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May 18, 2026

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## Notice Regarding the Granting of Stock Options (Subscription Rights to Shares)

At the Board of Directors meeting held today, our company resolved, pursuant to the provisions of Articles 236, 238, and 239 of the Companies Act, to propose a resolution at the 17th Annual General Meeting of Shareholders scheduled for June 18, 2026, seeking approval to issue stock acquisition rights under especially favorable conditions to the directors and employees of our company as well as the directors and employees of our subsidiaries. Additionally, the Board of Directors resolved to delegate the decision-making authority regarding the details of the issuance to the Board itself.

Furthermore, the issuance of these stock acquisition rights to the company's directors constitutes non-monetary compensation to the directors, and as the value of such compensation has yet to be determined, the Board resolved that a resolution proposing approval of the calculation method for these stock acquisition rights issued as remuneration would also be submitted to the upcoming 17th Annual General Meeting of Shareholders. Details are as follows.

Currently, the company's board of directors consists of 11 members, including 6 outside directors.

### 1. The purpose of introducing a stock option system and the reasons for requiring issuance under favorable conditions

The Company shall issue subscription rights to shares to Directors and employees of the Company, and Directors and employees of subsidiaries of the Company, for the purpose of increasing the willingness and morale toward the improvement of business performance of the Company group.

Further, the Company considers that the grant of subscription rights to shares to Directors of the Company is for the purpose of stock options and reasonable as compensation of Directors.

### 2. The outline of the terms for the issuance of stock acquisition rights

#### (1) Paid-in amount for subscription rights to shares

It is not necessary to pay money.

#### (2) Details of subscription rights to share

##### (i) Classes and number of shares underlying subscription rights to shares

The upper limit shall be 1,600,000 shares of common stock of the Company and the number of subscription rights to shares granted to Directors of the Company shall be up to 135,000 shares (including 50,000 shares to Outside Directors) out of such shares.

In the event of a share split or share reverse-split by the Company, the Company shall adjust the number of underlying shares in accordance with the following formula. Provided, however, that such adjustment shall be made with respect to the number of shares underlying the subscription rights to shares which are not exercised at the relevant time, and if there is a fraction less than one (1) share as a

result of such adjustment, such fraction shall be discarded.

Number of shares after adjustment = Number of shares before adjustment × Ratio of split or reverse-split

Further, in the event of a merger, company split, share exchange or share transfer (collectively, the “Merger”) or gratis allotment of shares by the Company, or if an adjustment in the number of shares is otherwise necessary, the Company may adjust the number of shares to a reasonable extent in light of the conditions of the Merger or gratis allotment of shares.

(ii) Total number of subscription rights to shares

The upper limit shall be 16,000 shares and the number of subscription rights to shares granted to Directors of the Company shall be up to 1,350 shares (including 500 shares to Outside Directors) out of such shares. The number of shares underlying one (1) subscription right to shares (the “Number of Granted Shares”) shall be 100 shares. Provided, however, that if the Company adjusts the number of shares as provided for in (i) above, the Company shall make adjustment in the same manner.

(iii) Value of property contributed upon exercise of subscription rights to shares

The value of property contributed upon exercise of subscription rights to shares shall be calculated by multiplying the paid-in amount per share to be issued upon exercise of subscription rights to shares (the “Exercise Price”) by the Number of Granted Shares, and the Exercise Price shall be calculated by multiplying the average value of the closing price for the regular trading of common stock of the Company at the Tokyo Stock Exchange on each day (other than a day on which the trading was not effective) of the month immediately prior to the month containing the day on which subscription rights to shares are allotted (the “Date of Allotment”) by 1.05 and any fraction less than one (1) yen shall be rounded up. Provided, however, that if such amount is less than the closing price on the Date of Allotment (if no transactions are executed on the same day, the closing price on the most recent trading day prior to that day), it shall be the closing price on the Date of Allotment.

In the event of a share split or share reverse-split by the Company after the Date of Allotment, the Company shall adjust the Exercise Price in accordance with the following formula and any fraction less than one (1) yen as a result of adjustment shall be rounded up.

$$\text{Exercise Price after adjustment} = \text{Exercise Price before adjustment} \times \frac{1}{\text{Ratio of split or reverse-split}}$$

Further, if the Company issues new shares or disposes of its treasury shares of common stock of the Company for a price less than market value (other than cases of the sale of treasury shares pursuant to the provisions of Article 194 of the Companies Act (Demand for Sale of Shares Less than One Unit to Holder of Shares Less than One Unit), and conversion or exercise of subscription rights to shares (including those attached to bonds with subscription rights to shares) upon which the issue of securities converted or is convertible into common shares of the Company or issue of common shares of the Company), the Company shall adjust the Exercise Price in accordance with the following formula and any fraction less than one (1) yen as a result of adjustment shall be rounded up.

$$\text{Exercise Price after adjustment} = \text{Exercise Price before adjustment} \times \frac{\text{Number of issued shares} + \frac{\text{Number of newly issued shares} \times \text{Paid-in amount per share}}{\text{Market value before issuance of new shares}}}{\text{Number of issued shares} + \text{Number of newly issued shares}}$$

“Number of issued shares” in the abovementioned formula shall be the number calculated by deducting the number of treasury shares of common stock held by the Company from the total number of outstanding common shares of the Company and if the Company disposes of treasury shares, the “number of newly issued shares” shall be replaced with “number of shares to be disposed of.”

