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September 30, 2025

Name of Company: A.D. Works Group Co., Ltd.
Representative: Hideo Tanaka, President and CEO (Code: 2982 Tokyo Stock Exchange, Prime)
Contact: Hideo Goto, Senior Managing Director and CFO
Telephone: +81-(0)3-5251-7641

Notice Concerning the Determination of Allotment of the 6th Stock Acquisition Rights (Tax-qualified Stock Options)

As announced in the "Notice Concerning the Issuance of the 6th Stock Acquisition Rights (Tax-qualified Stock Options)" dated September 11, 2025, A.D. Works Group Co., Ltd. (the “Company”) resolved to issue the A.D. Works Group Co., Ltd. 6th Stock Acquisition Rights (hereinafter referred to as the "Stock Acquisition Rights") to the directors and employees of our company and its wholly owned domestic subsidiaries at the company’s Board of Directors meeting held on the same day. The allottees of the Stock Acquisition Rights and the number of Stock Acquisition Rights to be allotted were determined by a resolution of the Board of Directors meeting held on September 29, 2025, and we hereby announce the details as follows.

I. Allottees and Number of Stock Acquisition Rights Allotted

51 Employees of the Company – 1,425 units in total

3 Directors of the Company’s wholly owned domestic subsidiaries – 210 units in total

178 Employees of the Company’s wholly owned domestic subsidiaries – 4,504 units in total

II. Type and number of shares subject to the Stock Acquisition Rights

Common shares of the Company – 613,900 shares

III. Value of assets to be contributed upon exercise of the Stock Acquisition Rights

48,300 yen per unit of the Stock Acquisition Rights (483 yen per share).

[Reference]

Date of the resolution of the Board of Directors determining the issuance terms: September 11, 2025