

August 12, 2025

Company name: ExaWizards Inc.
Name of representative: Makoto Haruta,
Representative Director and President, CEO
(TSE Code No.4259)
Inquiries: Tomoaki Maekawa,
Executive Officer, Corporate Management
Division Manager, CFO

Notice Regarding Continuation of ESOP Trust

ExaWizards Inc. (hereinafter, “the Company”) hereby announces that at a meeting of its Board of Directors held on August 12, 2025, it was resolved to continue the employee stock ownership plan (ESOP) trust (hereinafter, the “Plan”), which was introduced in September 2023, as an incentive plan for employees.

Please note that the Company will utilize the residual assets within the already established ESOP trust for the acquisition of shares, therefore, no additional trust will be established for this purpose.

1. Purpose to continue the Plan

The Company introduced the Plan in September 2023 as an incentive plan aimed at fostering a sense of belonging to the Company’s group and encouraging management participation among the Company’s employees and employees of its subsidiaries (hereinafter, “Eligible Employees”), as well as enhancing their long-term motivation and morale for business performance improvement and stock price appreciation, and increasing the Company’s corporate value.

The Company has decided to continue this plan as it believes the plan remains necessary for raising employee awareness toward enhancing corporate value.

2. Overview of continuation of the Plan

Type of trust	Monetary trust other than a special single-beneficiary monetary trust (third-party trust)
Purpose of the trust	Granting of incentives to Eligible Employees
Trust agreement date	September 1, 2023
Trust period	September 1, 2023 to August 31, 2027

(The trust agreement will be renewed on August 12, 2025, to extend the trust period to August 31, 2027 from September 30, 2025)

(END)