(Press release on July 30, 2026) (English translation for reference purposes only)

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 Office
Tel: 03-4346-4512

Notice Concerning the Decision on Details of Performance-linked Stock Compensation to Directors and Officers

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

Following up on that, the Remuneration Committee at its meeting today on July 30, 2026, decided on the details of the Plan as follows.

1. Introduction of the Plan

(1) Remunerations of directors and officers of the Company and its group companies currently consist of monthly basic remuneration, remuneration linked to business result, stock options and housing allowances for persons living independently of their families for business reasons.

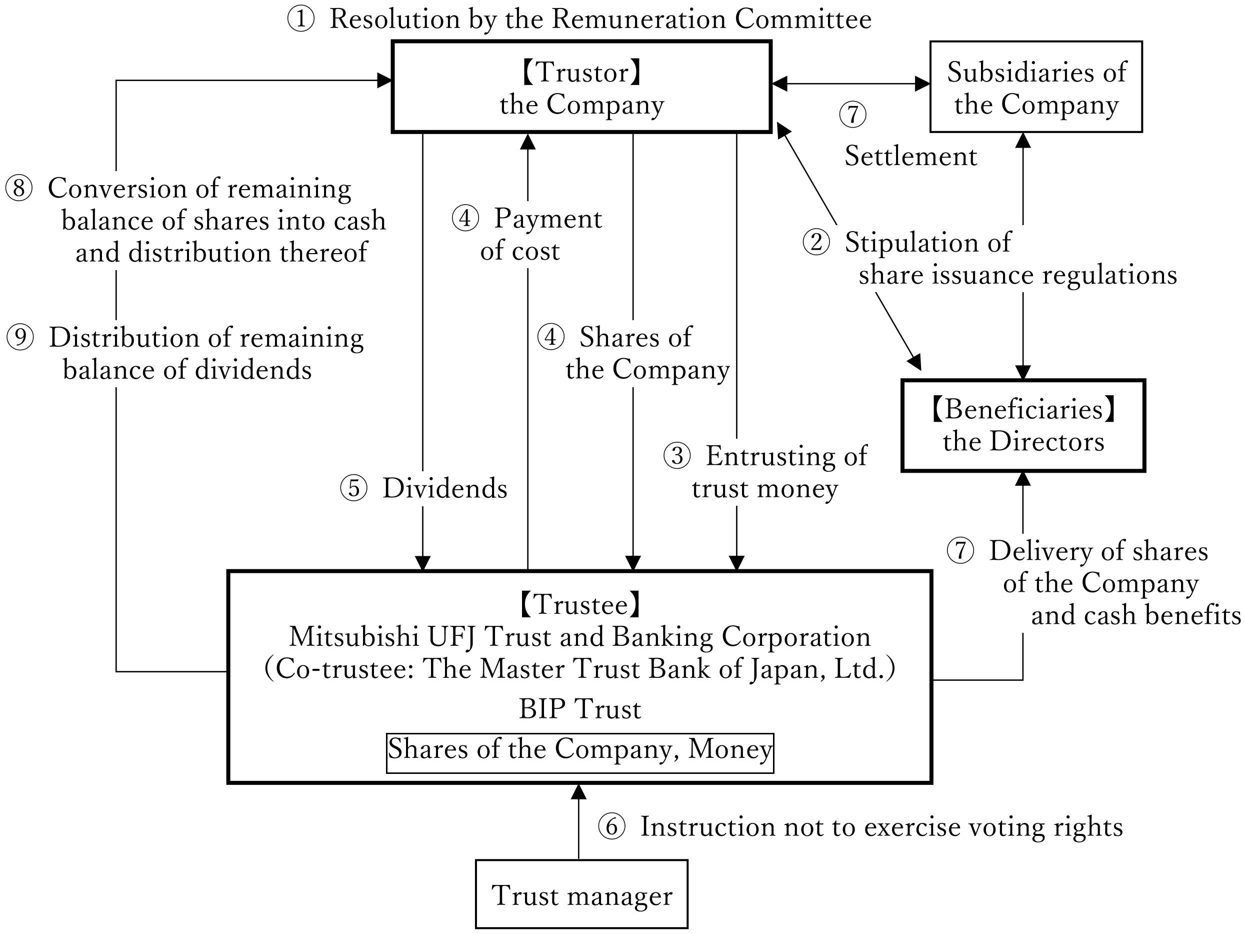
As the Company starts a New Medium-term Management Plan "Target 5 <ONE TEAM>" and aims to further lift the interest-sharing spirit between shareholders and directors and officers, the Company believes that the further clarification of linkage between the remunerations of directors and officers and business result and corporate value by awarding the directors and offices with the Plan will help the directors and officers, all united, commit themselves to achieving the objectives of the New Medium-term Management Plan. Thus, the Remuneration Committee resolved on the Plan.

