



November 28, 2022

To whom it may concern

Company: Japan Securities Finance Co., Ltd.

Representative Executive Officer & President: Shigeki Kushida

(Code No. 8511, TSE Prime)

Contact: Kentaro Hibi, General Manager, Corporate Governance Office

(E-mail: info@jsf.co.jp)

Notice on a Company Stock Incentive Program for Employees

Japan Securities Finance Co., Ltd. passed a resolution at a meeting of our Board of Directors held on November 28, 2022 to the effect that we will give shares in our company to our employees according to our performance in FY2022 (hereinafter “Company Stock Incentive Program for Employees”). The intent and purpose of the Company Stock Incentive Program for Employees is as follows.

We plan to inform you again about the details of the Company Stock Incentive Program for Employees after we announce our financial results for FY2022.

(1) Improve Employee Job Satisfaction and Motivation

We are aiming to achieve an ROE of 4% in the period of our current medium-term management plan (until FY2022) and then an ROE of 5% in the period of our next medium-term management plan (FY2023 to FY2025) as management targets based on the medium-term management policy we announced in November 2021.

Accordingly, we will give shares in our company to our employees according to our performance in FY2022 to improve their job satisfaction and motivation.

(2) Give an Incentive to Improve Corporate Value in the Medium- to Long-term

Our employees possessing shares in our company will further enhance their interest in improving our corporate value. Furthermore, we will aim to improve our medium- to long-term corporate value by promoting the sharing of value with our shareholders.

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