

June 16, 2025

Company name: PHC HOLDINGS CORPORATION
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Securities code: 6523 (Tokyo Stock Exchange PRIME Market)
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**Completion of payment for issuance of new shares based on Performance Share Units (PSUs) and
Restricted Stock Units (RSUs) and partial changes**

PHC Holdings Corporation (hereinafter referred to as the “Company”) announces that payment procedures for the issuance of new shares based on Performance Share Units (hereinafter referred to as the “PSUs”) and Restricted Stock Units (hereinafter referred to as the “RSUs”) (collectively referred to as the “Issuance of New Shares”), which was resolved at the Board of Directors meeting held on May 28, 2025, were completed today and changes have occurred in the initially planned number of shares to be issued and other matters, as detailed below.

For details of the Issuance of New Shares, please refer to “Notice regarding issuance of new shares based on Performance Share Units (PSUs) and Restricted Stock Units (RSUs)” dated May 28, 2025.

1. Changes in the outline of the issuance (changes are underlined)

	After Change	Before Change
(1) Payment date	June 16, 2025	June 16, 2025
(2) Class and number of shares to be issued	<u>302,582</u> common shares of the Company	<u>304,336</u> common shares of the Company
(3) Issue price	939 yen per share	939 yen per share
(4) Total amount of issuance	<u>284,124,498</u> yen	<u>285,771,504</u> yen
(5) Allottees, number of allottees and number of shares to be allotted	<p>< Allocation of shares based on PSUs > 265 shares will be allotted to 2 Employees of the Company and Employees of the Company’s subsidiaries (Note 1).</p> <p>< Allocation of shares based on RSUs > 18,537 shares will be allotted to 3 Independent External Directors of the Company. 9,210 shares will be allotted to 5 Corporate Officers of the Company. <u>274,570</u> shares will be allotted to <u>662</u> Employees of the Company and Directors and Employees of the Company's subsidiaries (Note 1).</p>	<p>< Allocation of shares based on PSUs > 265 shares will be allotted to 2 Employees of the Company and Employees of the Company’s subsidiaries (Note 1).</p> <p>< Allocation of shares based on RSUs > 18,537 shares will be allotted to 3 Independent External Directors of the Company. 9,210 shares will be allotted to 5 Corporate Officers of the Company. <u>276,324</u> shares will be allotted to <u>664</u> Employees of the Company and Directors and Employees of the Company's subsidiaries (Note 1).</p>

	(Note 1) Including <u>6</u> retirees.	(Note 1) Including <u>5</u> retirees.
(6) Others	Regarding the Issuance of New Shares, the offering in Japan (<u>138,931</u> shares) is conditional upon the effectiveness of the securities registration statement under the Financial Instruments and Exchange Act.	Regarding the Issuance of New Shares, the offering in Japan (<u>138,974</u> shares) is conditional upon the effectiveness of the securities registration statement under the Financial Instruments and Exchange Act.

2. Reason for changes

The difference between the planned and actual number of shares to be issued and other matters is due to the forfeiture of rights of certain allottees proposed to be allotted at the time of the decision of the Issuance of New Shares.