

April 15, 2025

To whom it may concern:

Company name Needs Well Inc.
Representative Kozo Funatsu, Chairman, President and CEO
(Stock code: 3992, Tokyo Stock Exchange Prime Market)

Notice Regarding Introduction of Shareholder Benefit Program to Aim for Success of Operation 6.600

QUO cards worth 15,000 yen will be awarded to those who hold 1,000 or more shares of the Company as of September 30, 2025

Needs Well Inc. (Head office: Chiyoda-ku, Tokyo; Chairman, President and CEO: Kozo Funatsu; hereinafter the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held today, to newly introduce a shareholder benefit program as described below.

1. Purpose of introducing a shareholder benefit program

As of September 30, 2024, the Company has yet to meet the Continued Listing Criteria in the Prime Market of 10.0 billion yen in tradable share market capitalization. To achieve the Continued Listing Criteria in the Prime Market, the entire Company is working together to carry out “Operation 6.600,” which aims to achieve a share price target of 600 yen by June 2025.

The Company is introducing a shareholder benefit program with the objectives of enhancing the attractiveness of investing in its shares, increasing the number of shareholders who hold its shares in the medium to long term, and continuing to deepen shareholders’ understanding of the Needs Well Group’s business.

- * If the tradable share ratio remains the same as at September 30, 2024 (51.7%), the Company’s tradable share market capitalization is estimated to be approximately 12.0 billion yen at a share price of 600 yen.
- * The share price target represents the Company’s plan. As the share price fluctuates depending on market conditions and other factors, the Company does not guarantee future results.

2. Overview of the shareholder benefit program

(1) Record date

The initial record date will be September 30, 2025, and thereafter the record date will be September 30 of each year.

(2) Eligible shareholders

Eligible shareholders are those who are listed or recorded in the shareholder register of the Company on the record date with a holding of 1,000 shares (10 units) or more.

(3) Benefits

QUO cards will be awarded as follows:

Number of shares held	Benefits
1,000 shares (10 units) or more	QUO cards worth 15,000 yen

(4) Time of awarding

QUO cards will be sent within three months of the record date.

3. Overview of the Company

Name:	Needs Well Inc. https://www.needswell.com/		
Location:	13F, New Otani Garden Court, 4-1 Kioi-cho, Chiyoda-ku, Tokyo, Japan		
Representative:	Kozo Funatsu, Chairman, President and CEO	Date of establishment:	October 1986
Number of employees (consolidated)	616 (as of September 30, 2024)	Share capital	¥908 million (as of September 30, 2024)
Description of business:	Development, operation and maintenance of software; development, sales, operation and maintenance of solution products		
Inquiries:	Management Planning Division E-mail: ir-contact@needswell.com		

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