(2) This Plan is based on directors' compensation trust (hereinafter referred to as "BIP Trust"). Considering 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 Company and/or cash equivalent of such shares (hereinafter referred to as "Shares etc. of the Company") in principle after the 4-year period of the New Medium-term Management Plan according to the predetermined rules of stock delivery (Such delivery of shares and/or cash is hereinafter referred to a "Delivery, etc.").

(3) After the period of BIP Trust (hereinafter referred to as the "Trust") set up for the Plan has expired, the Company may continue the Plan by making amendments to the Trust or making an additional trust.
NB: In connection with the introduction of the Plan, the Board of Directors today resolved to dispose of 656,500 shares of the Company (worth 964,398,500 yen) for delivery to BIP Trust. For details, please refer to the press release dated today titled "Notice Concerning Disposal of Treasury Shares for Stock-based Compensation."

2. Structure of BIP Trust



① The Company need to have its Remuneration Committee adopt a required resolution to introduce the Plan.

② Applicable companies (the Company and its subsidiaries) need to have their remuneration committees or board of directors establish stock delivery regulations.

③ After following the procedures written above ①, the Company will set up a cash trust and BIP Trust beneficial to directors and officers satisfying conditions for beneficiaries.

④ The Trust, in accordance with instructions from the Trust manager, will receive from the Company the shares of the Company funded exclusively with the money trust set up in ③ above (This procedure hereinafter referred to as the "Disposal of Treasury Shares").

⑤ The shares inside the Trust will receive an amount of dividends equal to that of dividends paid to the same number of other shares of the Company.

⑥ The shares inside the Trust shall not exercise their voting rights throughout the Trust period.

⑦ According to the Company's share issuance regulations, during the Trust period, The Directors will be entitled to certain amounts of points depending on performance degrees on a cumulative basis. Vis-à-vis the Directors satisfying certain conditions for beneficiaries, they will receive shares of the Company equivalent to part of an amount of points awarded to them and also receive an amount of cash equivalent to the remaining part of points calculated inside the Trust. When delivering the shares of the Company to the Directors of its subsidiaries, fund settlement for the delivery will take place between the Company and its subsidiaries.

⑧ When the Trust ends at the expiry of the Trust period, the shares remaining in the Trust shall be converted into cash. Such cash will be delivered to beneficiaries as dividends of the Trust according to the share issuance regulations until the amount of such dividends reaches the amount of dividends the Trust has received on the shares inside the Trust.

⑨ With respect to the balance of dividends relating to the shares of the Company remaining inside the Trust at the expiry of the Trust period, in the event of terminating the Trust according to the expiry clause, the part of the balance of dividends exceeding the trust expenditure reserve will be paid to beneficiaries as dividends on the Trust according to the share issuance regulations until the amount of such dividends reaches the amount of dividends the Trust has received on the shares inside the Trust.

