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**Announcement regarding the issuance of stock options with charge**

CUC Inc. ("CUC") announces that its Board of Directors passed a resolution today to issue stock options to persons who have contracts with CUC continuously and executives and employees of corporations which have contracts with CUC continuously in accordance with Articles 236, 238 and 240 of the Companies Act as outlined below. The stock options will be issued at fair price and will not be allotted on the particularly favorable conditions to the individuals to whom they will be issued. Therefore, this issuance will be conducted without obtaining approval at the General Meeting of Shareholders. The stock options shall not be issued as compensation to individuals. Each of individuals shall undertake the rights on their investment decision.

I. Reason for the issuance of stock options

In aiming to increase business performance and enterprise value of CUC group over the medium to long term, CUC has decided to issue stock options to persons who have contracts with CUC continuously and executives and employees of corporations which have contracts with CUC continuously in order to enhance their motivation.

II. Outline of the issuance of stock options

The outline of the issuance of stock options is stated in the Schedule 1 "Outline of issuance of the 8th stock options".

III. Reason for the allottee of the stock option selected

1. Overview of the allottee of the stock option

The relationship between CUC and the allottee of the stock option is as follows.

| | |
|---|---|
| Capital relationship | Not applicable |
| Personal relationship | The allottees of the stock option are persons who have contracts with CUC continuously and executives and employees of corporations which have contracts with CUC continuously |
| Status as a related party | The allottees of the stock option are engaged in developing and executing the CUC group's business strategy or assigned to the medical institutions supported by CUC |

2. Reason for the allottee of the stock option selected

The allottees of the stock option who have contracts with CUC continuously and executives and employees of corporations which have contracts with CUC continuously are considered essential human resources for increasing business performance and enterprise value of CUC group. Considering their significant contributions, they have been selected as the allottee of the stock option with the purpose of providing over the medium to long term incentives.

Schedule 1

# Outline of issuance of the 8th stock options

1. Number of stock options

494units

The total number of shares that may be delivered upon exercise of stock options shall be 49,400 common shares of CUC. If the number of shares underlying one stock option is adjusted in accordance with 3. (1) below, the total number of shares shall be calculated by multiplying the Adjusted Number of Shares to be Allotted by the number of stock options above.

2. Payment of cash in exchange for a stock option

The issue price shall be 1,100 yen per stock option. The amount has been determined based on the calculation conducted by Plutus Consulting Co., Ltd. ("Plutus"), an independent appraisal institution, which took information about CUC's share price and others into consideration. In the process of computation, Plutus used the Monte Carlo simulation, a widely used pricing model of an option.

3. Details of stock options

(1) Class and number of shares underlying stock options

The number of shares underlying one stock option (the "Number of Shares to be Allotted") shall be 100 shares of common shares.

If CUC has, after the allotment date of stock options, conducted a stock split (including the gratis allotment of common shares of CUC. The same shall apply hereinafter) or a stock consolidation, the Number of Shares to be Allotted shall be adjusted using the formula shown below provided that such adjustment shall be made only for the number of shares underlying the unexercised stock options at that time, and any fraction less than one share resulting from the adjustment shall be rounded down:

Adjusted Number of Shares to be Allotted = Number of Shares to be Allotted before adjustment × Ratio of stock split (or stock consolidation)

If CUC has, after the allotment date of stock options, conducted a merger, a company split, a stock swap, a share delivery or otherwise needed to adjust the Number of Shares to be Allotted in a manner similar to those, the Number of Shares to be Allotted may be appropriately adjusted to the extent deemed reasonable.

(2) Value of property to be contributed upon exercise of stock options and methods of calculation

The value of property to be contributed upon exercise of stock options shall be determined by multiplying the amount to be paid in per share (the "Exercise Price") by the Number of Shares to be Allotted.

The Exercise Price shall be 1,472 yen.

