



October 30, 2025

To whom it may concern,

Company Name	DMG MORI CO., LTD.
Representative	Masahiko Mori President and Representative Director (Securities Code: 6141 Tokyo Stock Exchange, Prime Section)
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### **Notice Regarding Changes to the Restricted Stock Compensation Plan for Officers and Employees**

Since December 2021, DMG MORI CO., LTD. (hereinafter “the Company”) has implemented a restricted stock compensation plan (hereinafter referred to as the “Current Plan”) under which ordinary shares of DMG MORI AG are granted to our executive officers and employees (hereinafter referred to as “Eligible Officers and Employees”).

The Company hereby announces that it has resolved to change this plan to a new restricted stock compensation plan (hereinafter referred to as the “New Plan”), under which ordinary shares of DMG MORI CO will be granted in place of DMG MORI AG shares, as outlined below.

#### **1. Purpose of the new plan**

Under the new plan, ordinary shares of DMG MORI CO., LTD. will be allocated to eligible officers and employees. These shares will be subject to transfer and disposal restrictions for a specified period and may be acquired by the Company without compensation.

This plan supports asset formation for officers and employees and continues the purpose of the current plan by promoting efforts to improve corporate value, contributing to the medium- to long-term growth of the DMG MORI Group.

#### **2. Overview of the plan**

Under the new plan, eligible officers and employees will receive newly issued or disposed ordinary shares of DMG MORI CO equivalent in value to the DMG MORI AG shares that were scheduled to be granted under the current plan.

The total value of the ordinary shares to be issued or disposed of under the new plan is expected to be approximately 6.5 billion JPY. Specific timing and allocation of the shares, as well as further details of the plan, will be determined by future resolutions of the Board of Directors.

Any matters requiring disclosure will be announced promptly as they arise.