



July. 25, 2025

To All Concerned Parties

Company Name: en Japan Inc.
(Code: 4849, TSE Prime Market)
Representative: Michikatsu Ochi,
Representative Director, Chairman
and President
Contact: Jun Nakajima,
Director and Executive Officer,
Head of Corporate Strategy
Division
(Tel: +81-3-3342-4506)

Notice Concerning the Issuance of Stock Options (Stock Options)

At the Board of Directors meeting held today, en Japan inc. (the “Company”) resolved to determine the offering terms for stock acquisition rights to be issued as stock options to the Company's employees, and to solicit subscribers for said stock acquisition rights, as outlined below.

1. Purpose of the Issuance of Stock Acquisition Rights

The purpose of this issuance is to enhance the motivation of the Company's employees to contribute to an increase in the Company's stock price and corporate value by enabling them to share both the benefits and risks associated with stock price fluctuations with shareholders.

2. Outline of the Issuance of Stock Acquisition Rights

1. Name of Stock Acquisition Rights:

en Japan inc. 12th Series Stock Acquisition Rights

2. Total Number of Stock Acquisition Rights to Be Issued:

793 warrants

The above total is the planned number of allocations. If there are unfulfilled applications, the actual number of stock acquisition rights issued shall be the number actually allotted.

3. Exercise Period of Stock Acquisition Rights

From August 16, 2025 to August 15, 2037

4. Allotment Date of Stock Acquisition Rights:

August 15, 2025

5. **Payment Due Date for Subscription to Stock Acquisition Rights:**

August 15, 2025

End.