly disclose specific details as soon as they are decided.