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News Release

Company: MIROKU JYOHO SERVICE CO., LTD.
Representative: Hiroki Koreeda, President and CEO
(Stock code: 9928, TSE Prime Market)
Contact: Junichi Sato, General Manager of
Business Management Headquarters
(TEL: 03-5361-6369)

Notice of Introduction of Employee Stock Ownership Plan (J-ESOP)

MIROKU JYOHO SERVICE CO., LTD. ("the Company") hereby announces that a meeting of the Board of Directors held today resolved to introduce an employee stock ownership plan (J-ESOP) (hereinafter "the Plan," with "the Trust" to be established in accordance with the trust agreement to be concluded with Mizuho Trust & Banking Co., Ltd. in relation to the Plan). The Plan is an incentive plan providing employees of the Company with shares of the Company's stock to further enhance the connection between the Company's stock price, the Company's business performance and the treatment of employees of the Company, and to increase the morale and motivation of employees to improve the stock price and business performance through the sharing of economic benefits with the Company's shareholders. Details are as follows.

1. Background behind the Introduction

Under Sustainability 2030 and Medium-Term Management Plan Vision 2028, the Company is committed to its sustainable growth and the enhancement of its corporate value. Understanding that the power of each individual employee promoting the business is the most important management resource for achieving the above, the Company is undertaking human capital management activities aimed at maximizing the strength of its people and its organization.

As part of its human capital management activities, the Company has been considering a system that enables employees to become even more aware of the role they play in enhancing the Company's corporate value and to share achievements with shareholders. Consequently, the Company decided to introduce the Plan, under which the Company's stock is delivered to employees and employees will become shareholders. This links improved corporate value with employees' asset building activities.

The Company introduced a restricted stock compensation plan for its Directors (excluding Outside Directors) in June 2023. With the introduction of the Plan, the Company will establish a system under which officers and employees will work to enhance corporate value from a shared perspective. Moreover, the Company will work to improve employee engagement to facilitate its sustainable growth.

