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June 19, 2026

To Whom It May Concern

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Name of representative: Jun Tsuruha, President and Representative Director
(Securities code: 3391, Tokyo Stock Exchange (Prime Market))
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Notice Regarding the Issuance of New Shares as Restricted Stock Compensation

We hereby announce that, at the meeting of the Board of Directors held today, our Company resolved to issue new shares as restricted stock compensation (the “Issuance of New Shares”) as outlined below.

1. Overview of the Issuance

(1) Payment Date	July 16, 2026
(2) Class and Number of Shares to Be Issued	65,000 shares of the Company’s common stock
(3) Issue Price	2,027 yen per share
(4) Total Issue Amount	131,755,000 yen
(5) Scheduled Allottees	Directors of the Company (※) 4 persons 21,500 shares Executive Officers of the Company 14 persons 37,100 shares Directors of the Company’s subsidiaries 4 persons 6,400 shares ※excluding directors who are Audit and Supervisory Committee Members and outside directors.
(6) Other	A statutory extraordinary report regarding the Issuance of New Shares has been submitted pursuant to the Financial Instruments and Exchange Act.

2. Purpose and Reasons for the Issuance

At the 59th Annual General Meeting of Shareholders held on August 10, 2021, the Company resolved to establish a stock compensation plan under which restricted shares would be granted (the “Plan”) to Directors of the Company (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors; collectively, the “Eligible Directors”) for the purpose of providing incentives to enhance the Company’s sustainable corporate value and further promoting value sharing between the Eligible Directors and the Company’s shareholders. The Company also obtained approval to set (i) the total amount of monetary compensation claims to be paid to the Eligible Directors as compensation related to restricted shares at an annual amount of up to 150 million yen, (ii) the transfer restriction period for the restricted shares as a period determined by the Board of Directors of the

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Company within a range of 20 to 30 years, and (iii) the maximum number of restricted shares to be allotted to the Eligible Directors at 10,000 shares per fiscal year (following the stock split of the Company's common stock at a ratio of five shares for each share on September 1, 2025, currently 50,000 shares).

In addition, Executive Officers of the Company are also included as allottees of restricted shares in light of their responsibility for executing their respective duties, and certain Directors of the Company's subsidiaries are likewise allotted restricted shares within the scope of the compensation frameworks established by each subsidiary.

Today, pursuant to the resolutions adopted at the meeting of the Board of Directors of the Company and at the meetings of the boards of directors of the Company's subsidiaries, the Company resolved to grant monetary compensation claims in the amount of 131,755,000 yen to four Eligible Directors of the Company and fourteen Executive Officers of the Company, as well as four directors of the Company's subsidiaries (collectively, the "Allottees"), as restricted stock compensation for the period from the conclusion of the 64th Annual General Meeting of Shareholders of the Company to the conclusion of the 65th Annual General Meeting of Shareholders, and, with respect to the directors of the Company's subsidiaries, as restricted stock compensation for the period from the conclusion of the subsidiaries' annual general meetings of shareholders held in 2026 to the conclusion of the annual general meetings of shareholders scheduled to be held in 2027. It was further resolved that the Allottees shall make contributions in kind of the full amount of such monetary compensation claims, and that, in return, the Company shall allot 65,000 shares of its common stock as restricted shares.

The scale of dilution resulting from the Issuance of New Shares is minimal, amounting to 0.01% of the 454,365,490 shares issued and outstanding as of May 31, 2026 (rounded to the nearest third decimal place). Accordingly, we consider the Issuance to be reasonable in light of the purpose of the Plan.

In addition, the monetary compensation claims will be granted on the condition that each Allottee enters into a restricted stock allotment agreement (the "Allotment Agreement") with the Company, which shall include, in substance, the matters outlined below. Furthermore, in order to provide incentives for the Allottees to enhance the sustainable corporate value of the Company and the Company's group during their terms of office, and to further promote long-term value sharing with our shareholders—both of which are the purposes of introducing the Plan—the transfer restriction period is set at 30 years.

3. Overview of the Allotment Agreement

① Transfer Restriction Period

July 16, 2026 – July 15, 2056

During the transfer restriction period specified above (the "Transfer Restriction Period"), the Allottees shall not, with respect to the restricted shares allotted to them (the "Allotted Shares"), transfer, create a pledge over, establish a security interest on, make an inter vivos gift of, bequeath, or otherwise dispose of any of the Allotted Shares to any third party (collectively, the "Transfer Restrictions").

