

January 13, 2026

Company name: E • J Holdings Inc.  
Representative: Yuji Kotani, President  
Stock Code: 2153; Prime Market Tokyo Stock  
Exchange  
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## Notice Regarding Determination of Matters Concerning Acquisition of Shares under the Performance-Linked Stock-Based Compensation System

At the meeting of the Board of Directors held today, E • J Holdings Inc. (the “Company” ) resolved matters concerning the acquisition of shares by the trustee under the performance-linked stock-based compensation system (hereinafter referred to as the “Executive Stock-Based Compensation System,” and the trust established for this system as the “Executive Stock Delivery Trust”) introduced on December 7, 2018 for directors of the Company (excluding Outside Directors; same hereinafter) and certain directors of subsidiaries (excluding Outside Directors; same hereinafter), as well as under the performance-linked stock-based compensation system (hereinafter referred to as the “Employee Stock-Based Compensation System,” and the trust established for this system as the “Employee Stock Delivery Trust,” and collectively with the Executive Stock Delivery Trust referred to as the “Trusts”) for certain executive officers and other designated positions at subsidiaries. Details are as follows:

### 1. Outline of Trusts

	Executive Stock-Based Compensation System	Employee Stock-Based Compensation System
(1) Name	Executive Stock Delivery Trust	Employee Stock Delivery Trust
(2) Settlor	The Company	
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Japan Custody Bank, Ltd.)	
(4) Beneficiaries	Directors of the Company and certain directors of subsidiaries who meet beneficiary requirements (excluding Outside Directors; same hereinafter)	Certain executive officers and other designated positions at subsidiaries who meet beneficiary requirements
(5) Trust Administrator	An independent third party separate from the Company and its officers	
(6) Exercise of Voting Rights	No voting rights will be exercised for shares held in the Trust during the trust period	Voting rights for shares held in the Trust will be instructed by the trust administrator.

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(7) Trust type	Monetary trust other than money trust (third-party benefit trust)
(8) Date of Trust Agreement	December 7, 2018
(9) Date of Additional Trust	January 21, 2026
(10) Scheduled Termination Date (following continuation)	End of November 2028 (scheduled)

2. Matters Concerning Acquisition of Shares by Trustee

	Executive Stock Delivery Trust	Employee Stock Delivery Trust
(1) Type of Shares	Common stock	
(2) Total Acquisition Amount	Up to 110,181,500 yen	Up to 28,046,200 yen
(3) Total Number of Shares	Up to 100,000 shares	Up to 25,400 shares
(4) Method of Acquisition	Market transactions (including off-auction transactions)	
(5) Acquisition Period	January 21, 2026 – February 18, 2026 (scheduled)	

End

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