



November 6, 2023

To Whom It May Concern

Company: Japan Securities Finance Co., Ltd.
Representative Executive Officer & President: Shigeki Kushida
(Code No. 8511, TSE Prime)
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Notice on Employee Stock Incentive Plan

Japan Securities Finance Co., Ltd. (hereinafter, “JSF”) passed a resolution at a meeting of its Board of Directors, held on November 6, 2023, for the granting of the company’s shares to employees, based on its performance in FY2023 (hereinafter the “Employee Stock Incentive Plan”). The intent and purpose of the Employee Stock Incentive Plan are as follows.

Furthermore, the plan is to provide further details regarding the Employee Stock Incentive Plan once the financial results for FY2023 have been released.

(1) Improvement of Employee Motivation and Job Satisfaction

In the 7th Medium-term Management Policy, JSF seeks to maintain a stable ROE level of 5% or more, and aims for the further improvement thereof. JSF also seeks to maintain stable consolidated recurring income of over 10 billion yen, and aims for further improvement thereof.

Accordingly, JSF will grant the company’s shares to employees based on its performance in FY2023, in an effort to improve their motivation for the achievement of management goals as well as their job satisfaction.

(2) Provide an Incentive for the Improvement of Corporate Value in the Medium- to Long-term

JSF seeks to heighten interest in the improvement of its corporate value by having employees hold the company’s shares, and seeks to improve its medium- to long-term corporate value by promoting the sharing of value with all of our shareholders.

End of Document

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