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May 15, 2026

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|----------------|-------------------------------------------------------------------------------------------------------------|
| Company name   | Fujiibo Holdings, Inc.                                                                                      |
| Representative | Masahide Inoue,<br>Representative Director and<br>President<br>(Securities code: 3104, TSE Prime<br>Market) |
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## Notice Regarding Revision to Restricted Stock Compensation Plan

Fujiibo Holdings, Inc. (hereinafter the “Company”) hereby announces that at its Board of Directors meeting held today, the Company resolved to submit a proposal for revising the Restricted Stock Compensation Plan (hereinafter the “Plan”) for the Company’s Directors (excluding Outside Directors; hereinafter “Eligible Directors”) to the Annual General Meeting of Shareholders scheduled for June 26, 2026 (hereinafter the “General Meeting”) as outlined below.

### 1. Purpose, Condition, etc. of the Revision to the Plan

#### (1) Purpose of the Revision

At the Annual General Meeting of Shareholders held on June 27, 2019, the Company introduced the Plan for Eligible Directors. The Company now proposes to partially revise the Plan in order to further enhance incentives for the Eligible Directors to contribute to the sustainable enhancement of the Company’s corporate value, and to further promote greater alignment of interests between the Company’s Directors and shareholders.

#### (2) Overview of the Revision to the Plan

The total amount of monetary compensation claims to be paid to Eligible Directors as compensation for the restricted stock will be revised from up to ¥30 million per year to ¥60 million per year. In addition, the total number of shares of the restricted stock to be allotted to Eligible Directors in each fiscal year will also be revised from up to 45,000 shares (15,000 shares under the original resolution prior to the stock split in April 2026) to 20,000 shares.

Furthermore, the transfer restriction period applicable to the shares of restricted stock to be allotted to Eligible Directors will be revised from “a period between three and five years from the date of receiving the allocation, which shall be determined by the Company’s Board of Directors” to “the period from the date of allotment until the date on which the Eligible Director resigns from or retires from all of the positions as Director (excluding Outside Directors) or Executive Officer of the Company, or, if later, until the date on which the Company’s annual securities report (or semiannual securities report, if the date of allotment falls within six months after the beginning of the fiscal year) for the fiscal year in which the date of allotment falls is filed.” In line with the revision to the transfer restriction period, necessary revisions will also be made to the provisions regarding the lifting of transfer restrictions and the treatment of shares of restricted stock upon retirement or resignation.

#### (3) Condition, etc. of the Revision

The revision to the Plan is subject to approval by shareholders at the General Meeting. The revised Plan will apply only to shares of restricted stock to be newly granted in the future and will not apply to the shares of restricted stock already granted.

## 2. Other Matters

Except for the revisions outlined above, there will be no change to the contents of the Plan. For the details of the original introduction of the Plan, please refer to the “Notice Regarding Introduction of Restricted Stock Compensation Plan” dated May 15, 2019 (Japanese only).

### (Reference)

If the revision to the Plan is approved at the General Meeting, the Company also intends to allot shares of restricted stock under a plan similar to the revised Plan to its Executive Officers.