



November 13, 2025



Company name HAPPINET CORPORATION
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Notice Concerning Additional Contributions to the Stock Benefit Trust (BBT and J-ESOP)

HAPPINET CORPORATION (the Company) hereby announces as follows that the Board of Directors Meeting held today resolved to make additional contributions to the "Stock Benefit Trust (BBT= Board Benefit Trust)" (hereinafter referred to as the "BBT Plan" and the trust established based on the trust agreement concluded with Mizuho Trust & Banking Corporation concerning the BBT Plan is referred to as the "BBT Trust") and "Stock Benefit Trust (J-ESOP)" (hereinafter referred to as the "J-ESOP Plan," and the trust established based on the trust agreement concluded with Mizuho Trust & Banking Corporation concerning the J-ESOP Plan is referred to as the "J-ESOP Trust").

For an overview of the BBT Plan, please refer to the "Notice Concerning Introduction of Performance-Based Stock Remuneration Plan" dated May 11, 2022, the "Notice Concerning Supplementary Explanation of the Newly Introduced Performance-Based Stock Remuneration Plan" dated May 23, 2022, and the "Notice Concerning Performance-Based Stock Remuneration Plan (BBT) and Disposal of Treasury Shares through Third-Party Allotment in Connection with Additional Contributions to the Stock Benefit Trust (J-ESOP) dated July 11, 2022. For an overview of the J-ESOP Plan, please refer to the "Notice Concerning Introduction of Stock Benefit Trust for Management-Level Employees (J-ESOP)" dated December 11, 2017, and the "Notice Concerning Introduction of Stock Benefit Trust for Management-Level Employees (J-ESOP) (Determination of Details)" dated May 11, 2018.

1. Reasons for Additional Contributions

In order to continue the BBT Plan and J-ESOP Plan, the Company has decided to make additional contributions to the BBT Trust and J-ESOP Trust (the "Additional Trust") to fund the Trust's acquisition of shares expected to be required for future benefits.

2. Overview of Additional BBT Trust

(1) Additional Trust Date	: December 1, 2025
(2) Additional trust amount	: 1,212,500,000 yen (Note)
(3) Type of shares to be acquired	: Common shares of the Company
(4) Maximum number of shares to be acquired	: 201,000 shares
(5) Period of share acquisition	: From December 1, 2025 to December 30, 2025 (planned)
(6) Method of share acquisition	: Acquired from the stock exchange market

(Note) The BBT Trust will acquire additional shares of the company using the total amount of the additional trust money (1,212,500,000 yen) and the cash belonging to the trust assets (94,000,000 yen) as the source of funds.

3. Overview of Additional J-ESOP Trust

(1) Additional Trust Date	: December 1, 2025
(2) Additional trust amount	: 616,500,000 yen (Note)
(3) Type of shares to be acquired	: Common shares of the Company
(4) Maximum number of shares to be acquired	: 105,000 shares
(5) Period of share acquisition	: From December 1, 2025 to December 30, 2025 (planned)
(6) Method of share acquisition	: Acquired from the stock exchange market

(Note) The J-ESOP Trust will acquire additional shares of the company using the total amount of the additional trust money (616,500,000 yen) and the cash belonging to the trust assets (66,000,000 yen) as the source of funds.

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Note: This document has been translated from a part of the original Japanese for reference purposes only. In the event of any discrepancy between this translated document and the original Japanese, the original shall prevail.
