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May 18, 2026

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## Notice Regarding the Introduction of the Restricted Stock Compensation Plan

At the Board of Directors meeting held today, we have resolved to propose a review of the executive compensation system and seek approval for the introduction of the restricted stock compensation plan (hereinafter referred to as "the Plan"). This proposal will be submitted for discussion at the 17th Annual General Meeting of Shareholders (hereinafter referred to as "the Shareholders' Meeting"), scheduled to be held on June 18, 2026. Details are as follows.

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

### 1. Purpose and Conditions for the Introduction of the Plan

#### (1) Purpose of Introduction

The purpose of this plan is to provide incentives for the company's directors to work toward the sustainable enhancement of the company's corporate value, while promoting further value-sharing with shareholders.

#### (2) Conditions for Introduction

This plan involves granting restricted stock to the company's directors or providing monetary compensation claims for the allocation of restricted stock as a form of remuneration. Therefore, the introduction of this plan is contingent upon obtaining shareholder approval for such remuneration at the forthcoming General Meeting of Shareholders.

The annual remuneration (excluding salaries for directors with employment contracts) for the company's directors was previously approved at ¥1,100 million or less (of which, remuneration for outside directors is limited to ¥100 million or less) at the 12th General Meeting of Shareholders held on June 17, 2021. At the upcoming General Meeting, we plan to seek shareholder approval to establish a separate budget for remuneration related to this plan, distinct from the existing remuneration limit and the stock option allocation discussed in the "Notice Regarding the Granting of Stock Options (Subscription Rights to Shares)" published today.

### 2. Outline of the Plan

Under this plan, the granting of restricted stock will be conducted using one of the following methods:

- (1) The issuance or disposal of ordinary shares of the company as remuneration to the directors, without requiring monetary payment or contribution of property.
- (2) The allocation of monetary compensation claims to the directors, which will then be utilized as in-kind contributions for the issuance or disposal of the company's ordinary shares.

The total number of ordinary shares of the company to be issued or disposed of under this plan will be capped at 220,000 shares per year (including a maximum of 20,000 shares per year for outside directors).

The total annual amount of remuneration for this is set at a maximum of ¥275 million (including a maximum of ¥25 million for outside directors). However, if the company's total number of issued shares changes due to a share consolidation or split (including gratis allotment), the upper limits will be adjusted accordingly based on the ratio of change.

Additionally, when ordinary shares of the company are issued or disposed of using method (2) above, the per-share payment amount will be determined by the Board of Directors based on the closing price of the company's ordinary shares on the Tokyo Stock Exchange on the business day preceding the resolution of the board meeting related to the issuance or disposal of the shares (if no transactions are executed on the same day, the closing price on the most recent trading day prior to that day), ensuring the price is not particularly advantageous to the directors.

To achieve one of the key objectives of this plan—namely, fostering a sustainable alignment of shareholder value over the medium to long term—the transfer restriction period for the restricted stock is set from the date the stock is granted to the directors until they resign or retire from their position as a director of the company or any other position as determined by the company's Board of Directors. The specific timing and allocation of the restricted stock to each director will be determined by the company's Board of Directors.

Under this plan, the granting of restricted stock will require the conclusion of a Restricted Stock Allocation Agreement (hereinafter referred to as "the Allocation Agreement") between the company and the directors. The agreement will include the following terms:

- (i) The directors shall not transfer, pledge, or otherwise dispose of the restricted stock in any manner from the date the restricted stock is granted until the day they resign or retire from their position as a director of the company or any other position determined by the company's Board of Directors.
- (ii) The company shall automatically acquire the restricted stock without compensation during the transfer restriction period if the director violates laws, internal regulations, or the terms of the Allocation Agreement, or if the director falls under any circumstances deemed appropriate by the company's Board of Directors for the free acquisition of such stock.

(Reference)

Subject to approval of the agenda related to this plan at the General Meeting of Shareholders, the company also plans to grant restricted stock to its executive officers, as well as directors and executive officers of its subsidiaries.

If the agenda for implementing this plan is approved, the maximum number of ordinary shares of the company issued or disposed of for the company's directors will be capped at 220,000 shares per year (equivalent to approximately 0.07% of the company's total number of issued shares as of March 31, 2026). Taking into account the granting of restricted stock to the directors of the company's subsidiaries, the impact of this plan on the company's ratio of shares in circulation is expected to be minimal.

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