

January 12, 2024  
SBI Holdings, Inc.  
(TOKYO: 8473)

## **Notice Regarding Decision of Expanding Incentive Program for Directors and Employees**

SBI Holdings, Inc. (hereinafter “the Company”) implements an incentive program (hereinafter referred to as “the Program”) for directors and employees of the Company and its subsidiaries which includes the issuance of stock acquisition rights utilizing the Company’s stock and the granting of incentives for the employee shareholding association. The Company hereby announces that it has resolved at the Board of Directors Meeting held today to expand these initiatives as outlined below.

### **1. Purpose of expansion of the Program**

While the importance of human capital management has been increasing in recent years, the Company also recognizes the significance of securing talented individuals and improving employee satisfaction and retention rates in order to achieve sustainable growth within the Company group. Additionally, the Company believes that it is crucial for the Company group directors and employees to engage in business operations with consciousness of the Company’s stock price and corporate value, in order to further enhance the cohesiveness of the Company, increase motivation and morale towards the consolidated performance, and strive to increase the Company’s corporate value. The Company has been implementing the Program to achieve these objectives, and on the occasion of the Company’s 25th anniversary on July 8, 2024, the Company will be expanding the Program to further enhance the directors’ and employees’ awareness for participation in the management of the Company.

### **2. Outline of expansion of the Program**

#### **(1) Expansion of stock option program**

For the purpose of further enhancing the cohesiveness of the Company and increasing motivation and morale towards consolidated performance to achieve the medium to long-term expansion of the Company’s performance and increase in corporate value, it has been decided to expand the system of paid-in capital stock options for directors of the Company and its subsidiaries, as well as the system of qualified stock options without contribution for senior management employees of the Company and its subsidiaries. The details of this expansion will be deliberated separately at a Board of Directors Meeting to be held in July 2024 or onwards and will be announced once decided.

Regarding the paid-in capital stock options and qualified stock options without contribution implemented by the Company in 2020, they were targeted at directors and employees who had been with the Company for more than three years as of the allotment date of the stock acquisition rights. However, for the target recipients of this expanded program, it has been decided to include directors and employees who are employed as of the end of the previous month from when the system is implemented. The Company is committed to securing talented human resources and improving employee satisfaction and retention rates.

#### **(2) Increase of incentive rate for the employee shareholding association**

From June 2024, the Company will raise the incentive rate of the employee shareholding association from the current 10% to 30%.



By increasing the incentive rate of the employee shareholding association, the Company will seek to further enhance employees' awareness for participation in the Company's management. Additionally, through the enhancement of employee welfare benefits, the Company will strive to improve the engagement between employees and the Company, contributing to the sustainable growth of the Company group and the medium to long-term enhancement of corporate value.

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For further information, please contact:

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