



February 27, 2026

To whom it may concern,

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Representative: Tsuneo Wakabayashi, President
Code No.: 8818 TSE Prime
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Notice Concerning the Introduction of a Stock-Granting System for Employees
Through the Employee Stock Ownership Plan

Keihanshin Building Co., Ltd. (“the Company”) hereby announces that it has decided at the meeting of the Board of Directors held on February 27, 2026, to introduce a system (“the System”) to grant shares in the Company to employees in managerial positions who satisfy certain requirements (“the Specified Managerial Employees”) through the Keihanshin Building Employee Stock Ownership Plan (“the Stock Ownership Plan”). The details are as follows.

1. Purpose of Introducing the System

By introducing the System in conjunction with organizational changes that will take place in April 2026, the Company aims to encourage Specified Managerial Employees to take initiative in pursuing their duties in order to improve business performance in the medium to long term. In addition, it seeks to foster a sense of involvement in business management and enhance morale among these employees as candidates for future executive roles, enabling them to perceive the growth of the Company as their own achievement. Furthermore, the System is expected to increase the rate of employees who become members of the Stock Ownership Plan.

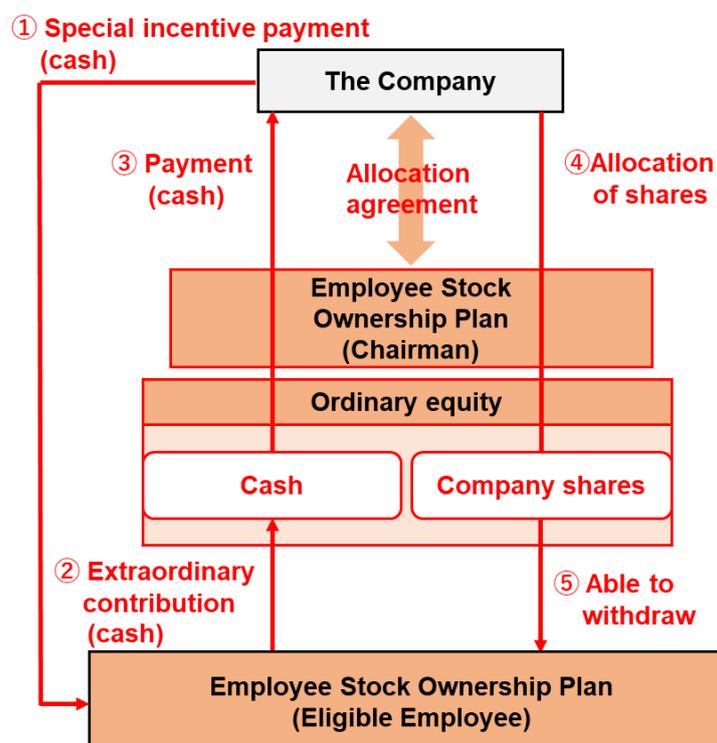
2. Overview of the System

In the System, Specified Managerial Employees who are members of the Stock Ownership Plan and agree to participate (“the Eligible Employees”) will receive a special incentive payment (currently planned to be a total of approximately 300,000 to 400,000 yen per person per year) to obtain shares in the Company through the Stock Ownership Plan. Eligible Employees will contribute the special incentive payment to the Stock Ownership Plan.

The Stock Ownership Plan will then pay the special incentive contributed by the Eligible Employees to the Company, and Company shares will be issued or disposed of in return.

Please also refer to “(Reference) Mechanism of the System” below for further information on the System.

(Reference) Mechanism of the System



- (1) The Company pays a special incentive to the Eligible Employees.
- (2) Eligible Employees use the special incentive payment to make an extraordinary contribution to the Stock Ownership Plan.
- (3) The Stock Ownership Plan uses the special incentive payment that was contributed to make payments for the third-party allocation.
- (4) The Company delivers shares in the Company to the Stock Ownership Plan.
- (5) The Eligible Employees may withdraw Company shares allocated to them into their personal securities accounts based on the bylaws of the Stock Ownership Plan.

Note: Actual cash payments in steps (2) and (3) above will be made by direct transfer from the Company to the bank account designated by the Stock Ownership Plan.