



December 26, 2025

To Whom It May Concern

Company name: DCM Holdings Co., Ltd.  
Representative: Yasunori Ishiguro, President and CEO  
(Securities code: 3050, TSE Prime Market)  
Inquiries: Kaoru Onda, Executive Officer,  
Shareholder Relations, General Affairs  
(Tel.: 03-5764-5211)

### **Notice Concerning Additional Share Acquisition Associated With the Incentive Plan for Group Executive Officers and Executive Officer Candidates**

At a meeting held December 26, 2025, the DCM Holdings Co., Ltd. (the “Company”) Board of Directors approved a resolution as follows to carry out an additional acquisition of Company shares under the incentive plan for Group executive officers (“Executive Officers”; the “Executive Officer Incentive Plan”) and the incentive plan for Group executive officer candidates (“Executive Officer Candidates”; the “Executive Officer Candidate Incentive Plan”). Both incentive plans aim to enhance awareness of officer contribution to the medium- to long-term performance improvement of the Company and corporate value growth.

#### **1. Outline of the incentive plans**

The Executive Officer Incentive Plan and the Executive Officer Candidate Incentive Plan provide for the delivery of Company shares acquired through a share-based ESOP trust, as well as cash equivalent to the proceeds from the disposal of such shares, to eligible Executive Officers and Executive Officer Candidates based on the degree of achievement of performance targets and other criteria.

For details of the Executive Officer Incentive Plan, refer to the press release dated April 12, 2022, titled *Notice Concerning the Introduction of an Incentive Plan for Group Executive Officers*. For details of the Executive Officer Candidate Incentive Plan, refer to the press releases dated March 10, 2023, and April 11, 2023, titled *Notice Concerning the Introduction of an Incentive Plan for Group Executive Officer Candidates* and *Notice Concerning the Introduction of an Incentive Plan for Group Executive Officer Candidates (Details Finalized)*, respectively.

#### **2. Additional acquisition of Company shares**

The Company acquired Keiyo Co., Ltd. through a tender offer, making Keiyo a consolidated subsidiary effective November 20, 2023. Keiyo later became a wholly owned subsidiary of the Company on January 9, 2024. On September 1, 2024, the Company completed a merger between DCM Co., Ltd., a wholly owned subsidiary, and Keiyo, with DCM as the surviving company and Keiyo as the non-surviving company.

This merger resulted in an increase in the number of Executive Officers and Executive Officer Candidates eligible under the Executive Officer Incentive Plan and the Executive Officer Candidate Incentive Plan. As a result, the Company resolved to acquire additional shares of the Company to secure, through the ESOP trust, the shares expected to be delivered during the applicable period.

### Overview of the Trust Agreement and Additional Share Acquisition

Trust period	Executive Officer Incentive Plan: April 15, 2022 – June 30, 2032 Executive Officer Candidate Incentive Plan: April 13, 2023 – June 30, 2032
Maximum total shareholding amount following additional acquisition	Executive Officer Incentive Plan: 76 million yen (planned) Executive Officer Candidate Incentive Plan: 222 million yen (planned)
Period for additional share acquisition	January 8, 2026 – January 22, 2026 (planned)
Method of additional share acquisition	Acquisition through the stock market

End