If CUC has, after the allotment date of stock options, conducted a stock split or a stock consolidation, the Exercise Price shall be adjusted using the following formula, and any fraction less than one yen resulting from the adjustment shall be rounded up:

$$\text{Adjusted Exercise Price} = \text{Exercise Price before adjustment} \times \frac{1}{\text{Ratio of stock split (or stock consolidation)}}$$

If CUC has, after the allotment date of stock options, issued new shares or disposed treasury shares at a price below the market price of common shares (excluding the cases of the issuance of new shares and the disposal of treasury shares resulting from exercise of stock options, a merger, a company split, a stock swap or a stock delivery), the Exercise Price shall be adjusted using the following formula, and any fraction less than one yen resulting from the adjustment shall be rounded up:

$$\text{Adjusted Exercise Price} = \text{Exercise Price before adjustment} \times \frac{\text{Number of shares outstanding} + \dfrac{\text{Number of new shares issued} \times \text{Amount to be paid in per share}}{\text{Market price per share before issuance of new shares}}}{\text{Number of shares outstanding} + \text{Number of new shares issued}}$$

In the formula above, the "Number of Shares outstanding" shall be the total number of issued shares of CUC's common shares, less the number of treasury shares of CUC's common shares. In the event of the disposal of treasury shares of CUC's common shares, "Number of new shares issued" shall be read as the "Number of treasury shares disposed of".

Furthermore, if CUC has, after the allotment date of stock options, conducted a merger, a company split, a stock swap, a stock delivery or otherwise needs to adjust the Exercise Price in a manner similar to those, the Exercise Price may be appropriately adjusted to the extent deemed reasonable.

(3) Period during which stock options may be exercised

The period during which stock options may be exercised (the "Exercise Period") shall be from July 1, 2027 to October 27, 2034.

(4) Matters concerning increase in share capital and legal capital surplus in the event of issuance of new shares upon exercise of stock options

(a) The amount of share capital to be increased when the shares are issued by the exercise of stock options shall be one-half of the maximum amount of an increase in capital, etc., calculated in accordance with the provisions of Article 17, paragraph 1 of the Rules of Corporate Accounting. Any fraction less than one yen resulting from the calculation shall be rounded up.

(b) The amount of legal capital surplus to be increased when shares are issued by the exercise of stock options shall be calculated by deducting the amount of share capital to be increased specified in (a) above from the maximum amount of an increase in capital, etc., specified in (a) above.

(5) Restriction on transfer of stock options

The acquisition of stock options by transfer shall require the approval of the Board of Directors.

(6) Conditions for exercising stock options

(a) The holders of stock options shall be the position of persons who have contracts with CUC continuously or executives or employees of corporations which have contracts with CUC continuously at the time of exercising the stock options unless the Board of Directors has concluded that the aforementioned contract had been terminated due to the reasonable cause or that the relevant holder of stock options had retired or resigned the corporation which has contract with CUC due to the reasonable cause.

(b) The heirs of the holders of stock options shall not be permitted to exercise the stock options. However, in the case of death of holders of stock options after the General Meeting of Shareholders at which financial results for the fiscal year ended March 31, 2027 have been approved, one of the heirs may inherit all of the unexercised stock options solely. Regardless of (6) (a), the heir may exercise all of the stock options that the holder could have exercised if the holder was alive, provided that all of them are exercised together, only until the day on which one year has passed following the day of death of the holder or expiry date of the Exercise Period, whichever is earlier, if the heir has submitted the documents (Certified copy of Closed Family Register, agreement on division of inheritance, written consent of all of heirs, etc.) designated by CUC, which could certify that the heir has inherit the stock options solely together with the claim for exercise. However, in the case of the death of the heir, the stock options may not be exercised.

(c) If the exercise of stock options results in the total number of issued shares of CUC exceeding the total number of shares CUC is authorized to issue at that time, then the holders of stock options may not exercise those stock options.

(d) A stock option of less than one unit may not be exercised.

(e) If the cumulative amount of consolidated revenue and EBITDA (Operating profit in the consolidated statement of income + Depreciation and amortization in the consolidated statement of cash flow) from the fiscal year ended March 31, 2025 to the fiscal year ended March 31, 2027 achieves the certain threshold set out in the stock option allotment agreement separately executed by CUC and the holder, the holders may exercise the stock options.

