April 3, 2025

Company name: World Co., Ltd.
Representative: Nobuteru Suzuki
Representative Director of the Board,
President and Executive Officer
(Securities code: 3612; Prime Market of TSE)
Contact: Keiichi Nakabayashi
Member of the Board, Executive Vice
President and Executive Officer
(Phone: +81-3-6887-1300)

Announcement on the Introduction of a Stock Compensation-Type Stock Option Plan

At a meeting of its Board of Directors on April 3, 2025, World Co., Ltd. resolved to introduce a stock compensation-type stock option (stock acquisition rights) plan ("the Plan") for Group Executive Officers and other executives, as described below, subject to approval at the General Meeting of Shareholders.

We will promptly disclose the details of the Plan once the agenda for the 67th Ordinary General Meeting of Shareholders has been finalized.

The introduction of the Plan is intended to improve the compensation and benefits of Group executives and their sense of affiliation, while also seeking to increase their incentive and commitment to improving the Group's performance and raising the stock price, thereby driving the combined growth of corporate value, employee value, and shareholder value. Specifically, the Plan is designed as a stock compensation plan that will link the exercise conditions of stock acquisition rights to the Company's stock price, enabling executive officers to share the gains from price increases and the losses from price declines with our shareholders. We will continue to make improvements to the Plan in the belief that designing and introducing an attractive compensation plan will also contribute to securing talented personnel.

In conjunction with the introduction of the Plan, which is intended to continuously increase the corporate value and shareholder value of the World Group as a whole by enhancing its ability to acquire and retain talented personnel and increase the motivation of executives, we will also use the revitalized Employee Stock Ownership Plan, as announced in the April 3, 2025 press release titled, "Announcement on the Expansion of the World Group's Employee Stock Ownership Plan," to raise our employees' awareness of their contribution to World's stock price and business performance in a Group-wide effort to enhance corporate value. Through the shared interests between the Group's executives, employees, and shareholders, we aim to strengthen each individual's sense of ownership toward corporate value and shareholder value, strengthening the unity of the Group. This will allow all stakeholders to benefit from the appreciation in stock price.

Overview of the Plan

1. Eligible grantees: Executive officers and directors*1 of the World Group
2. Grant date: Scheduled for June 2025 (to be granted promptly following

approval at the 67th Ordinary General Meeting of Shareholders)

3. Grant price: Free of charge (to be structured as tax qualified stock options)

4. Number of shares to be granted: Approximately 350,000 of World's shares are expected to be issued upon the exercise of the stock options.

5. Exercise conditions: Linked to factors such as the grantee's tenure*2 and stock price

*1 A "director" refers to a highly specialized partner in management who leverages the knowledge and experience gained both within and outside the Company to take on the responsibility of achieving the World Group's mission.

*2 The stock price required for the exercise of the stock options is expected to be set at a minimum of the public offering price (2,900 yen) or the highest price since listing (2,920 yen). If during the process of increasing ROE, EPS, and BPS the stock price exceeds 1.5 times the lower limit (4,500 yen), all granted options are planned to become exercisable.

Reference: Exercise conditions linked to stock price (tentative)

Stock price	Exercise ratio	Exercise ratio (cumulative)
At least 3,000 yen	20%	20%
At least 3,500 yen	20%	40%
At least 4,000 yen	20%	60%
At least 4,500 yen	40%	100%