

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.



MEMBERSHIP  
May 14, 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  
(Telephone: +81-3-6859-8880)

## **Notice Concerning the Continuation of Performance-Based Stock Remuneration Plan, etc. for WILL GROUP, INC.'s Directors and Other Officers**

WILL GROUP, INC. (the "Company") hereby announces, as described below, that at the Board of Directors meetings held today, it has resolved to continue the Performance-Based Stock Remuneration Plan, etc. (the "Plan") utilizing a trust for the Company's Directors ("Directors," excluding Outside Directors and Directors who do not receive remuneration), Executive Officers who have entered into delegation agreements with the Company, directors of certain subsidiaries, and executive officers of subsidiaries who have entered into delegation agreements with the subsidiaries (collectively "Executive Officers, etc."). The Plan provides remuneration based on the achievement of performance targets and other factors. Please note that the continuation of the Plan has been reviewed by the Remuneration Committee, all of whose members are independent Outside Directors.

### 1. Purpose of the continuation of the Plan

The Plan aims to more clearly link the remuneration of Directors and Executive Officers, etc. to the Company's financial performance and corporate value, and raise the awareness of Directors and Executive Officers, etc. so they will be further committed to improving medium- to long-term business performance and enhancing corporate value through their sharing of profits and risks associated with stock price fluctuations with our shareholders. We believe that the Plan will contribute to enhancing our corporate value, and thus we have decided to continue it. For details about the Plan, please refer to the "Notice Concerning the Introduction of Performance-Based Stock Remuneration Plan for Directors" disclosed on May 21, 2020.

### 2. Overview of the Plan

The Plan is a stock-based remuneration plan under which a trust funded by the Company (the "Trust") acquires shares of the Company, and Directors and Executive Officers, etc. receive through the Trust the number of shares of the Company's stock, equivalent to the number of points granted by the Company to such individuals.

### 3. Details of the continuation

The Company will extend the term of the Plan, whose trust period is set to expire at the end of August 2026, by three years through an amendment to the trust agreement, thereby extending the trust period and continuing the Plan.

Overview of the trust agreement following the extension of the term of the Trust

Date of the trust agreement	November 25, 2020
Term of the trust	November 25, 2020 to August 31, 2029 (Planned)

\*Other than the statement above, there have been no changes from the “Notice Concerning the Introduction of Performance-Based Stock Remuneration Plan for Directors” disclosed on May 21, 2020.