② Acquisition of Restricted Shares Without Compensation

If an Allottee resigns or retires from all positions as a Director, Executive Officer, or employee of the Company or any of its subsidiaries at any time from the commencement date of the Transfer Restriction Period until the day immediately preceding the date of the first Annual General Meeting of Shareholders of the Company to be held thereafter (or, in the case of an Allottee who

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is a director of a subsidiary, until the day immediately preceding the date of the subsidiary's corresponding annual general meeting of shareholders), the Company shall, unless there is a reason deemed justifiable by the Board of Directors, automatically acquire all of the Allotted Shares without compensation as of the time of such resignation or retirement.

If, at the time of expiration of the Transfer Restriction Period (the "Expiration Time"), any of the Allotted Shares remain subject to transfer restrictions pursuant to the conditions for lifting such restrictions set forth in item (3) below, the Company shall, immediately upon the Expiration Time, automatically acquire such shares without compensation.

③ Release of Transfer Restrictions

Provided that an Allottee has continuously held a position as a Director, Executive Officer, or employee of the Company or any of its subsidiaries from the commencement date of the Transfer Restriction Period until the date of the first Annual General Meeting of Shareholders of the Company to be held thereafter (or, in the case of an Allottee who is a director of a subsidiary, until the date of the subsidiary's corresponding annual general meeting of shareholders), the Company shall, at the Expiration Time, release the transfer restrictions on all of the Allotted Shares held by such Allottee at that time.

However, if an Allottee resigns or retires from all positions as a Director, Executive Officer, or employee of the Company or any of its subsidiaries prior to the expiration of the Transfer Restriction Period for a reason deemed justifiable by the Board of Directors (such as expiration of term of office), the Company shall, as of the time immediately following such resignation or retirement, release the transfer restrictions on a number of the Allotted Shares held by the Allottee at that time, calculated by multiplying (i) the number obtained by dividing by 12 the number of months from the month following the month that includes the Annual General Meeting of Shareholders immediately preceding the payment date (or, in the case of an Allottee who is a director of a subsidiary, the month following the month that includes the subsidiary's corresponding annual general meeting of shareholders) through the month that includes the date of such resignation or retirement (provided, however, that if the resulting figure exceeds one, it shall be deemed to be one), by (ii) the number of Allotted Shares held by the Allottee at such time (with any fractional share less than one share resulting from the calculation being rounded down).

④ Provisions on the Management of Shares

The Allottees shall, in accordance with the method designated by the Company, complete the opening of an account with SMBC Nikko Securities Inc. in which the Allotted Shares are to be recorded, and shall keep and maintain the Allotted Shares in such account until the transfer restrictions are lifted.

⑤ Treatment in Organizational Restructuring, etc.

If, during the Transfer Restriction Period, a proposal relating to a merger agreement under which the Company will be the dissolving company, a share exchange agreement or share transfer plan under which the Company will become a wholly owned subsidiary, or any other organizational restructuring is approved at a general meeting of shareholders of the Company (or, if such organizational restructuring does not require approval at a general meeting of shareholders of the Company, at a meeting of the Board of Directors of the Company), then, pursuant to a resolution of the Board of Directors, the Company shall, as of the time immediately prior to the business day immediately preceding the effective date of such organizational restructuring,

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release the transfer restrictions on a number of the Allotted Shares held by the Allottee on the date of such approval (the “Organizational Restructuring Approval Date”), calculated by multiplying (i) the number obtained by dividing by 12 the number of months from the month following the month that includes the Annual General Meeting of Shareholders immediately preceding the payment date (or, in the case of an Allottee who is a director of a subsidiary, the month following the month that includes the subsidiary’s corresponding annual general meeting of shareholders) through the month that includes the Organizational Restructuring Approval Date (provided, however, that if the resulting figure exceeds one, it shall be deemed to be one), by (ii) the number of Allotted Shares held by the Allottee on the Organizational Restructuring Approval Date (with any fractional share less than one share resulting from the calculation being rounded down).

In such case, the Company shall, as of the business day immediately preceding the effective date of the relevant organizational restructuring, automatically acquire without compensation all of the Allotted Shares that remain subject to transfer restrictions on such date pursuant to the provisions above.

4. Basis for Calculating the Payment Amount and Its Specific Details

With respect to the issue price for the Issuance of New Shares, in order to eliminate arbitrariness, the price has been set at 2,027 yen, which is the closing price of the Company’s common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors (June 18, 2026). As this represents the market price immediately prior to the date of the Board resolution, we consider it to be reasonable and not a particularly favorable price.