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October 14, 2025

To all concerned parties:

Company name	: **CCReB Advisors Inc.**
(Listing/ Security Code)	(Tokyo Stock Exchange/ 276A)
Representative	: Yukihiro Miyadera, CEO
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Notice Concerning the Introduction of a Restricted Stock Compensation Plan for Directors

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 revise its executive compensation system and introduce a restricted stock compensation plan (hereinafter referred to as "the Plan") for directors. Accordingly, the Company will submit a proposal regarding the Plan at the 7th Annual General Meeting scheduled to be held on November 27, 2025 (hereinafter referred to as "the Annual General Meeting"), as outlined below.

1. Purpose of Introducing the Plan, etc.

The Plan is intended to provide incentives to the Company's directors (excluding outside directors; hereinafter referred to as "the Eligible Directors") to promote the sustainable enhancement of corporate value, while also fostering greater value-sharing with shareholders.

Under the Plan, the Company will grant either (i) shares of common stock or (ii) monetary claims to be contributed in kind for the acquisition of shares of common stock to the Eligible Directors as compensation. The implementation of the Plan is subject to shareholder approval at the Annual General Meeting. At the 5th Annual General Meeting held on November 24, 2023, the annual compensation limit for directors was approved at 200 million yen. At the upcoming Annual General Meeting, the Company will seek shareholder approval to establish a separate compensation framework for the Plan, independent of the existing compensation limit.

2. Overview of the Plan

The compensation to be granted to the Eligible Directors under the Plan will consist of either (i) shares of common stock or (ii) monetary claims to be contributed in kind for the acquisition of shares of common stock. Based on resolutions of the Board of Directors, the Eligible Directors will receive newly issued or disposed shares of common stock.

The total annual amount of shares of common stock or monetary claims granted under the Plan will be capped at 50 million yen (excluding salaries for directors who concurrently serve as employees). The total number of shares of common stock to be newly issued or disposed of by the Company under the Plan shall be capped at 15,000 shares per year. However, in the event that a stock split (including a gratis allotment of shares of common stock) or a reverse stock split of the Company's common stock takes effect on or after the effective date following the resolution at the Annual General Meeting, the total number of shares may

be reasonably adjusted, as necessary, in accordance with the applicable split or consolidation ratio.

If shares of common stock are granted directly without monetary claims, they will be issued or disposed of as compensation and will not require payment of monetary claims contributed in kind in exchange. The value of such shares will be calculated based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the relevant Board resolution (or the most recent closing price if no trading occurred on that day).

If monetary claims are granted, the Eligible Directors will contribute the full amount of monetary claims granted under the Plan as contribution in kind and receive shares accordingly. In this case, the per-share payment amount will be determined by the Board of Directors based on the same pricing method, within a range that is not particularly advantageous to the Eligible Directors. The timing and allocation of grants to each Eligible Director will be determined by the Board of Directors following consultation with the Compensation Advisory Committee.

Additionally, the issuance or disposal of shares of common stock under the Plan (hereinafter referred to as "the Restricted Shares") and the granting of monetary claims to be contributed in kind will be subject to the execution of a restricted stock allocation agreement between the Company and each Eligible Director. This agreement will include provisions such as:
(i) a restriction period (hereinafter referred to as the "Restriction Period") during which transfer, pledge, or any other disposal of the Restricted Shares is prohibited; and
(ii) the Company's right to acquire the Restricted Shares without compensation under certain conditions.

During the Restriction Period, the Restricted Shares will be managed in dedicated accounts opened by the Eligible Directors at Nomura Securities Co., Ltd., ensuring that they cannot be transferred or otherwise disposed of.

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