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February 25, 2026

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  
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### **Notice Regarding the Election of Candidates for Directors and the New Executive Structure**

WILL GROUP, INC. (the “Company”) hereby announces that the Board of Directors, at its meeting held today, has resolved the election of candidates for Directors as follows. In addition, the Company hereby announces its new executive structure.

Please note that these matters will be formally decided upon approval at the 20th Annual General Meeting of Shareholders scheduled to be held in June 2026.

#### 1. Election of candidates for Directors

The terms of office of all five Directors will expire at the conclusion of the 20th Annual General Meeting of Shareholders scheduled to be held in June 2026. Accordingly, in order to further strengthen the management supervisory functions and corporate governance structure of the Board of Directors, the Company increased the number of Directors by one and elected six candidates for Directors, three of whom are Outside Directors.

Moreover, the election of candidates for Directors takes into account the findings of a report submitted by the Nomination Committee, which is chaired by an Outside Director.

#### (1) Candidates for Director

Classification	Candidate position	Name	Current position in the Company
Reelection	Director	Ryosuke Ikeda	Chairman and Director
Reelection	Director	Yuichi Sumi	President and Representative Director
New election	Director	Hideo Murakami	Executive Officer President and Representative Director of WILLOF WORK, Inc.
Reelection	Director	Kunihiro Koshizuka	Outside Director
Reelection	Director	Masato Takahashi	Outside Director
Reelection	Director	Yuko Ichikawa	Outside Director

- (Notes)
1. There are no special interests between each candidate for Director and the Company.
  2. Kunihiro Koshizuka, Masato Takahashi, and Yuko Ichikawa are candidates for Outside Director as stipulated in the Companies Act.
  3. Kunihiro Koshizuka, Masato Takahashi, and Yuko Ichikawa satisfy the requirements for independent officers as stipulated by the Tokyo Stock Exchange and have been filed with the aforementioned exchange.

(i) Career summary of a new candidate for Director

Name (Date of birth)	Main career summary	
Hideo Murakami (May 9, 1976)	August 2002	Joined SAINT MEDIA, INC. (currently WILLOF WORK, Inc.)
	April 2012	Business Head of SAINT MEDIA, INC. (currently WILLOF WORK, Inc.)
	April 2015	Director of SAINT MEDIA, INC. (currently WILLOF WORK, Inc.)
	April 2023	President and Representative Director of WILLOF WORK, Inc. (current position) Executive Officer, General Manager of Domestic Strategy Division of the Company (current position) Director of WILLOF CONSTRUCTION, Inc. (current position)

(Note) Hideo Murakami is scheduled to assume the position of Director and CEO of WILL GROUP Asia Pacific Pte. Ltd. on April 1, 2026.

(Reasons for nomination as candidate for Director)

Hideo Murakami has many years of experience in sales within the Group and has helped to drive growth through his leadership in expanding business domain. He has also served as Representative Director of a major subsidiary and as Business Manager of the Domestic Working Business across the Group, and possesses a wealth of knowledge related to the human resources business.

The Company values constructive discussions based on diverse perspectives and has determined that he is a person who can further enhance the quality of decision-making in management and contribute to the Company's sustainable growth and the realization of enhancing corporate value in the medium- to long-term. Accordingly, the Company proposes his election as a Director.

2. New executive structure

The executive structure following the Annual General Meeting of Shareholders scheduled to be held in June 2026, will be as follows.

(1) New executive structure

Name	Position	Areas of responsibility and assigned duties
Yuichi Sumi	President and Representative Director, CEO	—
Hideo Murakami	Director, COO	—
Satoshi Takayama	Executive Officer	Administration
Hironobu Takeda	Executive Officer	Business Design
Kumi Kogahara	Executive Officer	Human Resources Division
Hiroshi Kitamura	Executive Officer	Corporate Planning, Overseas Strategy

(2) Roles of CEO and COO

Position	Roles
CEO (Chief Executive Officer)	Oversees company-wide strategy and group governance and makes decisions related to the management policy and business portfolio strategy. Leads the sustainable growth of the Company through establishing the vision, fostering organizational culture, and engaging with stakeholders.
COO (Chief Operating Officer)	Oversees the Domestic Working Business and Overseas Working Business and, as the portfolio manager for the domestic and overseas human resources businesses, leads the sustainable growth of the businesses.