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.

November 12, 2026

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
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Notice Concerning Re-introduction of Shareholder Benefit Program

A.D. Works Group Co., Ltd. (the "Company") hereby announces that, at a meeting of the Board of Directors held today, it resolved to reintroduce its shareholder benefit program, as outlined below.

1. Purpose

The Company's basic approach has been to return profits to shareholders through dividends. As a measure to complement dividends, the Company has decided to reintroduce its shareholder benefit program, with the aims of enhancing the attractiveness of investing in the Company's shares, raising awareness of the Company's shares, and expanding its base of shareholders who will support the Company over the medium to long term.

2. Overview of the Shareholder Benefit Program

Item	Details
Eligible shareholders	Shareholders holding 1,000 or more shares of the Company's common stock who are stated or recorded in the shareholder register as of each shareholder benefit record date and who meet the prescribed continuous holding requirement
Shareholder benefit	Digital Gift® in an amount based on the number of shares held (three tiers)
Shareholder benefit record dates	End of March and end of September of each year (twice a year) * In line with the application of the new dividend policy to the fiscal year ending December 31, 2026, for the first benefit only, the record date will be December 31, 2026.
Continuous holding requirement	Continuous holding for six months or more * No continuous holding requirement for the first benefit (record date: December 31, 2026). * Continuous holding for three months or more for the second benefit (record date: March 31, 2027).
Timing and method of delivery	A guide to receiving the benefit is scheduled to be sent to the address stated or recorded in the shareholder register within approximately two months after each record date.
Receipt and exchange	Eligible shareholders may select their preferred exchange item online in accordance with the guide sent to them.

[Digital Gift® Amount by Number of Shares Held]

Number of shares held	Digital Gift® amount per benefit
1,000 to 2,999 shares	1,000 yen (2,000 yen annually)
3,000 to 4,999 shares	3,000 yen (6,000 yen annually)
5,000 shares or more	5,000 yen (10,000 yen annually)

Note 1. Digital Gift® is a registered trademark of DIGITAL PLUS, Inc.

Note 2. With Digital Gift®, shareholders can select their preferred benefit item from a range of exchange options. Examples of exchange options are listed below; please note that they are subject to change in the future.
Amazon Gift Card / Google Play Gift Code / PayPay Money Lite / Rakuten Point Gift / QUO CARD Pay / d POINT / au PAY Gift Card, etc.

Note 3. The continuous holding requirement of "six months or more" will be determined based on whether the shareholder has been stated or recorded in the Company's shareholder register as holding 1,000 or more shares under the same shareholder number on two or more consecutive shareholder benefit record dates (March 31 and September 30).

Note 4. As a transitional measure regarding the continuous holding requirement, the first benefit (record date: December 31, 2026) will be granted to shareholders holding the eligible number of shares in the shareholder register as of December 31, 2026, with no continuous holding requirement. In addition, the second benefit (record date: March 31, 2027) will be granted to shareholders who have continuously held the eligible number of shares under the same shareholder number in the shareholder registers as of December 31, 2026 and March 31, 2027 (continuous holding for three months or more).

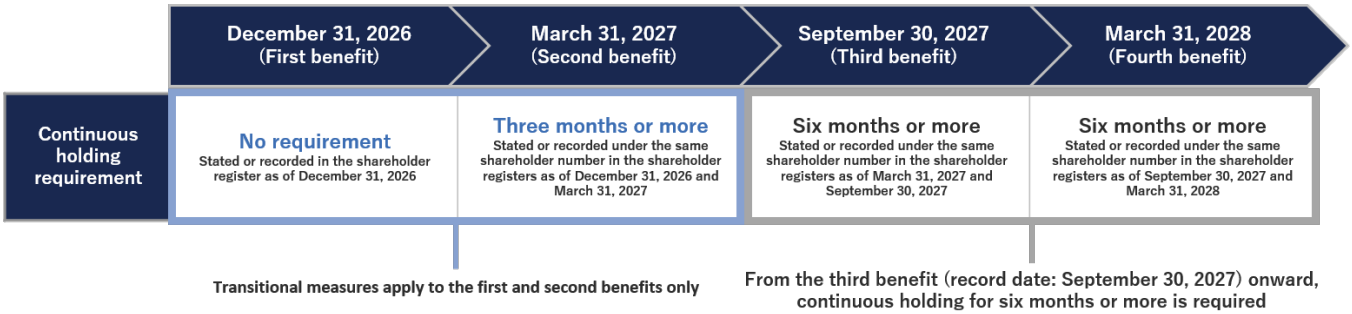
Note 5. For shareholders to be stated or recorded in the shareholder register as of December 31, 2026, a purchase of the Company's shares must be executed by the close of trading on the last cum-rights trading day (December 28, 2026).

Note 6. If the number of shares held changes between shareholder benefit record dates, eligibility for shareholder benefits requires holding 1,000 or more shares in the shareholder register as of each record date, and the benefit amount will be determined based on the lowest number of shares stated or recorded in the shareholder registers subject to assessment.

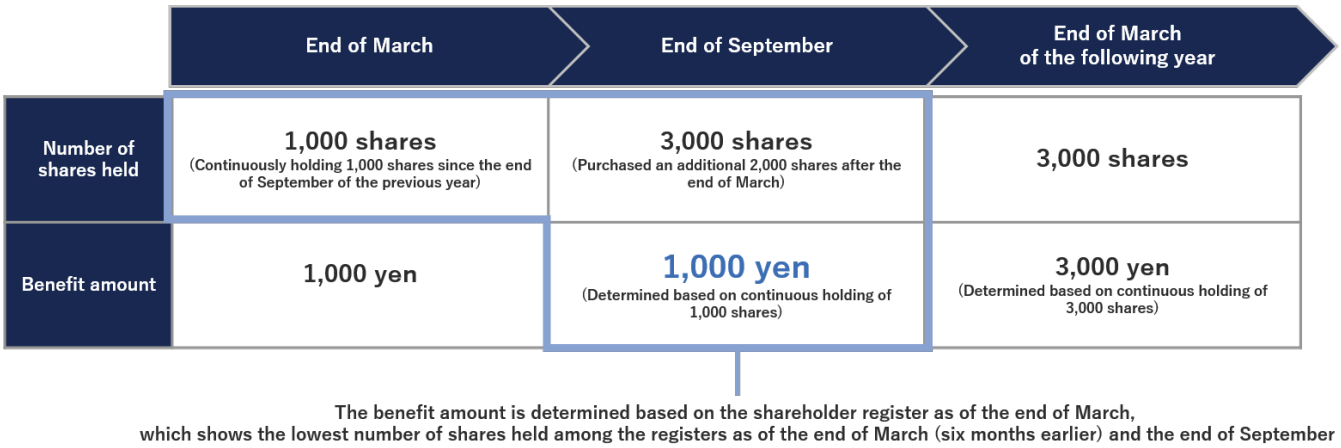
Note 7. Details such as how to receive the Digital Gift® will be provided separately to eligible shareholders after each record date.

Note 8. The annual Digital Gift® amount is the amount received when the shareholder remains in the same shareholding tier, meets the prescribed continuous holding requirement, and receives benefits twice a year under the regular program.

[Reference: Illustration of the Continuous Holding Requirement (Notes 3 and 4 above)]



[Reference: Illustration of Benefit Amounts When the Number of Shares Held Changes Between Shareholder Benefit Record Dates (Note 6 above)]



3. Outlook

The impact of the introduction of this program on the consolidated financial results for the fiscal year ending December 31, 2026 is expected to be minor. Should any matters requiring disclosure arise in the future, the Company will promptly announce them.