(f) If closing share price of CUC on the general trading in Tokyo Stock Exchange from allotment date of stock options to the end of the Exercise Period is lower than 736 yen (Threshold shall be adjusted as well as adjustment of the Exercise Price in case the Exercise Price is adjusted in accordance with 3. (2) above), all of remaining stock options may not be exercised.

4. Allotment date of stock options

November 20, 2024

5. Matters concerning acquisition of stock options

(1) In the event that the General Meeting of Shareholders has approved (or, that the Board of Directors has resolved to approve, if a resolution of the General Meeting of Shareholders is not required) a merger agreement under which CUC shall be extinguished, a split agreement or plan under which CUC shall be split, a stock swap agreement, a stock delivery plan or stock transfer plan under which CUC shall become a wholly owned subsidiary, CUC may acquire all of the stock options without consideration on a day separately determined by the Board of Directors.

(2) In the event that a holder of stock options becomes unable to exercise the stock options according to the provision of 3. (6) above, CUC may acquire such stock options without consideration on a day separately determined by the Board of Directors.

6. Treatment of stock options upon corporate reorganization

In case CUC conducts a merger (limited to the merger upon which CUC shall be extinguished), an absorption-type company split, an incorporation-type company split, a stock swap or a stock transfer (hereinafter collectively referred to as "Corporate Reorganization"), stock options of the company listed in a. to e. of Item 8, Paragraph 1, Article 236 of the Companies Act (the "Surviving Company") shall be delivered, in each of the above cases, to the holders of the stock options on the effective date of the Corporate Reorganization according to the following conditions. However, the foregoing shall be on the condition that delivery of stock options of the Surviving Company in accordance with the following conditions is stipulated in an absorption-type merger agreement, a consolidation-type merger agreement, an absorption-type company split agreement, an incorporation-type company split plan, a stock swap agreement or a stock transfer plan.

(1) Number of stock options of the Surviving Company to be delivered

The same number of stock options as the number of the stock options held by the holders shall be delivered respectively.

(2) Class of shares of the Surviving Company underlying stock options

The class of shares shall be common shares of the Surviving Company.

(3) Number of shares of the Surviving Company underlying stock options

The number of shares shall be determined in accordance with 3. (1) above, considering the terms and conditions of the Corporate Reorganization, etc.

(4) Value of the property to be contributed upon exercise of stock options

The value of the property to be contributed upon exercise of each stock option to be delivered shall be an amount obtained, considering the terms and conditions of the Corporate Reorganization, etc., by multiplying the adjusted Exercise Price obtained upon adjustment made to the Exercise Price set forth in 3. (2) above by the number of the shares of the Surviving Company underlying the stock options which shall be calculated according to 6. (3) above.

(5) Period during which stock options may be exercised

The period shall start from the later of the first date of the Exercise Period set forth in 3. (3) above or the effective date of the Corporate Reorganization. The period shall end on the last day of the Exercise Period set forth in 3. (3) above.

(6) Matters concerning increase in share capital and legal capital surplus in the event of issuance of new shares upon exercise of stock options

These shall be determined in accordance with 3. (4) above.

(7) Restriction on transfer of stock options

The acquisition of stock options by transfer shall require the approval of the Board of Directors of the Surviving Company.

(8) Other conditions for exercising stock options

These shall be determined in accordance with 3. (6) above.

(9) Causes and terms and conditions for acquisition of the stock options

These shall be determined in accordance with 5 above.

(10) Other terms and conditions shall be determined in accordance with the terms and conditions applied in the Surviving Company.

7. Matters concerning certificates of stock options

CUC shall not issue certificates of the stock options.

8. Due date of the payment of money in exchange for stock options

November 20, 2024

9. Due date for the application for stock options

November 11, 2024

10. Allottees of stock options and the number of stock options to be allotted

Continuous contracting parties of CUC and executives and employees of continuous contracting parties of CUC

34 persons　494 units

The number of the persons and the number of the stock options stated above are the numbers of upper limit and may decrease according to the number of applications and other factors.