

February 13, 2026

Sony Financial Group Inc.
President and CEO: Toshihide Endo
Security Code: 8729, TSE Prime Market

**Notice Regarding Grant of Performance Share Units (“PSUs”) and
Restricted Stock Units (“RSUs”)**

Sony Financial Group Inc. (“SFGI”) hereby announces that, at the Board of Directors meeting and Compensation Committee meeting held on February 13, 2026, SFGI resolved to grant performance share units (PSUs) and restricted stock units (RSUs) to the directors of SFGI and its subsidiaries and corporate executive officers of SFGI (the “Eligible Persons”)(the “Grant”), under (i) the performance-linked stock compensation plan, whereby shares of its common stock are delivered after the vesting of PSUs (the “PSU Plan”), and (ii) the stock compensation plan, whereby shares of its common stock are delivered after the vesting of RSUs (the “RSU Plan”; collectively with the PSU Plan, the “Plans”), as follows:

1. Grant of PSUs Under PSU Plan

(1) Number of Eligible Persons and Units to be Granted

- Corporate executive officers of SFGI: 9 persons
- Directors excluding outside directors of the subsidiaries of SFGI: 8 persons

(PSUs corresponding to a maximum of 1,430,500 shares in total in accordance with the degree of achievement of numerical targets)

(2) Outline of PSU Plans

Under the PSU Plan, SFGI will grant the Eligible Persons in advance the number of PSUs prescribed by SFGI, and will deliver shares of common stock of SFGI, in a number that is the same as the number of vested PSUs (the “Number of PSU Shares”) if, during the period prescribed in advance by SFGI, the Eligible Persons hold the position of director, corporate executive officer or other executive, or of employees, of the eligible companies of the Plans (the “Eligible Companies”), upon the vesting of the number of PSUs determined by SFGI’s Compensation Committee based on the calculation method separately decided by SFGI’s Compensation Committee. SFGI will calculate the number of PSUs based on the percentage achieved against numerical targets set by SFGI (Note), within a range of 0% to 150%, and the number of PSUs held by the Eligible Persons. In addition, if the total number of issued shares of SFGI increases or decreases due to stock consolidation or stock split (including gratis allotment of shares), SFGI will adjust the Number of PSU Shares by multiplying it by the ratio of the consolidation or split.

Note: With respect to half of the PSUs to be granted, the number of PSUs to be vested shall be calculated by comparing (a) SFGI’s total shareholder return and (b) the total shareholder returns of three competitors as well as the return in respect of the Tokyo Stock Price Index (dividend-inclusive TOPIX), pertaining to the monthly average for March in the fiscal year preceding the fiscal year in which the grant date of PSUs falls (with respect to the PSUs granted by this Grant, the monthly average for February 2026), with the monthly average for March in the fiscal year preceding the fiscal year in which the vesting date falls. With respect to the remaining half of the PSUs, the number

of PSUs to be vested will be calculated based on SFGI's return on equity, adjusted to exclude one-time factors, as of the end of the fiscal year preceding the vesting date, according to the degree of achievement of the 10% target return on equity.

If the Eligible Persons continuously hold the position of officer or employee of the Eligible Companies, until the first day of the month in which the third anniversary of the grant date of PSUs falls (or the following business day if that date falls on a SFGI holiday), the number of PSUs determined by SFGI's Compensation Committee based on the calculation method separately decided by SFGI's Compensation Committee shall vest on the first day of that month in which such anniversary falls (or the following business day if that date falls on a SFGI holiday). SFGI will calculate the number of PSUs based on the percentage achieved against numerical targets set by SFGI, and the number of PSUs held by the Eligible Persons. Only the PSUs granted by this Grant shall vest on August 1, 2028.

However, if the Eligible Persons pass away or cease to hold all of their positions in the Eligible Companies, whether as officer, employee, or both prior to vesting due to other reasons deemed valid by SFGI's Compensation Committee or the Representative Corporate Executive Officer, SFGI shall vest a number of PSUs determined based on the period from the grant date of PSUs to the date of such position loss, among the PSUs held by the relevant Eligible Persons, as described in Section 3 below, at a specified time after such position loss, and shall deliver the same number of shares as the number of vested PSUs. However, SFGI's Compensation Committee, the Representative Corporate Executive Officer, or the Corporate Executive Officers in charge of personnel may reasonably adjust the Number of PSU Shares within the range of the number of PSUs held by the relevant Eligible Persons.

(3) Unit Grant Date

March 2, 2026

2. Grant of RSUs Under RSU Plan

(1) Number of Eligible Persons and Units to be Granted

- Outside directors of SFGI: 6 persons
 - Corporate executive officers of SFGI: 9 persons
 - Directors excluding outside directors of the subsidiaries of SFGI: 7 persons
- (RSUs corresponding to a total of 974,500 shares)

(2) Outline of RSU Plan

Under the RSU Plan, SFGI will grant the Eligible Persons in advance the number of RSUs prescribed by SFGI, and will deliver shares of common stock of SFGI, in a number that is the same as the number of such RSUs (the "Number of RSU Shares") if the RSUs vest due to loss by Eligible Persons of the position, at the Eligible Company, of director, corporate executive officer or other executive, or of employee. In addition, if the total number of issued shares of SFGI increases or decreases due to stock consolidation or stock split (including gratis allotment of shares, SFGI will adjust the Number of RSU Shares by multiplying it by the ratio of the consolidation or split.

