Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

October 14, 2025

To all concerned parties:

Company name	: **CCReB Advisors Inc.**
(Listing/ Security Code)	(Tokyo Stock Exchange/ 276A)
Representative	: Yukihiro Miyadera, CEO
Inquiries	: Kazunobu Tamagawa, Director, Executive Officer
Telephone	: 03-6272-8642

Notice Concerning the Introduction of a Restricted Stock Compensation Plan for Employees

CCReB Advisors Inc. (hereinafter referred to as "the Company") hereby announces that, at the meeting of its Board of Directors held on October 14, 2025, it resolved to introduce a restricted stock compensation plan (hereinafter referred to as " the Plan") for employees of the Company, as outlined below.

1. Purpose of Introducing the Plan

In our newly announced Medium-Term Management Plan FY2026–FY2028 titled "A Tech-Driven Platform Strategy," the Company aims to establish a solid position as a CRE platform leader. As part of our human capital strategy to support this growth vision, we are enhancing our incentive programs to improve employee engagement.

The Plan is designed to grant additional incentives to employees selected based on their contributions to the Company and other relevant factors (hereinafter referred to as "the Eligible Employees"), to further encourage their commitment to the sustainable enhancement of corporate value. It also aims to promote value-sharing with our shareholders.

2. Overview of the Plan

Under the Plan, the Company will grant monetary claims equivalent to the payment amount for common shares to be newly issued or disposed of by the Company to the Eligible Employees. The Eligible Employees will contribute the full amount of such monetary claims as property in kind to the Company and receive the corresponding common shares.

The per-share payment amount for the common shares to be newly issued or disposed of by the Company under the Plan will be determined by the Board of Directors based on the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of the Board resolution regarding the grant of restricted stock (or the most recent closing price if no trading occurred on that day). The amount will be set within a range that is not particularly advantageous to the Eligible Employees.

END