



February 27, 2026

Company name: Senshu Ikeda Holdings, Inc.
 Name of representative: Hirohito Sakaguchi, Representative Corporate Officer, President & CEO (Securities code: 8714; TSE Prime Market)
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Notice Concerning Disposal of Treasury Stock as Restricted Stock Compensation

Senshu Ikeda Holdings, Inc. (“the Company”) hereby announces that, at a meeting of the Board of Directors held today, it has resolved to dispose of the Company’s treasury stock (hereinafter the “Disposal of Treasury Stock” or “Disposal”) as described below.

1. Overview of the Disposal

(1) Disposal date	March 26, 2026
(2) Class and number of shares to be disposed of	6,963 shares of common stock of the Company
(3) Disposal price	893 yen per share
(4) Total value of Disposal	6,217,959 yen
(5) Allottees and number thereof; number of shares to be disposed of (Note)	Executive Officers of the Company: 11 Executive Officers, 1,129 shares Directors of the Company’s subsidiary (excluding Non-Executive Directors and Outside Directors): 6 Directors, 4,250 shares Executive Officers of the Company’s subsidiary: 18 Executive Officers, 1,584 shares

(Note) The number of actual allottees is 25 as there are those who hold posts at both the Company and its subsidiary.

2. Purpose of and reasons for Disposal

At the meeting of the Remuneration Committee held on December 26, 2025, the Company resolved to introduce a restricted stock compensation plan (hereinafter referred to as the “Plan”) as a new remuneration plan designed to provide Executive Officers of the Company (including Executive Officers serving concurrently as Directors; hereinafter referred to as “Executive Officers, etc.”) with incentives to sustainably increase the corporate value of the Company and to further share value with shareholders.

The Company also introduced a plan similar to that for Executive Officers, etc. for Directors (excluding Non-Executive Directors and Outside Directors) and Executive Officers of its subsidiary (hereinafter referred to as “Subsidiary’s Directors, etc.”), The Senshu Ikeda Bank, Ltd. (Representative Director, President and CEO: Hirohito Sakaguchi; hereinafter referred to as “the Bank”).

The overview, etc. of the Plan is as described below.

[Overview, etc. of the Plan]

Under the Plan, Executive Officers, etc. as well as Subsidiary's Directors, etc. (hereinafter collectively referred to as “Eligible Officers”) will pay in the entirety of the monetary claims, which are granted by the

Company and the Bank, to the Company as in-kind contributions and receive the issuance or disposition of the Company's common stock. The payment amount per share of the stock shall be determined by the Board of Directors based on the closing price of common stock of the Company on the Tokyo Stock Exchange on the business day immediately preceding the date of each resolution of the Board of Directors (if no trading has been completed on that day, the closing price of the immediately preceding trading day shall apply) to the extent that the amount is not particularly favorable to the Eligible Officers who receive the said common stock.

Under the Plan, the Company's common stock shall be issued or disposed of on the condition that the Eligible Officer has entered into a restricted stock allotment agreement which includes provisions that: (i) the Eligible Officer may not transfer, pledge as a collateral, or otherwise dispose of the Company's common stock allotted under the restricted stock allotment agreement to a third party during a certain period of time, and that (ii) the Company may acquire such common stock without consideration in the event that a certain reason arises.

On the basis of determination by the Remuneration Committee, the Company has decided to grant total monetary claims of 6,217,959 yen (hereinafter the "Monetary Claims") and 6,963 shares of common stock. The transfer restriction period has been set at three years in order to achieve the purpose of introducing the Plan, i.e., sharing shareholder value over the medium to long term.

In the Disposal of Treasury Stock, 25 Eligible Officers, who are planned allottees, will pay in the entirety of the Monetary Claims to the Company as in-kind contributions and receive the disposition of the Company's common stock (hereinafter the "Allotted Shares"). The overview of the restricted stock allotment agreement concluded between the Company and the Eligible Officer in the Disposal of Treasury Stock (hereinafter the "Allotment Agreement") is as described in "3. Overview of the Allotment Agreement" below.

