

ICHIYOSHI SECURITIES CO., LTD.

Listed on: Tokyo Stock Exchange (Prime Section) (Stock code: 8624)
President & Representative Executive Officer: Mr. Hirofumi Tamada
Enquiry to: Mr. Takatoshi Kawai, Manager of Public Relations
Tel: 03-4346-4512

Adoption of New-type of Performance-linked Stock Compensation to Directors and Officers

The Remuneration Committee of Ichiyoshi Securities Co. Ltd. (the Company) at its meeting today on March 18, 2026, resolved to adopt a performance-linked stock compensation plan through stock ownership trust (the Plan) applicable to directors, executive officers and operating officers of the Company and its subsidiaries (excluding outside directors of the Company).

With respect to further detail of the Plan, the Company will make them public as soon as the Remuneration Committee decides on them at their next coming meeting.

<Purpose of adoption of the Plan>

- (1) Aiming to be a “Name-brand Boutique House” in the securities and financial circles, the Company and its group companies have been striving to transform themselves from a brokerage-based “Flow-type Business Model” to “Stock-type Business Model” based on stable income sources such as trailer fees and wrap-account fees. In order to further accelerate the transformation to customer-focused “Stock-type Business Model,” the Company will start from April 2026 a New Medium-term Management Plan “Target 5 <ONE TEAM>” with its target date set at the end of March 2030.
- (2) Remunerations of directors and officers of the Company and its group companies currently consist of monthly basic remuneration, remuneration linked to business result, stock option and housing allowances for persons living independently of their families for business reasons.

As the Company starts a New Medium-term Management Plan “Target 5 <ONE TEAM>” and aims to further lift the profit-sharing spirit between shareholders and directors and officers, the Company believes that the further clarification of linkage

between the remunerations of directors and officers and business result and corporate value by awarding the directors and officers with the Plan will help the directors and officers commit themselves to achieving the objectives of the New Medium-term Management Plan. Thus, the Remuneration Committee resolved on the Plan.

- (3) Taking into consideration the degrees of achievement of performance objectives under the New Medium-term Management Plan, the Company will deliver to directors and officers shares of the stock of the Company and/or cash equivalent of such shares in principle after the 4-year period of the New Medium-term Management Plan according to the predetermined rules of stock delivery.

(End)