

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



November 20, 2025

To whom it may concern:

Company name: WILL GROUP, INC.
 Representative name: Yuichi Sumi
 President and Representative Director
 (Securities code: 6089, Tokyo Stock
 Exchange Prime Market)
 Contact information: Satoshi Takayama
 Executive Officer and General
 Manager of Management Department
 (Telephone: +81-3-6859-8880)

Notice Concerning Changes to the Shareholder Benefits Plan

WILL GROUP, INC. (the “Company”) hereby announces that, at the Board of Directors meeting held today, it resolved to revise its shareholder benefits plan as outlined below.

1. Purpose of the changes to the shareholder benefits plan

The Company has implemented a shareholder benefits plan to express gratitude for its shareholders’ support, increasing the investment appeal of the Company’s shares, and encouraging as many shareholders as possible to hold the Company’s shares over the medium to long term. After analyzing the status of the existing plan to date, the Company has decided to revise the current shareholder benefits plan in order to further enhance the investment appeal of the Company’s shares.

Going forward, we plan to periodically review our shareholder benefits program to ensure it remains attractive to our shareholders, considering our stock price level and shareholder composition.

We will strive to further enhance corporate value to meet our shareholders’ expectations and kindly ask for your understanding and continued support.

2. Details of the changes to the shareholder benefits plan

Shareholders holding fewer than 300 shares will be subject to the current shareholder benefits plan (“the old plan”). Shareholders holding 300 shares or more will be subject to the revised shareholder benefits plan (“the new plan”).

Effective April 2026 and thereafter, the old plan will be discontinued, and only the new plan will be in effect.

(1) Effective date of the changes

The new plan will apply to shareholders listed or recorded on the shareholder register as of March 31, 2026.

(2) Details of the old plan

Continued shareholding period*1	100 shares or more but less than 200 shares	200 shares or more
Shorter than 1 year	QUO Card worth 500 yen	QUO Card worth 1,000 yen
1 year or longer but shorter than 2 years	QUO Card worth 1,000 yen	QUO Card worth 2,000 yen
2 years or longer but shorter than 3 years	QUO Card worth 1,500 yen	QUO Card worth 3,000 yen
3 years or longer	QUO Card worth 2,000 yen	QUO Card worth 4,000 yen

*1 The continued shareholding period is calculated from March 31 of each year, the record date. Shareholders who have been listed or recorded under the same shareholder number on the Company's shareholder register as of March 31 for two consecutive times for a period of one year or longer but shorter than two years, three consecutive times for a period of two years or longer but shorter than three years, and four or more consecutive times for a period of three years or longer shall be eligible.

*2 The old plan will be discontinued as of April 1, 2026.

(3) Details of the new plan

Number of shares held	Benefits
300 shares or more but less than 500 shares	Gift certificates, electronic money, points, etc., worth 5,000 yen
500 shares or more	Gift certificates, electronic money, points, etc., worth 10,000 yen

*3 No conditions regarding the shareholding period will apply.

*4 Overview of the benefits will be announced once the details are finalized.

(4) Contact information for inquiries regarding our shareholder benefits plan

Telephone: +81-3-6859-8978 (Office hours: 9:00 a.m. to 6:00 p.m., excluding Saturdays, Sundays, national holidays, and year-end/New Year holidays)