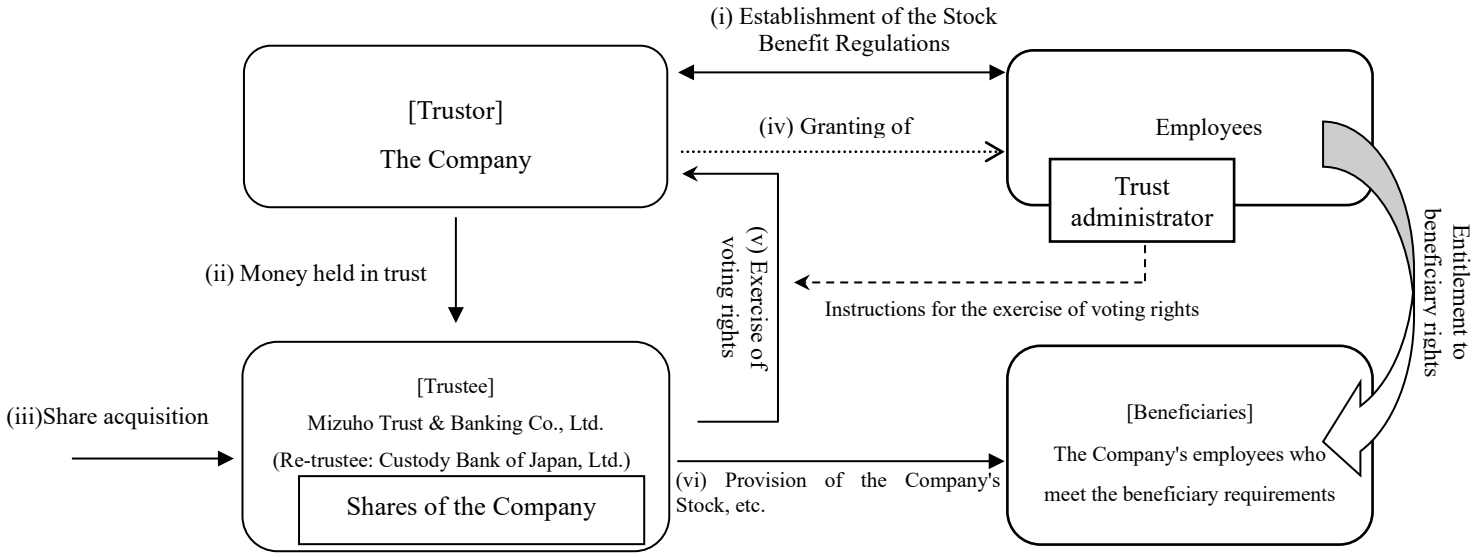
2. Overview of the Plan

The Plan is a trust-based scheme in line with the employee stock ownership plan (ESOP) system in the United States. Under this scheme, the Company provides shares of its stock and cash payments equivalent to the market value of the Company's stock (hereafter, the "Company's Stock, etc.") to its employees who meet specific requirements based on the Stock Benefit Regulations established in advance by the Company.

The Company awards points to employees according to their position and other factors. If the employees meet certain conditions and acquire the right to receive benefits, they will receive the Company's Stock, etc. equivalent to the points they have earned. The shares to be granted to employees shall be acquired, including the future portion, using money set aside in advance in a trust, and shall be segregated and managed as trust assets.

The introduction of the Plan is expected to increase employees' interest in increasing the stock price and business performance, and contribute to their motivation to work with enthusiasm ever before.

[Mechanism of the Plan]



① The Company will establish the Stock Benefit Regulations for the introduction of the Plan.

② The Company will place money in a trust (third-party benefit trust) with Mizuho Trust & Banking Co., Ltd. (re-trustee: Custody Bank of Japan, Ltd.) to acquire in advance the shares that will be granted to employees in the future in accordance with the Stock Benefit Regulations.

③ Under the Trust, shares of the Company's stock shall be acquired using funds entrusted based on (ii) above by the method of acquiring its shares through stock exchanges or of disposing of treasury shares.

④ The Company awards points to employees based on its Stock Benefit Regulations.

⑤ The Trust will exercise voting rights in accordance with the instructions of the trust administrator.

⑥ The Trust will deliver shares of the Company's stock to the employees who fulfill the requirements of beneficiaries (hereinafter the "Beneficiaries") as set forth in the Stock Benefit Regulations in

accordance with the number of points granted to the beneficiaries. If an employee fulfills the requirements stipulated in the Stock Benefit Regulations, a cash payment equivalent to the market value of the Company's stock will be made for a certain percentage of the points.

3. Overview of the Trust

(1) Name : Employee Stock Ownership Plan (J-ESOP)

(2) Trustor : The Company

(3) Trustee : Mizuho Trust & Banking Co., Ltd.
(Re-trust trustee: Custody Bank of Japan, Ltd.)

(4) Beneficiaries : Employees who have met the beneficiary requirements specified in the Stock Benefit Regulations

(5) Trust administrator : Selected from employees of the Company

(6) Type of trust : Pecuniary trusts other than money trusts (third party benefit trust)

(7) Purpose of trust : Granting the Company's Stock, etc., which are the trust's assets, to beneficiaries under the Stock Benefit Regulations.

(8) Date of signing the Trust agreement : November 16, 2026

(9) Date when money is entrusted : November 16, 2026

(10) Trust period : From November 16, 2026, until the trust terminates
(The Trust will continue as long as the Plan continues. No specific date of expiration is set.)

4. Details of the Company's stock acquired by the Trust

(1) Type of shares to be purchased : Shares of common stock of the Company

(2) Amount entrusted as funds for the acquisition of shares : 2,740,000,000 yen

(3) Maximum number of shares to be purchased : 1,000,000 shares

(4) Acquisition method of shares : Shares will be acquired through a stock market, primarily via off-floor trading

(5) Period of acquisition of shares : From November 17, 2026, to December 17, 2026 (plan)

Note: Mr. Nobuhiko Koreeda, the Company's Chairman of the board, has explained that he will offer to sell shares of the Company's stock that he holds in Single Stock Trading (ToSTNeT-1) on November 17, 2026 with an upper limit of 1,000,000 shares. Mizuho Trust & Banking Co., Ltd., which will be the trustee in the Trust, has explained that it may offer to buy this stock in a Single Stock Trading (ToSTNeT-1) on the same day.