

To Whom It May Concern:

Company Name: PCA CORPORATION
 Representative: Fumio Tamai
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 (Securities Code: 9629, Tokyo Stock Exchange Prime Market)
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Notice Regarding Disposal of Treasury Shares as Post-Delivery Stock-Based Compensation

PCA CORPORATION (hereinafter, the “Company”) hereby announces that, at a meeting of the Board of Directors held on June 24, 2026, it resolved to dispose of treasury shares (hereinafter, the “Disposal of Treasury Shares” or “Disposal”) as outlined below.

1. Overview of the Disposal

(1) Allotment date	July 10, 2026
(2) Class and number of shares to be disposed of	52,800 shares of the Company’s common stock
(3) Disposal value	The Company will dispose of shares of its common stock as compensation for a director of the Company. The director will not be required to make payment of money or contribution of property in exchange for such common stock. *The total disposal value based on the fair value of the Company’s common stock is 82,386,083 yen.
(4) Planned allottee	One retired director of the Company: 52,800 shares
(5) Other	The Company has filed a securities notice under the Financial Instruments and Exchange Act in connection with the Disposal of Treasury Shares.

2. Purpose and Reason for the Disposal

At a meeting of the Board of Directors held on May 21, 2018, the Company resolved to introduce a new post-retirement compensation plan for the Company’s directors (excluding external directors; collectively, the “Executive Directors”) in the form of a post-delivery stock-based compensation

plan (post-delivery restricted stock; hereinafter, the “Plan”). The purpose of the Plan is to promote share ownership by officers, thereby encouraging the long-term sharing of interests with shareholders and providing an incentive to enhance shareholder value over the medium to long term. A proposal concerning the Plan was subsequently submitted to the 38th Annual Shareholders’ Meeting held on June 22, 2018, and was approved at that meeting.

In addition, a proposal to partially amend the Plan was submitted to the 41st Annual Shareholders’ Meeting held on June 18, 2021, and was approved at that meeting.

The outline of the amended Plan is as follows.

Outline of the Plan

(1) Overview of the Plan

The Plan is a stock-based compensation plan for post-retirement compensation under which the Company grants points to Eligible Persons at a certain time each year in accordance with the rules prescribed by the Company, and, when each Eligible Person retires as a director, delivers shares calculated by converting the number of points granted to such Eligible Person at a ratio of one share per point. The amount of compensation related to restricted stock, which corresponds to the amount recorded as an accounting expense, shall not exceed 75 million yen per fiscal year.

(2) Eligible Persons

Executive Directors

(3) Points to Be Granted

At a certain time each year, points equivalent to 30% of the annual amount of basic compensation will be granted to each Eligible Person. However, the maximum number of points to be granted per fiscal year shall be equivalent to 50,000 shares. In the event of a share split, allotment of shares without contribution, share consolidation, or other similar event involving the Company’s shares, the number of points shall be reasonably adjusted in accordance with the relevant ratio or other applicable factors.

(4) Delivery of Shares

When an Eligible Person retires as a director of the Company, the Company will deliver shares of the Company’s common stock to such Eligible Person, with the number of shares calculated by converting the number of points held by such Eligible Person at a ratio of one share per point. The shares will be delivered by way of disposal of treasury shares as compensation for directors, without requiring payment of money or contribution of property in kind.

(5) Treatment in the Event of Organizational Restructuring, etc.

If a proposal concerning a merger agreement under which the Company will become the absorbed company, a share exchange agreement or share transfer plan under which the Company will become a wholly-owned subsidiary company, or any other organizational restructuring, etc., is approved at a shareholders’ meeting of the Company (or by the Board of Directors of the Company, if approval by a shareholders’ meeting of the Company is not

required for such organizational restructuring, etc.), then, unless appropriate compensatory measures are taken in connection with such organizational restructuring, the Company shall, in lieu of delivering shares pursuant to (4) above, pay to each Eligible Person, on the day immediately preceding the effective date of such organizational restructuring, an amount of cash calculated by multiplying the number of points held by such Eligible Person by the market price of the Company's common stock, with any amount less than one yen rounded down.

(6) Other

The details of the restricted stock compensation plan may be changed in the future in light of amendments to laws and regulations, developments in practice, and other circumstances.

3. Procedures Under the Corporate Code of Conduct

As the dilution ratio resulting from the Disposal of Treasury Shares is less than 25% and there will be no change in the controlling shareholder, the Company is not required to obtain an opinion from a third party who is independent of the management of the Company or complete procedures to confirm the intent of shareholders, as provided for in Rule 432 of the Securities Listing Regulations prescribed by the Tokyo Stock Exchange.