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May 15, 2026

To whom it may concern:

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Representative: Minoru Kikuchi
President & Representative Director
(Securities code: 8613
Prime Market, Tokyo Stock Exchange)
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Notice Regarding Introduction of Restricted Stock Compensation Plan

Marusan Securities Co., Ltd. (the “Company”) hereby announces that, at the meeting of its Board of Directors held on May 15, 2026, it resolved to revise its executive compensation system and introduce a restricted stock compensation plan (the “Plan”). The Company also resolved to submit a proposal regarding the introduction of the Plan to the 106th Annual General Meeting of Shareholders scheduled to be held on June 19, 2026.

1. Purpose of the Plan

The purpose of the Plan is to provide Directors of the Company (excluding Outside Directors; hereinafter referred to as the “Eligible Directors”) with incentives to enhance the Company’s corporate value over the medium to long term by granting restricted stock and encouraging their continued shareholding. The Plan also aims to further align the interests of Eligible Directors with those of shareholders.

2. Overview of the Plan

(1) Compensation Amount and Number of Shares

Under the Plan, the Company will grant monetary compensation claims to Eligible Directors for the purpose of allocating restricted stock. Eligible Directors will contribute such claims in kind to receive newly issued or disposed shares of the Company’s common stock.

The maximum amount of compensation for Directors has been approved at the 85th Annual General Meeting of Shareholders held on June 28, 2005, at up to ¥200 million per year (excluding salaries for Directors who concurrently serve as employees). In addition to this amount, the Company plans to request approval for a separate compensation limit of up to ¥50 million per year for the purpose of granting restricted stock under the Plan.

The total number of shares of common stock to be issued or disposed of under the Plan shall not exceed 50,000 shares per year. In the event of a stock split or reverse stock split, the total number may be adjusted within a reasonable range.

The amount to be paid per share shall be determined based on the closing price of the Company’s common stock on the Tokyo Stock Exchange on the business day preceding the date of the relevant Board resolution.

(2) Restricted Stock Allocation Agreement

In issuing or disposing of shares of common stock under the Plan, the Company will enter into a restricted stock allocation agreement with each Eligible Director. The main provisions are as follows:

- Eligible Directors shall not transfer, create security interests in, or otherwise dispose of the allocated shares for a specified period.
- The Company may acquire such shares without consideration upon the occurrence of certain events.

The shares will be managed in dedicated accounts to ensure they cannot be transferred or pledged during the restriction period.