



April 14, 2026

To Whom It May Concern

Company name: DCM Holdings Co., Ltd.
Representative: Yasunori Ishiguro, president and CEO
(Securities code: 3050, TSE Prime Market)
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Notice Concerning Continuation of Performance-Linked Stock Compensation Plan for Directors and Executive Officers

At a meeting held on April 14, 2026, the DCM Holdings Co., Ltd. ("Company") Board of Directors approved a resolution to continue a performance-linked stock compensation plan ("Plan") to provide, according to the degree of achievement of performance targets established in the medium-term management plan, Company stock or cash equivalent ("Company Stock, Etc.") to the value of said stock ("Provision, Etc.") to directors and executive officers of the Company and the Company's major subsidiaries ("Target Subsidiaries;" Company and Target Subsidiaries referred to collectively as "Target Companies"), as well as for executive officers who have entered into mandate agreements with Target Companies (said directors and executive officers referred to collectively as "Eligible Directors, Etc.;" excludes outside directors, directors who are members of the Audit and Supervisory Committee, non-residents of Japan, and individuals who are not involved in business operations of the Company or Company subsidiaries; same below).

1. Overview of the Plan

The Plan is a stock compensation plan under which Company Stock, Etc. is acquired through a trust funded by the amount of compensation contributed by Target Companies to Eligible Directors, Etc., and the Company's stock is then granted to Eligible Directors, Etc. via Provision, Etc., through the trust in proportion to the achievement of performance targets and other factors by Eligible Directors, Etc.

2. Details of Plan Continuation

The trust period of the BIP Trust for Director Compensation will be extended for three years with the continuation of the Plan.

[Overview of the trust agreement subsequent to the extension of the trust period]

Trust agreement date	July 3, 2017
Trust period	July 3, 2017 to July 31, 2026 (To be extended to July 31, 2029, due to an amendment to the trust agreement)

Other than the matters described above, no changes have been made since *Notice Concerning Partial Revision of Performance-Linked Stock Compensation Plan for Directors and Executive Officers*, published on April 12, 2022, and *Notice Concerning Continuation of Performance-Linked Stock Compensation Plan for Directors and Executive Officers*, published on April 11, 2023.

No new funds will be contributed or shares of the Company's stock acquired by the trust in connection with the continuation of the Plan.

Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

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