November 13, 2025

To Whom It May Concern:

Company: Japan Securities Finance Co., Ltd.
Representative Executive Officer & President: Shigeki Kushida
(Code No. 8511, TSE Prime)
Contact: Koji Miyoshi, General Manager, Corporate Governance Office
(E-mail :info@jsf.co.jp)

Notice Regarding the Employee Stock Incentive Plan

Japan Securities Finance Co., Ltd. (hereinafter “JSF”) announces that it resolved to grant shares of the company to its employees based on the company's performance in FY2025 (hereinafter “Employee Stock Incentive Plan”), at a Board of Directors meeting held on November 13, 2025. The purpose and objectives of the Employee Stock Incentive Plan are as follows.
Further details will be announced once the financial results for FY2025 are released.

(1) Enhancing Employee Motivation and Job Satisfaction

Under the 7th Medium-Term Management Plan, JSF has pursued management reforms to achieve its management goals of maintaining a stable consolidated ordinary profit of over 10 billion yen and an ROE above 5%, while striving for further improvements in both. In the 8th Medium-Term Management Plan announced today, JSF has set new management goals of a consolidated ordinary profit of 15 billion yen and an ROE of 8%.
Accordingly, JSF will grant shares of the company to its employees based on its performance in FY2025, the final year of the 7th Medium-Term Management Plan, in an effort to enhance their motivation for achieving management goals and improve job satisfaction.

(2) Providing Incentives to Enhance Corporate Value over the Medium- to Long-Term

JSF aims to foster greater interest in enhancing corporate value by encouraging its employees to hold the company’s shares, and seeks to improve its medium- to long-term corporate value by promoting value sharing with our shareholders.

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