3. Overview of the Allotment Agreement

(1) Transfer restriction period

March 26, 2026 to March 25, 2029

(2) Conditions for removing transfer restrictions

The Company shall remove transfer restrictions for all Allotted Shares upon the expiration of the transfer restriction period.

(3) Treatment in cases of retirement of an Eligible Officer without justifiable reason, such as expiration of the term of office, during the transfer restriction period

If an Eligible Officer has retired from one or more posts of Director or Executive Officer of the Company or its subsidiary without justifiable reason during the transfer restriction period, the Company shall, as a matter of course, acquire their Allotted Shares without consideration.

(4) Acquisition by the Company without consideration

If an Eligible Officer falls under certain grounds specified in the Allotment Agreement, including major violations of laws and regulations, company regulations, or the Allotment Agreement, the Company shall acquire all or part of the Allotted Shares, including Allotted Shares for which transfer restrictions have already been removed, without consideration.

(5) Procedure in the event of organizational restructuring, etc.

If a merger agreement in which the Company will be the absorbed company, a share exchange agreement or a share transfer plan in which the Company will become a wholly owned subsidiary, or any other matter related to organizational restructuring or the like is approved at the Company's General Meeting of Shareholders (or by the Board of Directors of the Company, where such organizational restructuring or the like does not require approval of the General Meeting of Shareholders of the Company) during the transfer restriction period, the Company shall, by resolution of the Board of Directors of the Company, remove the transfer restrictions for all Allotted Shares held at that time, prior to the effective date of such organizational restructuring or the like. In addition, immediately subsequent to the removal of the transfer restrictions, the Company shall, as a matter of course, acquire all Allotted Shares for which the transfer restrictions have not been removed without consideration. If organizational restructuring or the like

becomes effective, the Company shall make efforts to build a scheme for granting the restructured company's stock or other equity equivalent to the economic value of the Allotted Shares held by the Eligible Officers, and if granting the restructured company's stock or other equity is impossible due to legal or practical restrictions, the Company or its successor company shall pay a reasonable monetary or other consideration equivalent to the fair value of the Allotted Shares to the Eligible Officers.

(6) Malus and Clawback Provisions

If a major violation of laws and regulations, company regulations, etc. by an Eligible Officer is confirmed by the Company's Board of Directors, or a certain reason specified by the Company's Board of Directors arises, including serious accounting frauds and huge losses, during the transfer restriction period or after the removal of the transfer restrictions, the Company shall acquire, without consideration, all or part of the Allotted Shares allotted to the Eligible Officer or the Company's common stock for which the transfer restrictions have been removed, and shall make the Eligible Officer pay the amount equivalent to the Allotted Shares or the Company's common stock for which the transfer restrictions have been removed.

(7) Administration of shares

To prevent any Eligible Officer from transferring, pledging as a collateral, or disposing of the Allotted Shares during the transfer restriction period, the Allotted Shares will be administered in a dedicated account with Nomura Securities Co., Ltd. opened by each Eligible Officer during the transfer restriction period. To enforce the transfer restrictions, etc. on the Allotted Shares, the Company has concluded a contract with Nomura Securities Co., Ltd. for the administration of the accounts for the Allotted Shares held by each Eligible Officer. In addition, the Eligible Officers shall agree to the details of the administration of such accounts.

4. Validity of the Allotment Agreement

The Disposal of Treasury Stock to the planned allottees will be funded by the monetary claims provided as a restricted stock compensation by the Company under the Plan. To eliminate arbitrariness, the disposal price has been set at 893 yen, which is the closing price of the Company's common stock on the Tokyo Stock Exchange Prime Market on February 26, 2026 (the business day immediately preceding the date of the resolution of the Board of Directors). This is the market share price immediately before the date of the resolution of the Board of Directors, and the Company believes that this is a reasonable price and does not constitute a particularly favorable price.