May 15, 2026

Company Name Y o s s i x H o l d i n g s C o . , L t d .
Representative Masanari Yoshioka
Representative Director, Chairman and CEO
(Securities code: 3221 TSE Prime Market, NSE Premier Market)
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Notice Concerning Revision of Remuneration for Directors and Revision of Restricted Stock Compensation System

At the Board of Directors meeting held today, the Company reviewed the officer remuneration system, revised the amount of remuneration for Directors, and revised the amount of remuneration for Directors of the Company (excluding Directors who are Audit and Supervisory Committee members and outside directors). (hereinafter referred to as the "System"). The 41st Ordinary General Meeting of Shareholders (hereinafter referred to as the "General Meeting of Shareholders") scheduled to be held on June 25, 2026. We will inform you as follows.

Record

1. Revision of the amount of remuneration for directors

The amount of remuneration for directors of the Company shall be within 300 million yen per year at the 36th Ordinary General Meeting of Shareholders held on June 24, 2021 (such remuneration amount does not include the salaries of employees of directors who also serve as employees). It has been approved and has reached the present.

In consideration of changes in the economic situation and other circumstances since then, and in order to realize a strategy for further enhancing the Company's corporate value, we will discuss at the General Meeting of Shareholders the revision of the amount of remuneration for Directors to not exceed 500 million yen per year in order to enable flexible management of executive remuneration in the future. The amount of remuneration for directors shall not include the salaries of employees of directors who also serve as employees.

2. Revision of Restricted Stock Compensation Plan for Directors

(1) Purpose of the revision of this system

This system is implemented at the 36th Ordinary General Meeting of Shareholders held on June 24, 2021, to appoint directors of the Company (excluding directors who are members of the Audit and Supervisory Committee and outside directors). Hereinafter referred to as "Eligible Directors". We have introduced this system with the aim of providing incentives to continuously improve the Company's corporate value and to further share value with shareholders. The amount of remuneration for directors of the Company shall be within 300 million yen per year at the 36th Ordinary General Meeting of Shareholders held on June 24, 2021 (excluding salaries for employees who also serve as directors). In addition to the above-mentioned remuneration for directors, at the 36th Ordinary General Meeting of

Shareholders held on June 24, 2021, the amount of remuneration for the allocation of restricted shares was approved at an annual amount of 100 million yen and the maximum number of shares per year was 50,000 shares.

In recent years, as the business environment has changed significantly, the difficulty of management has become even more difficult, and the roles and responsibilities of directors have increased. For this reason, we will discuss at the General Meeting of Shareholders the revision of this system with the aim of appropriately rewarding the contributions of human resources who can achieve sustainable growth of the Company and enhance corporate value over the medium to long term.

(2) Outline of this system after the revision

The remuneration paid to the Target Directors under this system shall be the Company's common shares or monetary remuneration receivables as in-kind investment assets to acquire the Company's common shares, and the Eligible Directors will receive the issuance or disposal of the Company's common shares based on a resolution of the Company's Board of Directors.

Specifically, we plan to ask shareholders for approval of the total amount of monetary compensation receivables for restricted stock compensation of 300 million yen per year, and the total number of common shares issued or disposed of by the Company to eligible directors under this system to be no more than 150,000 shares per year.

The revision only covers the total amount of monetary compensation receivables and the total number of common shares to be issued or disposed of, and there are no other changes. For details of this system, please refer to the "Notice Concerning the Introduction of the Restricted Stock Compensation System" dated May 17, 2021.

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