



December 26, 2025

Company name:	Senshu Ikeda Holdings, Inc.
Name of representative:	Hirohito Sakaguchi, Representative Corporate Officer, President & CEO (Securities code: 8714; TSE Prime Market)
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Notice Concerning Introduction of Restricted Stock Compensation Plan

Senshu Ikeda Holdings, Inc. (“the Company”) hereby announces that, at a meeting of the Remuneration Committee held today, it has reviewed its officers’ remuneration system and resolved to introduce a restricted stock compensation plan (hereinafter referred to as the “Plan”). The details of which are described below.

1. Purpose of introducing the Plan

The Plan is a remuneration plan designed to provide Executive Officers of the Company (including Executive Officers serving concurrently as Directors; hereinafter referred to as “Executive Officers, etc.”) with incentives to sustainably increase the corporate value of the Company. By introducing the Plan, the Company will further share value with shareholders.

The Company also plans to introduce a plan similar to that for Executive Officers, etc. for Directors (excluding Non-Executive Directors and Outside Directors) and Executive Officers of its subsidiary, The Senshu Ikeda Bank, Ltd. (Representative Director, President and CEO: Hirohito Sakaguchi; hereinafter referred to as “the Bank”).

2. Overview of the Plan

The Company will abolish the previously adopted stock-compensation-type stock option program and introduce the Plan as non-monetary compensation for Executive Officers, etc. as well as directors and executive officers of the Bank (hereinafter collectively referred to as “Eligible Officers”). Under the Plan, Eligible Officers will receive monetary claims as compensation for restricted stock (hereinafter referred to as the “Stock”). The Eligible Officers will then pay in the entirety of such monetary claims as in-kind contributions and receive the issuance or disposition of the Company’s common stock. The amount previously granted to the Eligible Officers as stock options and the amount of restricted stock compensation to be granted in the future will not differ significantly. However, we will establish a restricted period to strengthen medium-term performance incentives.

Regarding non-monetary compensation for the current fiscal year, stock acquisition rights (name: Senshu Ikeda Holdings, Inc. 16th Stock Acquisition Rights) issued on July 29, 2025, have already been allotted to the Eligible Officers. Therefore, the difference between the already allotted stock options and the restricted stock compensation under the Plan newly introduced as non-monetary compensation will be paid to the Eligible Officers as restricted stock compensation by the next Annual General Meeting of Shareholders. Please note that even after the introduction of the Plan, the amount to be paid for the current fiscal year will remain within the scope of the “compensation for the purpose of granting stock acquisition rights as stock options” resolved at the 12th Annual General Meeting of Shareholders held on June 23, 2021. The payment amount per share of the Stock shall be determined by the Board of Directors based on the closing price of common stock of the Company on the Tokyo Stock Exchange on the

business day immediately preceding the date of resolution of the Board of Directors related to each issuance or disposition (if no trading has been completed on that day, the closing price of the immediately preceding trading day shall apply) to the extent that the amount is not particularly favorable to the Eligible Officers who receive the said common stock.

The specific details including the timing of granting the Stock and allotment ratio will be determined by the Remuneration Committee. The above monetary claims shall be paid subject to the condition that the Eligible Officer has agreed to the abovementioned in-kind contributions and has entered into a restricted stock allotment agreement. The restricted stock allotment agreement will stipulate that the allotted Stock may not be transferred, pledged as a collateral, or otherwise disposed of during a certain period of time (hereinafter referred to as the “Restricted Period”), and that the Company may acquire such shares without consideration in the event that a certain reason arises. The Stock will be managed during the Restricted Period in dedicated accounts that will be opened by Eligible Officers with Nomura Securities Co., Ltd. so that the Stock cannot be transferred, pledged as a collateral, or disposed of in any other forms during the Restricted Period.