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November 6, 2025

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Notice Regarding the Establishment of a Shareholder Benefit Program

Adways Inc. hereby announces that, at the Board of Directors meeting held on November 6, 2025, it resolved to establish a shareholder benefit program as outlined below.

1. Purpose of the Shareholder Benefit Program

This program is intended to express our appreciation for the continued support of our shareholders, to further deepen their understanding of the Adways Group's business, and to enhance the attractiveness of investing in our stock by encouraging more individuals to hold our shares.

2. Overview of the Shareholder Benefit Program

(1) Eligible Shareholders

Shareholders who are recorded in the shareholder register as of December 31 each year and who meet the required number of shares held shall be eligible.

(2) Details of the Shareholder Benefit Program

Based on the number of shares held as of the most recent record date, shareholders will be granted the right to use facilities operated by the Adways Group, as outlined below.

Number of Shares Held	Details of Benefits	
10,000–19,999 shares	<ul style="list-style-type: none"> Old Rookie Café 6-Month VIP Membership (access to two café locations for up to six months) or Old Rookie Sauna 6-Month VIP Membership (access to four sauna locations for up to six months) 	Equivalent to JPY 220,000
20,000–29,999 shares	<ul style="list-style-type: none"> Old Rookie Café 1-Year VIP Membership (access to two café locations for up to one year) and a one-night stay in a special room at Old Rookie Sauna Hotel or Old Rookie Sauna 1-Year VIP Membership (access to four sauna locations for up to one year) and a one-night stay in a special room at Old Rookie Sauna Hotel 	Equivalent to JPY 660,000
30,000 shares or more	<ul style="list-style-type: none"> Old Rookie Café 1-Year VIP Membership (access to two café locations for up to one year), Old Rookie Sauna 1-Year VIP Membership (access to four sauna locations for up to one year), and a two-night stay in a special room at Old Rookie Sauna Hotel 	Equivalent to JPY 1,320,000

(3) Available Facilities

Eligible shareholders may use the following facilities operated by the Adways Group:

Two Old Rookie Café locations (Shinjuku Otakibashi-dori and Nihonbashi Bakuro-Yokoyama)

Four Old Rookie Sauna locations (Ginza Chuo-dori, Shinjuku South Exit, Shibuya Hachiko Exit, and Roppongi-dori)

Old Rookie Sauna Hotel Kisarazu Kaneda (special room)

- Details on how to use each facility will be provided in the information to be sent at a later date.
- For more information on each facility, please refer to the following URLs:
 - Old Rookie Café: <https://oldrookiecafe.com/>
 - Old Rookie Sauna: <https://oldrookiesauna.com/>
 - Old Rookie Sauna Hotel: <https://saunahotel-kk.oldrookiesauna.com/>
- Please note that the 4 Old Rookie Sauna locations are for men only.

(4) Validity Period of the Shareholder Benefit and Important Notes

The validity period is scheduled to run from April 1 of the year following the most recent record date (December 31 each year) to March 31 of the following year.

Use of all benefits will require identity verification of the eligible shareholder following application. This process is expected to take approximately two weeks, and the benefit may be used only after verification is complete.

If identity verification is completed after April 1, use of the 2 Old Rookie Café locations or the 4 Old Rookie Sauna locations for “up to one year” will result in an effective period of less than one year.

Likewise, if identity verification is completed after October 1, use of these facilities for “up to six months” will result in an effective period of less than six months.

Please also note that the 4 Old Rookie Sauna locations are for men only.

Use of the special room at the Old Rookie Sauna Hotel will also require identity verification in advance, and reservations may only be made after verification is complete. As room demand tends to increase near the end of March each year, we recommend making reservations early.

(5) Timing of Distribution

Guidance will be sent to eligible shareholders each March.

3. Start Date of the Shareholder Benefit Program

The program will begin with eligible shareholders recorded in the shareholder register as of December 31, 2025.

4. Usage of the Shareholder Benefit by Shareholders Recorded as of December 31, 2025

As noted in section 2. (2), use of the shareholder benefit requires identity verification of the eligible shareholder.

If identity verification is completed after April 1, 2026, the “one-year” usage period for the 2 Old Rookie Café locations or the 4 Old Rookie Sauna locations will be limited to the period from the date of verification to March 31, 2027.

Likewise, if verification is completed after October 1, 2026, the “six-month” usage period will be limited to the period from the date of verification to March 31, 2027.

Use of the special room at the Old Rookie Sauna Hotel will also be available only after identity verification is complete. As room demand tends to increase near the end of March 2027, we recommend making reservations early.

5. Other Notes

Please note that the contents described above are based on the current plan and are subject to change due to revisions in company policy or changes in external circumstances.

[For Reference]

Based on the closing share price on October 31 (292 yen), the yields are as follows:

10,000–19,999 shares: Shareholder benefit yield: 7.53%, Dividend yield: 2.17%, Total yield: 9.71%

20,000–29,999 shares: Shareholder benefit yield: 11.30%, Dividend yield: 2.17%, Total yield: 13.48%

30,000 shares or more: Shareholder benefit yield: 15.07%, Dividend yield: 2.17%, Total yield: 17.24%

※ The yield is calculated based on the minimum investment amount required for each category.

The dividend yield is calculated based on the dividend forecast for the fiscal year ending December 31, 2025, as announced on February 10, 2025.