November 12, 2026

To Whom It May Concern:

Company: Japan Securities Finance Co., Ltd.
Representative Executive Officer & CEO: Morikuni Shimoyamada
(Code No. 8511, TSE Prime)
Contact: Akira Narumi, Corporate Officer, Corporate Governance Office
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Notice Regarding the Employee Stock Incentive Plan

Japan Securities Finance Co., Ltd. (hereinafter “JSF”) announces that, at a Board of Directors meeting held on November 12, 2026, it resolved to grant shares of the company to its employees based on the company’s performance in FY2026 (hereinafter “Employee Stock Incentive Plan”). The purpose and objectives of the Employee Stock Incentive Plan are as follows.
Further details will be announced once the financial results for FY2026 are released.

(1) Enhancing Employee Motivation and Job Satisfaction

Under the 8th Medium-Term Management Plan, JSF has set management goals of achieving a consolidated ordinary profit of ¥15 billion and a consolidated ROE of 8% by FY2028.
Based on the FY2026 financial results forecast announced today, JSF now expects to achieve these management goals two years ahead of schedule.
Accordingly, JSF will grant shares of the company to its employees based on its performance in FY2026, in an effort to enhance their motivation to achieve these management goals as well as their job satisfaction.

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

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

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