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May 27, 2026

To whom it may concern,

Company name: DOUTOR-NICHIRE Holdings Co., Ltd.  
Name of Representative: Masanori Hoshino, Representative  
Director and President  
(Code No. 3087, TSE Prime Market)  
Inquiries: Kazuhiro Sekine, Director  
(TEL: +81-3-5459-9178)

### Notice Concerning Disposal of Treasury Shares for Restricted Stock Compensation

DOUTOR-NICHIRE Holdings Co., Ltd. (hereinafter referred to as the "Company") hereby announces that the Board of Directors meeting held today resolved to dispose of treasury shares (hereinafter referred to as the "Disposal of Treasury Shares" or "Disposal") as follows:

#### 1. Outline of Disposal

(1) Date of disposal	June 26, 2026
(2) Class and number of shares to be disposed of	Common stocks of the Company 52,100 shares
(3) Disposal price	2,663yen per share
(4) Total disposal amount	138,742,300Yen
(5) Allottees, the number thereof, and the number of shares to be disposed of	Director of the Company (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors) 7 persons 36,000 shares Directors of the Company's subsidiaries 9 persons 16,100 shares
(6) Other	The Company has submitted an extraordinary report based on the Financial Instruments and Exchange Act regarding the Disposal of Treasury Shares.

## 2. Purpose and Reason for Disposal

At a meeting of the Board of Directors held on April 14, 2022, the Company resolved to introduce a restricted stock compensation plan (hereinafter referred to as the "Plan") as a new compensation plan for the Company's Directors (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors; hereinafter referred to as "Eligible Directors") and directors of our group Corporation (hereinafter, these persons are collectively referred to as "Eligible Directors, etc."), with the objective of creating a compensation system that provides incentives for the sustainable enhancement of corporate value and shareholder value over the medium to long term and further promotes the sharing of value with shareholders. In addition, at the 15th Annual General Meeting of Shareholders, approval was obtained for the payment of monetary compensation claims of up to ¥200 million per annum (which, however, does not include employee salaries for directors who also serve as employees) to Eligible Directors and the issuance or disposal of up to 110,000 common stocks of the Company per annum as monetary compensation used as properties contributed for the acquisition of restricted stocks under the Plan (hereinafter referred to as "Restricted Stock Compensation"), and for the period from the day on which the restricted stocks are allotted to the time on which they resign or retire from positions predetermined by the Board of Directors of the Company as a transfer restriction period.

An outline of the Restricted Stock Allocation Agreement (hereinafter referred to as the "Allotment Agreement") to be concluded between the Company and the Eligible Directors, etc. in connection with the Disposal of Treasury Shares is as described in 3. below.

## 3. Outline of Allotment Agreement

### (1) Transfer restriction period

The period from June 26, 2026 (hereinafter referred to as the "Date of Disposition") until the time at which he/she resigns or retires from Director, Executive Officer who does not concurrently serve as Director, Corporate Auditor, employee or any other position equivalent thereto of the Company or subsidiaries

### (2) Conditions for cancellation of transfer restrictions

In principle, the Company shall cancel the transfer restriction for all of the allotted stocks at the expiration of the transfer restriction period on the condition that the Eligible Directors, etc. continue to hold any position of Director, Executive Officer who does not concurrently serve as Director, Corporate Auditor, employee, or any other position equivalent thereto of the Company or subsidiaries of the Company during the period from the month including the Date of Disposition to immediately prior to the conclusion of the first annual general meeting of shareholders thereafter. However, in the case of resignation or retirement due to death or other justifiable reasons, the transfer restriction shall be lifted for all of the allotted stocks immediately after the resignation or retirement of the Eligible Directors, etc.

### (3) Acquisition by the Company at no cost

At the time of expiration of the transfer restriction period or at the time of lifting of the transfer restriction as specified in (2) above, the Company shall naturally acquire the allotted stocks for which the transfer restriction has not been lifted without consideration.

(4) Treatment in reorganization, etc.

In the event that the effective dates of a merger in which the Company becomes a dissolved company, a stock exchange or stock transfer in which the Company becomes a wholly owned subsidiary, or other organizational restructuring, etc. arrives during the transfer restriction period, the transfer restriction shall be lifted for all of the allotted stocks prior to the effective date of the organizational restructuring, etc. by resolution of the Board of Directors of the Company.

(5) Management of stocks

During the transfer restriction period, the allotted stocks shall be managed in a dedicated account opened at Nomura Securities Co., Ltd. by the Eligible Directors, etc., so that they may not be transferred, pledged as security interests, or otherwise disposed of during the transfer restriction period. In order to ensure the effectiveness of the restriction on transfer of the allotted stocks, the Company has concluded an agreement with Nomura Securities Co., Ltd. in connection with the management of the accounts of the allotted stocks held by each Eligible Directors, etc. In addition, the Eligible Directors, etc. shall consent to the details of the management of the relevant accounts.

4. Basis of Calculation and Specific Details of Amount to be Paid in

The Disposal of Treasury Shares to the scheduled allottee will be made using monetary compensation claims that were paid as Restricted Stock Compensation for the fiscal year 20 of the Company under the Plan as capital contribution. The disposal price has been set at 2,663 yen, which is the closing price of the Company's common stocks on the Prime Market of the Tokyo Stock Exchange on May 26, 2026 (the business day immediately preceding the date of the resolution by the Board of Directors), in order to eliminate arbitrariness. This is the market share price immediately before the date of resolution of the Board of Directors, and we believe that it is reasonable and does not fall under a particularly favorable value.