Further, in the event of a Merger or gratis allotment of shares by the Company, or if an adjustment to the Exercise Price is otherwise necessary, the Company may adjust the number of shares to a reasonable extent in light of the conditions of the Merger or gratis allotment of shares.

(iv) Period during which subscription rights to shares may be exercised

It shall be three (3) years from the day on which two (2) years have elapsed since the day immediately following the day on which a resolution for allotment of subscription rights to shares was passed. Provided, however, that if the last day of the exercise period falls on a Company holiday, the previous business day shall be the last day.

(v) Capital and capital reserves to be increased if shares are issued upon exercise of subscription rights to shares

(a) The amount of capital to be increased if shares are issued upon exercise of subscription rights to shares shall be 50% of the maximum amount of increase in capital, etc., calculated pursuant to Article 17, Paragraph (1) of the Rules of Corporate Accounting, and if there is a fraction less than one (1) yen as a result of calculation, such fraction shall be rounded up.

(b) The amount of capital reserves to be increased if shares are issued upon exercise of subscription rights to shares shall be the amount calculated by deducting the amount of capital to be increased set forth in (a) above from the maximum amount of increase in capital, etc. described in (a) above.

(vi) Conditions for exercise of subscription rights to shares

(a) The holder of subscription rights to shares shall be required to hold a position of Director, Audit & Supervisory Board Member or employee of the Company or an affiliate of the Company at the time of exercise. Provided, however, that this shall not apply if the Director or Audit & Supervisory Board Member retires upon expiration of the term of office, employee retires at his/her mandatory retirement age, or the Board of Directors of the Company deems that there is a justifiable reason.

(b) If the holder of subscription rights to shares dies, his/her heir may exercise such rights. The conditions for exercise of subscription rights to shares by the heir shall be subject to the provisions of the agreement described in (c) below.

(c) Other conditions for exercise of rights shall be subject to the “Subscription Rights to Shares Allotment Agreement” entered into between the Company and the holder of subscription rights to shares based on a resolution of the Board of Directors.

(vii) Conditions for purchase of subscription rights to shares

(a) If the holder of subscription rights to shares no longer satisfies the conditions for exercise of subscription rights to shares pursuant to (vi) above, the Company may purchase such subscription rights to shares without any consideration.

(b) If a bill to approve a merger agreement under which the Company will cease to exist, a bill to approve a share exchange agreement under which the Company will be a wholly-owned subsidiary or a bill for share transfer plan is approved at the general meeting of shareholders of the Company, the Company may purchase subscription rights to shares without any consideration.

(viii) Restriction on transfer of subscription rights to shares

Any purchase of subscription rights to shares by transfer shall be subject to approval of the Board of Directors of the Company.

(ix) Conditions for purchase of subscription rights to shares upon reorganization

If it is provided for in an agreement or plan prepared upon reorganization through a Merger that the subscription rights to shares of the following joint stock companies shall be issued, the subscription rights to shares of such joint stock companies shall be issued in accordance with the ratio of the Merger.

(a) Merger (only if the Company ceases to exist)

Joint stock company which survives merger or joint stock company which is established through merger

(b) Absorption-type company split

Joint stock company which succeeds all or part of the rights and obligations held by a joint stock company to be absorbed with respect to its business

(c) Incorporation-type company split

Joint stock company established through incorporate-type company split

(d) Share exchange

Joint stock company which purchases all of the shares outstanding of a joint stock company with which shares are exchanged

(e) Share transfer

Joint stock company established through share transfer

(x) Discard of fractions resulting from exercise of subscription rights to shares

If there is a fraction less than one (1) share in the number of shares issued to the holder of subscription rights to shares, such fraction shall be discarded.

(xi) Other details of subscription rights to shares

Other details of subscription rights to shares and other subscription requirements shall be determined by a resolution of a meeting of the Board of Directors to be separately held.

### 3. Concrete method of calculation of compensation of Directors

The amount of subscription rights to shares issued as compensation to Directors of the Company shall be calculated by multiplying the fair value per subscription right to shares on the Date of Allotment by the total number of subscription rights to shares allotted to Directors in office on the Date of Allotment (up to 1,350). The fair value of subscription rights to shares shall be calculated using the Black-Scholes model based on the conditions applicable to the Date of Allotment.

(Note) The above content is subject to the approval and resolution of the relevant proposal at the 17th Annual General Meeting of Shareholders scheduled for June 18, 2026.

End