



March 23, 2026

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(Code No: 8387; TSE Prime Market)
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Notice Regarding Introduction of Restricted Stock Compensation Plan for Employees of the Bank

The Shikoku Bank, Ltd. (the "Bank") hereby announces that it has resolved at the meeting of its Board of Directors held today, to introduce a restricted stock compensation plan (the "Plan") for employees of the Bank who meet certain conditions, as follows.

1. Purpose of Introduction of the Plan

The Plan is introduced as a human capital investment with the aim of providing incentives to employees of the Bank to enhance the Bank's corporate value on a sustainable basis, further promoting value sharing with shareholders, and improving employee engagement and financial well-being.

2. Overview of the Plan

Under the Plan, the Bank will grant monetary remuneration receivables to employees who are eligible for the Plan (the "Eligible Employees"). The Eligible Employees will receive an allotment of shares of the Bank's common stock as restricted stock by contributing all of such monetary remuneration receivables in kind. The Eligible Employees shall be Bank employees and contract employees who are employed as of May 25, 2026, and at the time of determining the allotment of restricted stock, the Bank plans to allot shares to Bank employees and contract employees who wish to receive the allotment.

Please note that other specific details regarding the allotment of restricted stock will be determined by the Bank's board of directors.

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