

[Translation for Reference Purposes Only]

ENGLISH TRANSLATION OF DOCUMENT IN JAPANESE

This is an English translation of an original document in Japanese and is only being provided for convenience. In all cases, the original Japanese version shall take precedence.

December 12, 2024

For Immediate Release

Company Name Representative	Seibu Holdings Inc. President and Representative Director, COO NISHIYAMA Ryuichiro (Code No.: 9024 Prime Market of the Tokyo Stock Exchange)
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Notice Regarding the Introduction (Decision of Details) of a Stock-based Benefit Trust (J-ESOP) and a Stock-based Benefit Trust (Disposition-type Employee Stock Ownership Plan)

Seibu Holdings Inc. (the “Company”) hereby announces that at its Board of Directors’ meeting held on August 29, 2024, it passed a resolution to introduce a “Stock-based Benefit Trust (J-ESOP)” (hereinafter “System I”) and a “Stock-based Benefit Trust (Disposition-type Employee Stock Ownership Plan)” (hereinafter “System II”) for the purpose of enhancing the medium to long-term corporate value of the Group through raising awareness of the employees of the Company and employees of the Group companies regarding the Company’s share price and their participation in running the company, and also through improving motivation by enhancing employee benefits and welfare. In conjunction with that resolution, a resolution was passed at its Board of Directors meeting of the same day concerning the details of those systems. The details are set forth below.

For an overview of the systems, please refer to “Notice Regarding the Introduction of Stock-based Benefit Trust Systems for the Group and Lifting of the Incentive Contribution Rate for the Employee Stock Ownership Plan” announced on August 29, 2024.

1. Overview of the trusts established in the System I and System II

	System I	System II
(1) Name	Stock-based Benefit Trust (J-ESOP)	Stock-based Benefit Trust (Disposition-type Employee Stock Ownership Plan)
(2) Purpose of the trust	To provide trust assets in the form of the Company’s shares to beneficiaries based on the Stock Benefit Rules	To provide a stable supply of the Company’s shares to the employee stock ownership plan, and to distribute income generated from the management and disposition of trust assets to beneficiaries.
(3) Trustor:	Seibu Holdings Inc.	Seibu Holdings Inc.
(4) Trustee:	Mizuho Trust & Banking Co., Ltd. (Re-trust trustee: Custody Bank of Japan, Ltd.)	Mizuho Trust & Banking Co., Ltd. (Re-trust trustee: Custody Bank of Japan, Ltd.)
(5) Beneficiaries:	Employees who satisfy the beneficiary requirements as stipulated in the Stock Benefit Rules	Stock ownership plan members who satisfy the beneficiary requirements
(6) Date of the trust establishment	December 26, 2024	December 26, 2024
(7) Period of the trust:	From December 26, 2024 until the trust is terminated (no specific date will be set for the termination of the trust and the trust will continue as long as the system itself continues)	From December 26, 2024 through January 15, 2030 (tentative schedule)

2. Summary of details of acquisition of the Company's shares for the trusts established under System I and System II

	System I	System II
(1) Shares to be acquired:	Common shares of the Company	Common shares of the Company
(2) Total acquisition cost	2,704,000,000 yen	6,863,000,000 yen
(3) Method for acquiring the shares:	Acquisitions through a securities exchange market (mainly through off-auction transactions)	Acquisitions through a securities exchange market (mainly through off-auction transactions)
(4) Share acquisition period:	From December 26, 2024 through December 30, 2024 (tentative schedule)	From December 26, 2024 through December 30, 2024 (tentative schedule)

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