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For immediate release

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Announcement Concerning the Introduction of a Performance-based Stock Compensation Plan (Restricted
Stock Trust) for Employees and
the Determination of Matters Regarding Stock Acquisition for the Trust

We hereby announce that at a board of directors meeting held today, we decided to introduce a restricted stock trust (hereinafter the “Plan”), which is a trust-based stock compensation plan, for our employees and employees of some of our group companies (hereinafter collectively referred to as “Employees”), as described below.

1. Purpose of Introducing the Plan

The Plan is intended to increase corporate value in the medium and long term by enriching benefit programs for Employees, developing the Employees’ sense of belonging, making them aware of their participation in management, and raising their awareness of increases in the Company’s performance and stock price.

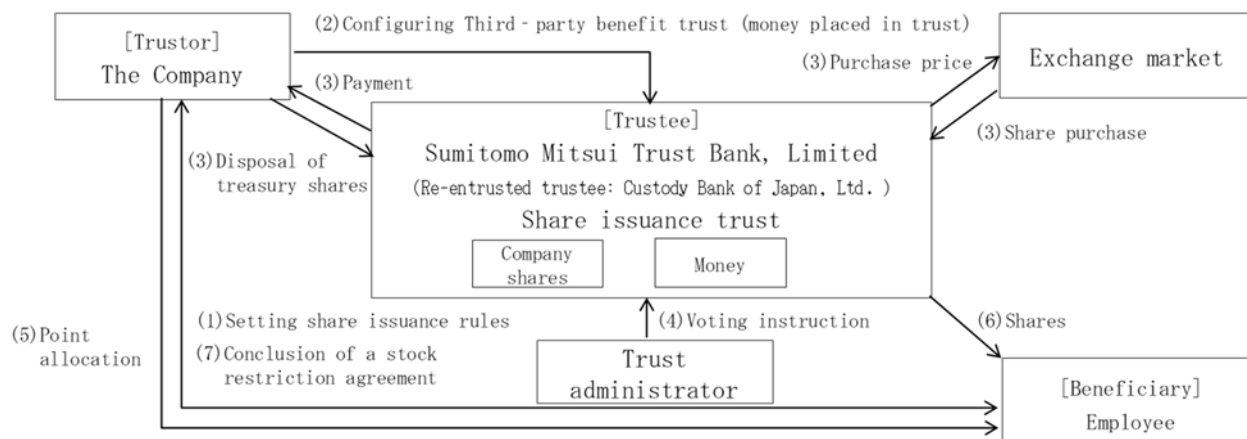
2. Overview of the Plan

The Plan is a stock compensation plan in which a trustee of a trust (hereinafter the “Trust”) created by us, a trustor, places money in trust, uses the entrusted money as a source of funds to acquire our common shares (hereinafter “Company shares”), and then issues Company shares based on the number of points we give to employees who fulfill certain conditions. Points are given to employees according to our performance, etc., in accordance with the share issuance rules set by our board of directors. The number of Company shares to be issued to each Employee depends on the number of points given. For Company’s shares to be issued, restrictions were set on the transfer of shares until retirement by concluding a stock restriction agreement between the Company and Employee.

As described above, we fund the full amount to acquire Company shares for the trust, so that the Employees will not be liable.

Introducing the Plan allows Employees to receive financial benefits based on rises in the value of Company shares. This is expected to encourage them to keep the stock price in mind and increase their willingness to work. After the issuance of shares, it is possible to give incentives to pursue continuous improvement of corporate value because restrictions on the transfer of shares continue until retirement, as described above.

<Overview of the plan's structure>



- (1) We set the share issuance rules for employees.
- (2) We set up a share issuance trust (third-party benefit trust) in which Employees who acquire the right to be beneficiaries become beneficiaries, as described in (6) below. In this event, we entrust the trustee with money equivalent to the funds needed to acquire shares.
- (3) The trustee collectively acquires Company shares equivalent in quantity to those expected to be issued (by acquisition through disposal of treasury shares or by acquisition from the exchange market, including off-hours trading).
- (4) We determine the trust administrator (independent of the Company and its executives) who protects beneficiaries' benefits subject to the share issuance rules throughout the trust period and supervises the trustee. For Company shares in the Trust, the trust administrator instructs the trustee to exercise voting rights, and the trustee exercises voting rights according to instruction.
- (5) We give points to Employees following the share issuance rules.
- (6) Employees who satisfy the requirements specified in the share issuance rules and the trust agreement on the trust acquire the right of beneficiary for the trust and, as beneficiaries of the trust, receive Company shares based on the number of points given.
- (7) For Company shares to be issued, we and our employees conclude a stock restriction agreement restricting the transfer of shares from the day the shares are issued to the day of retirement. This transfer restriction is removed upon the retirement of the Employee concerned. (Conditions may be set up to remove the restriction. We will acquire the Company shares for which the transfer restriction is not removed for free.) Sumitomo Mitsui Trust Bank, Limited, the Plan trustee, entrusts (re-entrusts) the management of the trust property to Custody Bank of Japan, Ltd.

3. About the Trust

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|------------------------------|---|
| (1) Name | Share issuance trust for employees (restricted stock trust) |
| (2) Trustor | The Company |
| (3) Trustee | Sumitomo Mitsui Trust Bank, Limited (Re-entrusted trustee: Custody Bank of Japan, Ltd.) |
| (4) Beneficiary | Employees fulfilling beneficiary requirements |
| (5) Trust administrator | It is planned to select a third party independent of the Company and its executives. |
| (6) Exercising voting rights | The trustee exercises voting rights according to instructions from the trust administrator throughout the trust period. |
| (7) Trust type | Trusts of money other than monetary trusts (third-party benefit trust) |
| (8) Trust agreement date | May 23, 2024 |
| (9) Date of entrusting money | May 23, 2024 |
| (10) Trust termination date | End of September, 2029 (planned) |

4. Matters regarding the acquisition of Company shares by the trustee of the trust

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| (1) Type of shares to be acquired | Common shares |
| (2) Amount of money the Company entrusts as funds to acquire shares | 1,150,200,000 yen |
| (3) Total number of shares to be acquired | 450,000 shares |
| (4) Share acquisition method | Acquisition through the disposal of treasury shares |
| (5) Timing of share acquisition | May 23, 2024 |