All RSUs held by the Eligible Persons shall vest on the date specified below (or the following business day if that date falls on a SFGI holiday), based on the period during which the Eligible Persons cease to hold all

of their positions in the Eligible Companies, whether as officer, employee, or both. If the Eligible Persons cease to hold the aforementioned position at a time earlier than the first day of the following month in which the first anniversary of the grant date of RSUs falls, the vesting date shall be adjusted to fall after the submission of SFGI's annual securities report for the fiscal year in which the RSU grant date falls (or SFGI's semi-annual securities report if the grant date of RSUs falls within six months after the start of SFGI's fiscal year). Furthermore, SFGI may adjust the vesting date within a reasonable range for administrative purposes.

<Period during which the date of position loss falls> <Vesting Date>

- | | |
|---------------------------------------|--|
| a) March 1 to July 17 | August 1 on the same year as the date of position loss |
| b) July 18 to November 16 | December 1 on the same year as the date of position loss |
| c) November 17 to the end of February | April 15 immediately following the date of position loss |

However, if the Eligible Persons pass away before vesting and thereby cease to hold all of their positions in the Eligible Companies, whether as officer, employee, or both, SFGI shall vest the number of RSU determined based on the period from the RSU grant date to the date of such position loss, among the RSUs held by the relevant Eligible Persons, as described in Section 3 below, at a specified time after such position loss. SFGI shall deliver the same number of shares as the number of vested RSUs.

- (3) Unit Grant Date
March 2, 2026

3. Method and Timing of Delivery of Shares of SFGI

SFGI will, after the vesting of the PSUs and RSUs, and in the timeframe stipulated by SFGI, deliver shares of common stock of SFGI in the Number of PSU Shares and the Number of RSU Shares, pursuant to the decision of the Representative Corporate Executive Officer of SFGI, by issuing new shares or disposing treasury stock, in exchange for in-kind contribution of the monetary compensation receivables against SFGI that are provided by the Eligible Companies to the Eligible Persons (SFGI will cumulatively assume the debt obligation owed to the Eligible Persons of its subsidiaries in relation to the monetary compensation receivables that are granted to such Eligible Persons of its subsidiaries).

However, if SFGI deems it necessary, instead of its subsidiaries granting the monetary compensation receivables to the Eligible Persons, SFGI may take such measures as it deems appropriate, such as having its subsidiaries pay the Eligible Persons an amount of money equal to the amount of such monetary compensation receivables. In such case, the Eligible Persons shall acquire the number of shares of common stock of SFGI to be delivered by paying money to SFGI in exchange for such shares.

Furthermore, if the total number of issued shares of SFGI increases or decreases due to stock consolidation or stock split (including gratis allotment of shares), SFGI will adjust the number of shares to be delivered by multiplying it by the ratio of the consolidation or split.

In addition, the amount to be paid per share of common stock of SFGI that will be issued or disposed under the

Plans shall be determined by SFGI (i) based on the closing price of the common stock of SFGI in the regular trading thereof on Tokyo Stock Exchange, Inc. on the trading day immediately preceding the date when the Representative Corporate Executive Officer of SFGI makes a decision with respect to such issuance or disposal (or, if no transaction has been executed on such trading day, the closing price on the immediately preceding trading day) and (ii) at a price that is not especially favorable to the Eligible Persons and within such a range as is compliant with applicable laws and regulations.

If the Eligible Persons are non-residents of Japan, or exceptional circumstances arise that make the delivery of shares of common stock of SFGI difficult, or otherwise SFGI deems it necessary, SFGI may, at its discretion, substitute the delivery of shares of common stock of SFGI by providing the Eligible Persons with money of equivalent value.

4. Events that would extinguish units, etc.

In the event that an Eligible Person commits particular misconduct as specified by SFGI or otherwise falls under any other grounds specified by SFGI, such Eligible Person shall forfeit all or part of unvested units. Furthermore, if, after the units have vested, SFGI's Compensation Committee reasonably determines that certain conditions are met, such as a material deficiency is discovered in the financial reporting, and such deficiency affects the calculation of previously paid compensation and that such previously paid compensation was excessive, SFGI may request the Eligible Person to return, without compensation, all or part of the common stock of SFGI received in connection with such units, or the equivalent cash amount.

5. Handling in the Event of Reorganization or Other Events

In the event of approval, at a shareholders' meeting of SFGI (or by the Board of Directors of SFGI if such approval at a shareholders' meeting of SFGI is not required with respect to such reorganization), of matters regarding a proposal with respect to a merger agreement under which SFGI is dissolved, a share exchange agreement or a share transfer plan under which SFGI becomes a wholly-owned subsidiary, or any other reorganization, or if any other events stipulated by SFGI occur, SFGI may deliver shares of common stock of SFGI, money or shares of the counterparty involved in such reorganization in the number or amount reasonably stipulated in accordance with a resolution of the Compensation Committee of SFGI or a decision of the Representative Corporate Executive Officer of SFGI.

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