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Notice Relating to the Commencement of Consideration for Introducing a Restricted Stock Incentive Plan for the Employee Shareholding Association

TOMONY Holdings, Inc. (the “Company”) hereby announces that a meeting of its Board of Directors held on March 24, 2026 resolved to commence consideration of introducing a restricted stock incentive plan for Employee Shareholding Association (the “Plan”) as follows. The plan is a project to enhance the employee benefits system for employees of the Company and its subsidiaries (the “Eligible employees”) and to promote the sustainable growth of the Group and improve its corporate value over the medium to long term, as the Company starts its new medium-term management plan, the “6th Management Plan,” in April 2026.

1. Purpose of introducing the Plan

The Company plans to start a new medium-term management plan, the 6th Management Plan (Note 1), in April 2026. The 6th Management Plan is positioned as a phase of deepening efforts to realize the vision set out in the 5th Management Plan (planning period: April 2023 to March 2026) for a 10-year vision of becoming “a wide-area financial group that people will say is glad they chose the TOMONY,” and the plan aims to outline problem-solving management strategies and goals that strike a balance between continuity and evolution.

The 6th Management Plan will follow the five basic strategies of the 5th Management Plan (sustainability strategy, sales strategy, human resources strategy, operations strategy, and governance strategy). In the human resources strategy, one of the basic strategies, the Company will work to “strengthen incentives to achieve its purpose (Note 2)” under the direction of “realizing human capital management and balancing diversity and specialization.”

The Plan is a stock compensation scheme that aims to enhance the employee benefits of eligible employees by creating opportunities for them to acquire, through an employee shareholding association, the Company’s common stock issued or disposed of by the Company as restricted stock, thereby helping employees to build up their assets. It also aims to foster a sense of participation in management among eligible employees and deepen shared values with shareholders, thereby increasing the incentive effect for the sustainable growth of the Group and the improvement of corporate value over the medium to long term. The Company is now commencing to consider introducing the Plan as part of the “Human Resources Strategy” of the “6th Management Plan.”

(Note 1) Details of the 6th Management Plan (policies, numerical plans, etc.) will be announced with the financial results for the fiscal year ending March 2026, scheduled for May 14, 2026.

(Note 2) At the start of the 5th Management Plan, the Company has set its purpose as “linking the growth of each employee to the growth of the organization, linking the growth of each organization to the growth of the entire group, linking the growth of each customer (each company) to the growth of the region, and linking the growth of each region to the growth of the wider region, thereby weaving growth together with all stakeholders.”

2. Overview of the Plan

At present, the Company is considering disposing of treasury stock to grant shares under the Plan. However, the Company will continue to consider the details of the Plan and will promptly announce them once they have been decided.