



February 18, 2025

To All Concerned Parties

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Notice of Revision of Restricted Stock Compensation Plan

Loadstar Capital K.K. (the “Company”) announces that the Board of Directors has resolved today resolved to the revision of restricted stock compensation plan (the “Plan”) after reviewing its executive remuneration plan and to submit a proposal related to revision of the Plan to the 13th General Meeting of Shareholders on March 27, 2025. The details are as follows.

With regard to this proposal, it was consulted with the Nomination and Compensation Committee with an Independent Outside Director serving as the chairperson, and the committee has given an appropriate response.

I. Reasons for Revision of the Plan

At the 10th General Shareholders’ Meeting held on March 30, 2022, the Plan was approved (the resolution pertaining to this proposal at said General Shareholders’ Meeting is hereinafter referred to as the “Initial Resolution”), and the Company introduced Restricted Stock Compensation Plan to directors of the Company (excluding outside directors; the “Eligible Director(s)”).

Considering mainly the increase in the value of the Company’s shares as a result of the rise in the Company’s stock price, the Company now requests that the contents of the Initial Resolution be partially revised as below. We plan to propose at this General Meeting of Shareholders the introduction of a revised Plan to Eligible Directors, which has been separate from the monetary compensation framework for directors.

II. Outline of the Revised Plan

Based on this proposal, Eligible Directors will, in accordance with a resolution of the Company's Board of Directors, either (i) receive an issuance or disposal of the Company's ordinary shares (restricted shares) without requiring monetary or other compensation in exchange for the shares (the “Free Grant

Method”) as compensation for the execution of their duties as directors, or (ii) receive an issuance or disposal of the Company's ordinary shares (restricted shares) by contributing all of the monetary compensation claims paid by the Company as compensation as in-kind property (the “In-kind Contribution Method”). The total number of the Company's ordinary shares to be issued or disposed of through the Free Grant Method or the In-kind Contribution Method shall be limited to 60,000 shares per year in total for both methods.

Furthermore, the total amount of the Company's common stock to be issued or disposed of for the purpose of granting restricted stock shall not exceed 200 million yen per year, combining both the Free Grant Method and the In-kind Contribution Method.

The specific timing of share grant, allocation and other terms and conditions to each Eligible Director will be determined by the Board of Directors after deliberation and consultation with the Nomination and Compensation Committee.