



November 13, 2025

To whom it may concern:

Company name: Segue Group Co., Ltd.

Representative: Yasuyuki Aisu,

President and CEO

Securities code: 3968 (Prime Market of TSE)

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Notice Regarding Special Incentive Payment to Members of the Segue Group Employee
Shareholding Association

We hereby announce that, in commemoration of the 30th anniversary of our core business company, J's Communication Co., Ltd., and with the aim of enhancing employee engagement and fostering a sense of participation in management to increase corporate value, we have decided today to provide a special incentive payment to employees who are members of the Segue Group Employee Shareholding Association ("Shareholding Association").

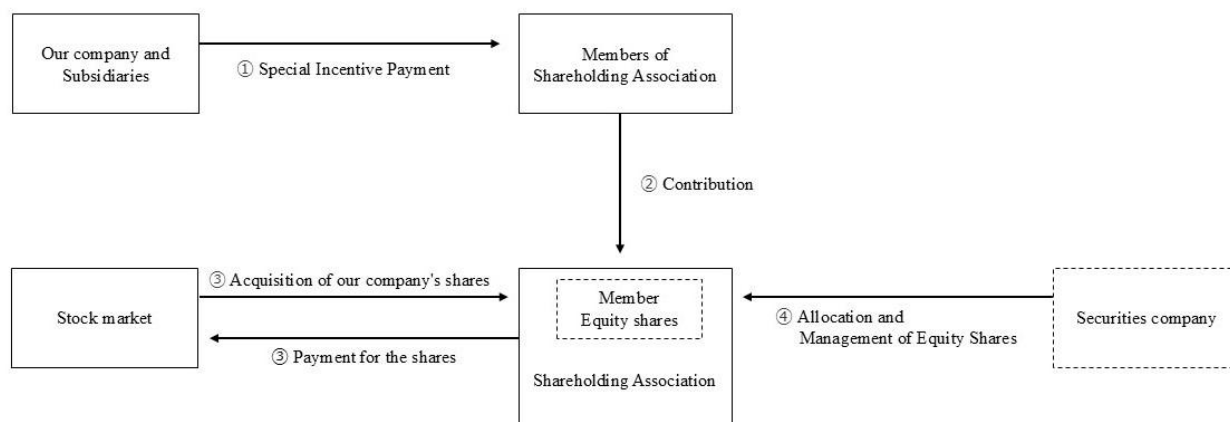
1. Purpose

J's Communication Co., Ltd., our founding and core business company, celebrates its 30th anniversary this year. To mark this milestone, we aim to increase the number of Shareholding Association members by encouraging employee engagement and membership, thereby enabling more employees to develop a sense of participation in management and contribute to enhancing corporate value.

2. Method of Special Incentive Payment

The Company and its group companies will pay a special incentive of 50,000 yen per eligible Shareholding Association member. The Shareholding Association will use these funds to purchase shares of the Company on the market. The acquired shares will be allocated and granted to members as their shareholdings.

Eligible recipients of this special incentive are employees who are members of the Shareholding Association as of December 10, 2025, and at the time of share allocation.



- ① The Company and group companies pay the special incentive to members.
- ② Members contribute the received incentive to the Shareholding Association.
- ③ The Shareholding Association aggregates the contributed incentives and purchases shares of the Company from the market.
- ④ The acquired shares are allocated and managed as member shareholdings through the securities company entrusted with Shareholding Association operations.

3. Future Outlook

The impact on future business performance is expected to be minor.

(Reference) Overview of the Target Shareholding Association

Name	Segue Group Employee Shareholding Association
Location	1-16-3 Shinkawa, Chuo-ku, Tokyo
Number of shares held	605,500 shares (as of June 30, 2025)
Holding ratio	1.86% (of total shares issued)