May 28, 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)
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Notice Concerning Disposal of Treasury Stock as Compensation Through Shares with Restriction on Transfer

World Co., Ltd. (hereafter referred to as the "Company") would like to inform you that, at the meeting of the Board of Directors held today, it was resolved to conduct disposal of the treasury shares as compensation through shares with restriction on transfer (the "Disposal of Treasury Shares") as described below.

Details of the resolution

1. Summary of the disposal

(1) Date of disposal	June 15, 2026
(2) Kind and number of the shares to be disposed of	48,420 shares of the common shares of the Company (which accounts for 0.06% of the total number of shares issued) [0.09% previous time]
(3) Price at which the shares are disposed of	1,490 yen per share
(4) Total value of the shares to be disposed of	72,145,800 yen
(5) Method of offering or disposal	Applying the method of allocating the shares with restriction on transfer to the eligible members
(6) Method of effecting the contribution	Through in-kind contribution of noncash assets
(7) Members to whom the disposition is to be made and the number of such members; number of shares to be disposed of	Directors of the Company (except those acting as outside directors or members of the audit and supervisory committee): 19,420 shares for 3 members Executive officers of the group of the Company: 26,990 shares for 16 members Director of the Company's subsidiary: 2,010 shares for 1 member
(8) Additional information	An extraordinary report has been submitted on the projected disposal of treasury shares in accordance with the Financial Instruments and Exchange Law.

2. Objectives of and reasons for the Disposal of Treasury Shares

At the meeting of the Board of Directors held on May 28, 2026, the Company resolved to allocate shares with

restriction on transfer to the Company's directors (except those acting as outside directors or members of the audit and supervisory committee; hereafter referred to as the "Eligible Directors") and to the executive officers along with directors of subsidiaries (hereafter referred to as the "Eligible Directors, etc." jointly with the Eligible Directors) for the purpose of giving an incentive for sustainably raising the corporate value of the Company and promoting the sharing of value with the shareholders.

It should be added that, at the 60th Ordinary General Meeting of Shareholders held on June 15, 2018, it was approved that the company would introduce the system of providing compensation for granting shares with restriction on transfer to the Eligible Directors (hereafter referred to as the "System," including modification made thereafter) for the purpose of giving an incentive for sustainably raising the corporate value of the Company group and for deepening the sharing of value with the Eligible Directors and the shareholders of the Company.

Based on the System, the Company has recently determined that part of the remuneration for 20 members of the Eligible Directors, etc. would be granted by the treasury shares of the Company considering various factors including the objective of the System, business performance of the Company, and the scope of the duties of each of the Eligible Directors, etc. (granting a total of 28,935,800 yen to Directors, a total of 40,215,100 yen to the group executive officers and a total of 2,994,900 yen to the directors of the subsidiaries as pecuniary remuneration of a total of 72,145,800 yen and allocating 48,420 shares of the Company's common shares through in-kind contribution of noncash assets).

3. Summary of the contract on the allocation

An allocation contract will be concluded between the Company and each of the Eligible Directors (hereafter referred to as the "Allocation Contract") whose outline is described below.

(1) Period during which the transfer will be restricted

Period up to the day which includes the time immediately after resigning or retiring from any of the positions as officers or employees of the Company or its subsidiaries designated in advance by the Board of Directors of the Company, or the day on which securities report for the business year of the Company to which the day of receiving the allocation of the shares with restriction on transfer belongs (semiannual report for the business year, if the day of receiving the allocation is within six months from the start of the business year) is submitted, whichever is the later.

(2) Handling at the time of retirement

In case a member of the Eligible Directors, etc. retires from the Company before the termination of one year from the day on which he/she receives the allocation in accordance with the Allocation Contract (hereafter referred to the "Service Rendering Period"), the Company will justifiably acquire on a gratuitous basis the shares allocated (hereafter referred to as the "Shares Allocated"), unless the retirement is considered to be for justifiable reasons by the Board of Directors of the Company, such as due to expiration of the term of office and due to demise.

(3) Conditions for lifting the restriction on transfer

The Company will lift the restriction on transfer for all of the Shares Allocated at the time of expiration of the period of restriction, on condition that the Eligible Directors, etc. have continuously been assuming the post of the Company's Director, Group Executive Officer, or Subsidiary Director during their Service Rendering Period. If, however, a member of the Eligible Directors, etc. ceases to hold any of the positions designated in advance by the Board of Directors of the Company among the positions as director, officer, or

employee of the Company or its subsidiaries before expiration of the Service Rendering Period, for the reasons the Board of Directors of the Company considers justifiable, such as the expiration of the term of office defined in section (2) above, a reasonable adjustment shall be made as necessity requires concerning the number of Shares Allocated for which the restriction on transfer will be lifted and the time of lifting the restriction on transfer.

(4) Gratuitous acquisition

At the time of expiration of the period during which the transfer is restricted, the Company will justifiably acquire on a gratuitous basis the Shares Allocated for which the restriction on transfer is not lifted, based on the provision in section (3) above.

(5) Management of the shares

The Company will conclude a memorandum of understanding with Nomura Securities Co., Ltd. concerning the management of the account dedicated for the Shares Allocated held by the Eligible Directors, etc., so as to prevent the transfer of the Shares Allocated, creation of an encumbrance on them, and other treatment and, the Eligible Directors, etc. shall submit a letter of confirmation to Nomura Securities Co., Ltd. concerning the management of the account for the Shares Allocated held by them.

(6) Handling on the occasion of organizational restructuring, etc.

In case that, during the period during which transfer if restricted, the Company's General Meeting of Shareholders (or the Company's Board of Directors for the cases for which the organizational restructuring, etc. does not require approval by General Meeting of Shareholders) approves a merger agreement in which the Company will be the non-surviving company, share exchange agreement or share transfer agreement in which the Company will be a wholly-owned subsidiary, or other matters concerning organizational restructuring, etc., in accordance with the resolution by the Company's Board of Directors, the Company lifts the restriction of transfer prior to the day on which such organizational restructuring takes effect, of the Shares Allocated in the number to be reasonably determined taking into consideration the period from the starting day of the Service Rendering Period to the day of approval of such organizational restructuring. In such a case, the Company will justifiably acquire the Shares Allocated for which the restriction on transfer has not been lifted even at the time immediately after the removal of the restriction on transfer, on a gratis basis.

4. Grounds for calculating the paid-in amount and their specific description

The Company sets the price at which the treasury shares are disposed of at 1,490 yen, which is the closing price of the Company's common shares at the Tokyo Stock Exchange on the business day immediately before the Company's Board of Director's resolution (May 27, 2026) to avoid arbitrariness. As it is the market price immediately before the resolution by the Board of Directors, the Company considers it is reasonable and does not fall under the category of the specially favorable price.