NB: When shares of the Company inside the Trust have been used up after shares of the Company inside the Trust has been delivered to the Directors satisfying conditions for beneficiaries, the Trust will end before the expiry of the Trust period. When there appears a possibility that the number of shares inside the Trust will not satisfy the number of shares equal to cumulative points (as defined in 3. (4) below) allocated to the Directors during the Trust period and when there also appears a possibility that funds inside the Trust will not cover Trust fees and expenditures, the Company may set up an additional money trust or acquire shares of the Company in the market in accordance with resolutions by the Remuneration Committee and the Board of Directors.

3. Contents of the Plan

(1) Outline of the Plan

Under the Plan, the Company will deliver Shares etc. of the Company to the Directors in accordance with their degrees of achievements under the Medium-term Management Plan for the four consecutive fiscal-year periods starting from fiscal 2026 (the four consecutive fiscal-year periods hereinafter referred to as the "Applicable Period").

(2) Eligibility (Conditions for beneficiaries)

Provided that the Directors satisfy conditions for beneficiaries mentioned below, the Directors, after finishing prescribed procedures, can receive from the Trust the Shares, etc. of the Company equivalent to their cumulative points at the expiry of the Trust.

Conditions for beneficiaries are as follows:

① The Directors should remain in post as eligible for the Plan. (NB)

② The Directors should be residents of Japan.

③ The Directors have not done certain illegal behaviors.

④ The Directors should be persons prescribed in trust agreements or share issuance regulations on condition that the Directors achieve objectives of the Plan.

NB; If the Directors have retired during the applicable period due to the expiration of their term or other reasons, they will receive from the Trust a number of the Company's shares, etc., corresponding to the cumulative number of points granted during their tenure. Furthermore, if the Directors have retired from their posts due to their death, however, the Trust will deliver to them cash equivalent to Shares etc. of the Company corresponding to cumulative points awarded during their stay in posts.

(3) The Trust periods

a. Initial Trust period

4-year period from August 2026 to August 2030.

b. Extension of the Trust period

At the point of the expiry of the Trust period, the Company may extend the Trust period for a stock compensation plan similar to the Plan, by making amendments to the Trust agreements. In that case, if such extension is made once or more during the period of the Mid-term Management Plan, the Company will make an additional contribution of trust money based on resolutions by the Remuneration Committee and the Board of Directors each time such amendment is made. During the period of such extension, the Directors will be entitled to receive the cumulative points. The extension of the Trust period can be multiple.

(4) Shares, etc. of the Company as Delivery, etc. to the Directors

The number of Shares, etc. of the Company as Delivery, etc. to the Directors depends on points awarded to the Directors every year during the Trust period (hereinafter referred to as "Stock Delivery Points"). At a fixed point of time each year, Stock Delivery Points are awarded to the Directors in accordance with their ranks of posts and the degrees of their achievements under the Medium-term Management Plan based on a predetermined formula. In principle, after the end of the Applicable Period, the Shares, etc. of the Company equal to the cumulative value of Stock Delivery Points awarded during the Applicable Period (hereinafter referred to as the "Cumulative Points") will be delivered.

Stock Delivery Points (fractional part after the decimal point rounded off)

= Single year points (*1) × Payment coefficient (*2)

(*1) Single year points = rank-of-post specific standard points

÷ Number of years of the Applicable Period

(*2) Payment coefficient is determined in accordance with the degrees of achievements on target figures for each performance measures under the Medium-term Management Plan. Each od performance measures under the Medium-term Management Plan is weighted from 0% to 200%, which will be applied to the decision on each payment.

Furthermore, 1 point equals 1 share of common stock of the Company, provided, however, that, in the event of a stock split or reverse stock split on shares of the Company inside the Trust during the Trust period taking place, the number of share or shares per 1 point will be adjusted in accordance with such stock split or reverse stock split.

(5) Method and time of Delivery, etc. of Shares of the Company to the Doctors

In principle, if the Directors satisfying conditions for beneficiaries stay in post at the end of the applicable period, the Directors will be entitled to receive shares of the Company equal to 70% of Cumulative Points. With respect to the shares of the Company equal to the remaining Cumulative Points will be converted into cash inside the Trust and delivered to the Directors.

