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For Immediate Release

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### **Notice Concerning Amendment of Restricted Stock Compensation Plan for Directors**

PLAID, Inc. (the “Company”) hereby announces that at the meeting of the Board of Directors held on November 18, 2025, the Company reviewed its executive remuneration system and resolved to amend the restricted stock compensation plan (the “Plan”). The Company also resolved to submit a proposal regarding the amendment of the Plan to the 14th Ordinary General Meeting of Shareholders scheduled for December 18, 2025 (hereinafter referred to as “the Shareholders’ Meeting”). Accordingly, the Company hereby announces the following:

#### **1. Purpose and conditions of the amendment of the Plan**

##### **(1) Purpose of amendment**

The Plan has previously applied to the Company’s directors (excluding Outside Directors). In order to further promote the sharing of value with shareholders and to encourage Outside Directors to engage in supervision and advice on the Company’s management from the same perspective as shareholders, the Company has resolved to include its Outside Directors as eligible directors under the Plan.

##### **(2) Conditions of Amendment**

Under the Plan, restricted stock will be granted to the Company’s Directors (including Outside Directors, hereinafter referred to as the “Eligible Directors”) as remuneration, or monetary compensation claims for the granting of restricted stock will be paid as compensation. Therefore, the amendment of the Plan is conditional on obtaining approval of shareholders for the payment of such compensation at the Shareholders’ Meeting.

The amount of compensation for the Company’s directors (excluding salaries for services as employees for those Directors who serve as such) was approved to be up to 200 million yen per year (hereinafter referred to as the “Basic compensation facility”) at the 7th Ordinary General Meeting of Shareholders held on December 20, 2018. Furthermore, at the 10th Ordinary General Meeting of Shareholders held on December 21, 2021, it was approved that, separately from the aforementioned remuneration framework, the Plan and the performance-based stock compensation plan would be introduced for Directors (excluding Outside Directors), with the total number of the Company’s common shares to be issued or disposed of under the Plan being up to 50,000 shares per year (subsequently amended to up to 200,000 shares per year at the 11th Ordinary General Meeting of Shareholders held on December 20, 2022), and the total amount of remuneration being up to 150 million yen per year.

At the Shareholders’ Meeting, we plan to ask shareholders for their approval to include Outside Directors as Eligible Directors under the Plan. It should be noted that there will be no change to the performance-based stock compensation plan, under which Outside Directors remain excluded.

#### **2. Overview of the Amended Plan**

The granting of restricted stock under the Plan will be made either (i) issuing or disposing of the Company’s common shares without requiring any cash payment or property contribution from the Eligible Directors as remuneration, or (ii) by providing monetary compensation claims to Eligible Directors and having them contribute such claims in kind, which will result in the issuance or disposition of the Company’s common shares.

The total number of common shares of the Company to be issued or disposed of under the Plan will be up to 200,000 shares per year (of which the portion for Outside Directors will be up to 30,000 shares per year), and the total amount of compensation will be up to 150 million yen per year (of which the portion for Outside Directors

will be up to 20 million yen per year), separate from the Basic compensation facility (Furthermore, if the total number of issued shares of the Company increases or decreases due to a share consolidation or share split (including a free allotment of shares), the upper limit will be adjusted accordingly).

In addition, the payment amount per share will be determined by the Board of Directors based on the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of the Board of Directors' resolution regarding the issuance or disposal (if no transaction is concluded on that day, the closing price on the most recent trading day preceding that date), and within the scope that is not particularly advantageous to the Eligible Directors.

In order to realize the sharing of shareholder value over the medium to long term, which is one of the purposes of the amendment of the Plan, the period of the transfer restriction shall be determined by the Board of Directors of the Company, generally ranging from 3 years to 5 years. The specific timing of payment and allocation to each Eligible Director will be determined by the Company's Board of Directors.

In addition, when granting restricted stock under the Plan, a restricted stock allocation agreement (hereinafter referred to as the "Allocation Agreement") will be concluded between the Company and the Eligible Directors, and the contents of the Allocation Agreement shall include the following items:

- i. The Eligible Directors are prohibited from transferring, creating security interests in, or otherwise disposing of the restricted stock during the period determined by the Board of Directors of the Company, generally ranging from 3 years to 5 years.
- ii. In the event of a violation of laws, regulations, internal rules, or the Allotment Agreement, or any other reason determined by the Board of Directors of the Company that makes it appropriate to acquire the shares free of charge, the shares will be acquired free of charge.