

FOR IMMEDIATE RELEASE

August 8, 2025

Company Name: Leopalace21 Corporation

Representative: Bunya Miyao, President and CEO

Code Number: 8848 (Tokyo Stock Exchange, Prime Market)

Contact: Shinji Takekura, Director, Chief of the Corporate Management Headquarters

Tel: +81-50-2016-2907

E-mail: ir@leopalace21.com

Notice Concerning Decision on Matters Relating to Share Acquisition for Performance-Linked Share-Based Remuneration System

Leopalace21 Corporation (the "Company") resolved, at a meeting of the Board of Directors held on April 25, 2025, to introduce a performance-linked share-based remuneration system (the "Share-Based Remuneration System") that applies to the Company's Executive Directors, Executive Officers and Executive Directors of affiliated companies (collectively, the "Directors, etc.") and to establish the trust for the introduction of the System (the "Trust for Share-Based Remuneration System for the Directors, etc."). Subsequently, the introduction of the System for the Company's Executive Directors was approved at the 52nd Annual General Shareholders' Meeting held on June 26, 2025.

In addition, the Company revised part of the incentive plan for the employees (the "Employees Incentive Plan") on March 31, 2025 and resolved to include employees of its subsidiaries as eligible participants in the Employees Incentive Plan which was introduced on March 15, 2024. The trust established for the Employees Incentive Plan is referred to as the Trust for Employees Incentive Plan.

The Board of Directors meeting held today decided on matters related to the acquisition of the Company shares by the trustee of Trust for Share-Based Remuneration System for the Directors, etc. and of Trust for Employees Incentive Plan as follows:

1. Overview of the Trust for Share-Based Remuneration System for the Directors, etc. and for Employees Incentive Plan.

	Share-Based Remuneration System	Employees Incentive Plan
(1) Name	Trust for Share-Based Remuneration System for the Directors, etc.	Trust for Employees Incentive Plan
(2) Trustor	The Company	
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)	
(4) Beneficiaries	Directors, etc. who satisfy the beneficiary requirements	Employees who satisfy the beneficiary requirements
(5) Trust administrator	A third party to be selected that is independent of the Company and its officers	A third party to be selected that is independent of the Company and its officers
(6) Exercise of voting rights	The voting rights of the Company's Stock in the Trust shall not be exercised during the period of the Trust	The trustee will exercise the voting rights of shares in the Trust during the trust period based on the instructions of the trust administrator

(7) Type of trust	Trust of money other than “money trust” (<i>kinsen-shintaku</i>) (third-party benefit trust)	
(8) Date of trust agreement	August 26, 2025	March 15, 2024
(9) Date of additional entrustment of funds	August 26, 2025	
(10) End of the period	August 31, 2028 (scheduled)	

2. Matters related to the additional acquisition of the Company's Stock by the trustee of the Trust

	Share-Based Remuneration System	Employees Incentive Plan
(1) Class of shares to be acquired	Common stock	
(2) Total amount for acquisition of shares	¥1,281,698,000	¥907,931,500
(3) Total number of shares to be acquired	1,720,400 shares	1,218,700 shares
(4) Stock acquisition method	Acquisition by disposal of treasury stock	
(5) Timing of stock acquisition	August 26, 2025 (scheduled)	

END