Furthermore, if any of the Directors satisfying conditions for beneficiaries has died, shares of the Company equal to his Cumulative Points will be converted into cash inside the Trust and delivered to his inheritor.

(6) Planned amount of trust money to be contributed for the Initial Trust period and the maximum number of shares of the Company to be delivered from the trust.

Planned amount of trust money to be contributed for the initial Trust period:

Total 965 million yen (NB)

Upper limit of points to be delivered to the Directors for the initial Trust period:

660,000 points

NB: Planned amount of trust money to be contributed is calculated by taking into account the current levels of remunerations of the Directors, and adding trust fees and expenditures to share acquisition costs.

(7) Method of initial acquisition of shares of the Company by the Trust

Within the planned amount of trust money and upper limit of points to be delivered, as mentioned in (6) above, the Trust will initially acquire shares of the Company from the Company (by way of disposal of treasury shares).

(8) Exercise of voting rights of shares of the Company inside the Trust

The voting rights of shares of the Company inside the Trust (shares existing before the delivery of shares to the Directors as mentioned in (6) above) shall not be exercised during the Trust period in order to secure management neutrality.

(9) Treatment of dividends on shares of the Company inside the Trust

With respect to dividends on shares of the Company inside the Trust, the Trust shall receive them and appropriate them for the payment of trust fees and expenditures of the Trust.

(10) Treatment after the expiry of the full term of the Trust period

With respect to shares remaining at the expiry of the full Trust period by reason of the decrease in the number of the Directors, etc., if the Company should continue to use the Trust for the Plan or a stock compensation plan similar to the Plan, they would be treated as shares deliverable to the Directors. If the Company should terminate the Trust at the expiry of the full term of the Trust, however, they would be converted into cash and distributed to beneficiaries according to share issuance regulations up to an amount equal to the cumulative amount of dividends the Trust has received on shares inside the Trust during the Trust period.

Furthermore, with respect to the remaining balance of dividends on shares of the Company inside the Trust at the expiry of the full Trust period, if the Company should continue to use the Trust, it would be utilized as funds for the acquisition of shares. If the Company should terminate the Trust at the expiry of the full term of the Trust, however, the part of the remaining balance of dividends over the reserve for Trust expenditures would be distributed to beneficiaries in accordance with share issuance regulations up to an amount equal to the cumulative amount of dividends on shares inside the Trust the Trustee has received during the Trust period.

(For reference)

【Contents of Trust Agreement】

(1) Kind of trust:	Money in trust other than a money trust for specified single management
(2) Purpose of trust:	Awarding of incentives to the Directors
(3) Trustor:	The Company
(4) Trustee:	Mitsubishi UFJ Trust and Banking Corporation（Co-trustee: The Master Trust Bank of Japan, Ltd.）
(5) Beneficiaries:	Persons among the Directors of the Applicable Companies satisfying conditions for beneficiaries.
(6) Trust manager:	A third person having no relations with the Company (namely, a certified public accountant)
(7) Starting date for Trust Agreement:	August 14, 2026 (scheduled)
(8) Trust period:	From August 14, 2026 to the end of August, 2030
(9) Starting date for the Plan:	August 14, 2026 (scheduled)
(10) Exercise of voting rights:	Not to be exercised.
(11) Kind of shares to be acquired:	Shares of common stock of the Company
(12) Amount of money in trust:	965 million yen (scheduled) (including Trust fees and expenditures)
(13) Date of acquisition of shares:	August 19, 2026 (scheduled)
(14) Method of share acquisition:	Acquisition of shares from the Company (Disposal of treasury shares)
(15) Holder of a vested right:	The Company
(16) Residual assets:	The amount of residual assets the Company as holder of a vested right is entitled to receive is within the reserve for Trust expenditures remaining after the deduction of share acquisition cost.

(End)