

September 30, 2026

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Representative: Naoji Kageyama
President and Representative Director
(Securities code: 2935; Prime Market of the
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Notice Concerning the Introduction of a Restricted Share Plan for Executive Officers and Employees of the Company and Its Subsidiaries

PICKLES HOLDINGS CO., LTD. (the “Company”) hereby announces that, at a meeting of the Board of Directors held today, it resolved to introduce a restricted share plan (the “Plan”) for executive officers and employees of the Company and its subsidiaries (collectively, the “Company Group”) who satisfy specific conditions. Details are as described below.

1. Purpose of introduction of the Plan

The Plan is to be introduced on the occasion of the 50th anniversary of the establishment of PICKLES CORPORATION, a principal operating company of the Company. Its purpose is to provide executive officers and employees of the Company Group with incentives to achieve sustainable enhancement of the Company Group’s corporate value and to promote the sharing of value with its shareholders.

2. Overview of the Plan

(1) Eligible individuals

The executive officers and employees of the Company Group who meet specific conditions and are employed as of December 1, 2026, and who wish to receive an allotment of restricted shares at the time the allotment is determined, are expected to be eligible for the Plan (collectively, “Eligible Individuals”).

The Company will provide Eligible Individuals with monetary compensation claims to be contributed in kind as consideration for the restricted shares. This will not result in any reduction of their wages.

(2) Number of shares to be allotted

The total number of common shares to be newly issued or disposed of by the Company to Eligible Individuals under the Plan is expected to be no more than 46,000 shares (representing 0.36% of the total number of issued shares). The issue or disposal price will be calculated in a manner that eliminates arbitrariness and will not constitute an amount that is particularly favorable to the Eligible Individuals.

(3) Other matters

Other specific details concerning the allotment of restricted shares will be determined by the Board of Directors of the Company.