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For Immediate Release

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Notice of Introduction of Restricted Share Incentive Program for Employees Shareholding Association

EXEO Group, Inc. (hereinafter, the “Company”) announces that, at a meeting of its Board of Directors held today, it decided to introduce a restricted share incentive program (hereinafter the “Program”) for the EXEO Group Employee Shareholding Association (hereinafter “the Association”). The Program will be targeted at employees of the Company and its subsidiaries (hereinafter collectively “the Group”) who are members of the Association. Details are as follows.

1. Purposes of the introduction of the Program

The Program is introduced to provide employees of the Group with incentives to continuously increase the Group’s corporate value, encourage employees of the Group to further share value with the Company’s shareholders, increase employees’ awareness of their participating in the management of the Group, increase employees’ interest in the Association and encourage more employees to join the Association to help them with their asset formation activities.

2. Outline of the Program

Under the Program, the Company and its subsidiaries will provide employees of the Group who are members of the Association and who have agreed to participate in the Program (hereinafter “Eligible Employees”) with monetary claims as special incentives (hereinafter “the Special Incentives”) for the allocation of restricted shares of the Company’s stock. Eligible Employees will contribute these Special Incentives to the Association. The Association will collect the Special Incentives the Eligible Employees contribute to it and make an in-kind contribution to the Company, and then Eligible Employees will receive restricted shares of the Company’s common stock issued or disposed of as restricted shares through the Association.

Other specific details regarding the shares of the Company’s common stock issued or disposed of as restricted shares under the Program will be announced as soon as they are determined.