April 3, 2026

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
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Notice about the introduction of restricted share incentive plan for the World Group Employee Stock Ownership Association

At the Meeting of Board of Directors held on April 3, 2026, we passed a resolution on the introduction of restricted share incentive plan for employees in which we grant restricted share to our employees (hereinafter referred to as "this plan") through the World Group Employee Stock Ownership Association (hereinafter referred to as "this stock ownership association"), concerning which we would like to inform you as follows:

1. Purpose of introducing this plan

We introduce this plan to strengthen the structure in which the executive officers and the senior management responsible for business execution work together to achieve the Medium-Term Management Plan "VISION-W" publicly disclosed today. It provides an opportunity for our company group's employees, who are equivalent to or over senior manager level, to acquire our company's common share that our company newly issues or disposes of as restricted share through this stock ownership association. Through the introduction of this plan, we aim to pursue further value sharing (alignment) with our shareholders by making our commitment to achievement of business objectives stronger, in addition to support asset formation for senior management employees, who are eligible for this plan.

2. Overview of this plan

This plan is applicable to those who are equivalent to or over senior manager level and who agree with this plan (hereinafter referred to as "applicable employees") among our company group's employees who are members of this stock ownership association. We offer monetary claims as special incentive to grant restricted share (hereinafter referred to as "this special incentive") to applicable employees. The applicable employees are eligible to issuance or disposition of our company's common share as restricted share through this stock ownership association after they contribute this special incentive to this stock ownership association and after this stock ownership association makes in-kind contribution of this special incentive contributed by them to our company.

In this plan, we are scheduled to use "restricted share incentive plan for the World Group Employee Stock Ownership Association" (RS for stock ownership association) provided by Nomura Securities Co., Ltd. At this moment, the amount reasonably estimated as total paid-in amount relating to issuance of new shares or disposition of treasury shares to this stock ownership association based on this plan is 70 million yen at most. We will promptly inform you once more concrete details are available.