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For immediate release

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Stock Code:	7912 (TSE Prime Market)
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Announcement Regarding Details of a Stock-Based Compensation System for Employees and the Disposal of Treasury Shares in Connection with the System's Introduction

The Board of Directors of Dai Nippon Printing Co., Ltd. ("the Company") resolved at a meeting held on December 22, 2025, to introduce a stock-based compensation system ("the System") for employees of the Company. At a meeting of the Board of Directors held today, the Company determined details related to the acquisition of Company shares to be granted through the System. Moreover, the Company resolved to dispose of treasury shares currently held by the Company ("the Disposal") by means of third-party allotment to trusts to be established for the purposes of the System. The Company hereby announces details of the Disposal below.

1. Outline of the disposal

(1) Disposal date	July 24, 2026
(2) Class and number of disposal shares	DNP common stock, 839,500 shares
(3) Disposal price	2,820 yen per share
(4) Total amount of disposal	2,367,390,000 yen
(5) Planned allottees	(1) The Master Trust Bank of Japan, Ltd. (Trust Account for Board Incentive Plan (BIP) Officer Remuneration) 13,500 shares (38,070,000 yen) (2) The Master Trust Bank of Japan, Ltd. (Trust Account for Employee Stock Ownership Plan (ESOP) Share Grants) 826,000 shares (2,329,320,000 yen)
(6) Other	The Company has submitted an extraordinary report on the Disposal in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reason of the disposal

At the Board of Directors meeting held on December 22, 2025, the Company resolved to introduce the System in order to provide the Company's employees with an incentive to improve business performance and achieve the targets of our Medium-Term Management Plan, and to further enhance employees' awareness of building corporate value from a shareholder's perspective. In addition, certain of the Company's Group companies have likewise each resolved to make their own employees subject to the System; such employees, together with the Company's employees, are referred to as "Eligible Employees." For details, please see the "Announcement of the Introduction of a Stock-Based Compensation System for Employees" dated December 22, 2025.

In addition, eligible Group companies have obtained approval at their respective general shareholders' meetings for the introduction of an equivalent officer incentive plan, to provide incentives not only for each Group company's employees, but also for their directors and executive officers ("Eligible Officers"). Eligible Employees and Eligible Officers are known collectively as "System Participants."

The Disposal of Treasury Shares will be carried out in connection with the introduction of the System and the officer incentive plan, through third-party allotments to The Master Trust Bank of Japan, Ltd., which will serve as co-trustee for both an employee stock ownership plan (ESOP) share grant trust agreement and a board incentive plan (BIP) officer remuneration trust agreement that the Company will enter into with Mitsubishi UFJ Trust and Banking Corporation.

The number of shares to be disposed of is the number of shares expected to be delivered to System Participants during the trust period according to the Share Delivery Regulations. Based on the fact that as of March 31, 2026 the total number of issued shares was 439,480,692 and the total number of voting rights was 4,311,873, the scale of dilution expected to result from the Disposal is 0.19% of shares and 0.19% of voting rights, with both percentages rounded to the second decimal place.

The Company shares allotted through the Disposal of Treasury Shares will be delivered to the System Participants in accordance with the Share Delivery Regulations. Since the shares acquired through the Disposal of Treasury Shares are not expected to enter the stock market all at once, the impact on the stock market is expected to be minimal, and the Company has determined that the number of shares to be disposed of and the scale of dilution are reasonable.

【Details of Each Trust Agreement】

	ESOP Share Grant Trust	BIP Officer Remuneration
(1) Type of trust	A money trust that is not a specific, individually operated trust (third-party beneficiary trust)	
(2) Purpose of trust	Provision of incentives to Eligible Employees	Provision of incentives to Eligible Officers
(3) Trustor	The Company	
(4) Trustees	Mitsubishi UFJ Trust and Banking Corporation (Co-trustee: The Master Trust Bank of Japan, Ltd.)	
(5) Beneficiaries	Eligible Employees who meet the beneficiary criteria	Eligible Officers who meet the beneficiary criteria
(6) Trust administrator	A third party (a certified public accountant) who has no conflict of interest with the Company	
(7) Date of trust agreement	July 21, 2026 (planned)	
(8) Trust period	July 21, 2026 (planned) to August 31, 2029 (planned)	
(9) Commencement date of the System	July 1, 2026 (planned)	
(10) Type of shares to be acquired	Common stock of the Company	
(11) Amount of funds in trust	About 2.3 billion yen (including trust fees and trust expenses)	About 50 million yen (including trust fees and trust expenses)
(12) Method of share acquisition	Acquisition from the Company (Disposal of Treasury Shares)	
(13) Exercise of voting rights	The trustees will exercise voting rights for the Company's shares in accordance with the Trust Administrator's instructions, which will reflect the intentions of potential beneficiaries.	The voting rights will not be exercised.
(14) Right holder for residual assets	The Company	
(15) Residual assets	The Company holds the rights to residual assets and can receive residual assets within the scope of the trust expense reserve, which equals the funds held in trust minus the cost of acquiring shares.	

3. Basis for calculation and specific details of disposal price

To eliminate any arbitrariness in the disposal price, the disposal price has been set at ¥2,820, which is the closing price (rounded up from ¥2,819.5 to the nearest whole yen) of the Company's common stock on the Tokyo Stock Exchange Prime Market on June 25, 2026 (the business day immediately preceding the date of the Board of Directors resolution concerning the Disposal of Treasury Shares). This represents the market price immediately before the Board of Directors' resolution date, and the Company believes it is a reasonable price that is not particularly advantageous.