



February 25, 2026

To whom it may concern

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Notice Regarding Continuation of Stock-Based Compensation Plan

Toyo Securities Co., Ltd. (hereinafter the “Company”) hereby announces that the meeting of the Board of Directors held today resolved to continue the stock-based compensation plan (hereinafter the “Plan”) for the Company’s Directors (excluding those residing outside Japan) and Executive Officers (excluding those residing outside Japan; hereinafter collectively “Directors, etc.”), as outlined below. For more details of the Plan, please refer to the timely disclosure dated May 17, 2019 and July 27, 2023. (Japanese only)

1. Continuation of the Plan

- (1) The Company adopted the Plan in 2019 with the aim of further clarifying the link between compensation for Directors, etc. and the Company’s business performance and share price and to improve awareness among Directors, etc. of contributing to the improvement of medium- to long-term performance and the enhancement of corporate value. The Company has decided to continue the Plan.
- (2) The Plan utilizes a mechanism known as a Board Incentive Plan (BIP) Trust (hereinafter the “BIP Trust”). With the continuation of the Plan from 2026 onward, the trust period of the already established BIP Trust will be extended.
- (3) The BIP Trust is an incentive plan for officers similar to performance-based share compensation (Performance Share) and restricted stock compensation (Restricted Stock) plans in Europe and the United States, and the Company’s shares and cash equivalent to the conversion value of the Company’s shares are delivered or paid to Directors, etc., according to their position and the degree of achievement of performance targets.

2. Trust Period after Extension

The Company will extend the trust period of the already established BIP Trust by three years by amending the trust period and will continue the Plan. Any Company shares and cash remaining in the trust as of the extension of the trust period shall be carried over to the extended BIP Trust. The Plan period following the extension shall be three years from the fiscal year ending March 31, 2027 through the fiscal year ending March 31, 2029.