



May 22, 2026

Company Name: TRADERS HOLDINGS CO., LTD.
Name of: Takayuki Kanamaru
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Notice Regarding Abolition of the Executive Retirement Benefit Plan and Final Payment of Executive Retirement Benefits upon Abolition

The Company hereby announces that, at a meeting of the Board of Directors held today, it resolved to abolish the executive retirement benefit plan and to submit a proposal regarding lump-sum payments associated with the abolition of the plan to the 27th Annual General Meeting of Shareholders scheduled to be held on June 24, 2026, as described below.

The recipients of such lump-sum payments upon abolition of the plan will be Outside Directors who are not Audit and Supervisory Committee Members and Directors who are Audit and Supervisory Committee Members.

1. Reason for the Abolition of the Plan

As part of efforts to further enhance corporate governance and review the executive remuneration system, the Company has decided to abolish the executive retirement benefit plan in order to improve transparency, objectivity, and clarity of executive compensation, and to enhance alignment of the remuneration structure with incentives for improving medium- to long-term corporate value.

2. Date of Abolition

The plan will be abolished upon the conclusion of the 27th Annual General Meeting of Shareholders scheduled to be held on June 24, 2026.

3. Lump-sum payments upon Abolition

In connection with the abolition of the plan, the Company proposes to provide lump-sum payments of executive retirement benefits, at the time of each Director's retirement, to Outside Directors who are not Audit and Supervisory Committee Members and to Directors who are Audit and Supervisory Committee Members, in each case provided that they remain in office after the abolition, in recognition of their service, within a reasonable range and in accordance with the Company's internal regulations, including the executive retirement benefit regulations. Such payments will correspond to the period of service from June 2022, when the plan was introduced, to the conclusion of this Annual General Meeting of Shareholders. The specific amounts, timing, and method of payment shall be determined by the Board of Directors in the case of Outside Directors who are not Audit and Supervisory Committee Members, and by deliberation among the Directors who are Audit and Supervisory Committee Members with respect to payments to themselves.

4. Impact on Financial Results

The Company has already recorded the provision required at each fiscal year-end for executive retirement benefits at each fiscal year-end in accordance with prescribed standards. Accordingly, the impact of the abolition of this plan on financial results is expected to be minimal.

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