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.

September 7, 2026

To whom it may concern,

3-1 Ofuka-cho, Kita-ku, Osaka
I'LL INC.
Tetsuo Iwamoto, President & Representative Direct
(Code No.: 3854 TSE Prime)
Contact: Yasuhiro Toda, General Manager of
Business Administration Division & Director
Phone: +81-6-6292-1170 (main number)

Notice Regarding the Abolition of the Executive Retirement Gratuity Program

I'LL INC. (the "Company") hereby announce that, at a meeting of the Board of Directors held today, the Company resolved to revise its executive compensation system and abolish the executive retirement benefit plan (hereinafter referred to as "the Plan"). The Company also resolved to submit a proposal regarding the one-time payment of executive retirement benefits to the 36th Annual General Meeting of Shareholders, scheduled to be held on October 23, 2026.

1. Reasons for Abolishing the System

As part of a review of our executive compensation system, and with a view to further enhancing the transparency and governance of said system, the Company has decided to abolish this system, which applies to directors (excluding outside directors; hereinafter referred to as "Directors").

2. Effective Date of Abolition

The system will be abolished upon the conclusion of the 36th Annual General Meeting of Shareholders, scheduled to be held on October 23, 2026.

3. Lump-Sum Payment Upon Abolition of the System

In conjunction with the abolition of this system, in order to compensate Directors for their service during their tenure up to the time of the system's abolition, we intend to make a lump-sum payment in accordance with certain criteria established by the Company and within a reasonable amount.

The timing of these payments will be upon each director's retirement, and we request that the specific amounts, methods, and other details be left to the discretion of the Board of Directors for directors who are members of the Board, and to the deliberation of the directors serving as members of the Audit and Supervisory Committee for those directors who are members of that committee.

4. Impact on Financial Results

The Company has consistently recognized a provision for executive retirement benefits based on prescribed criteria in preparation for future payments of such benefits; therefore, the impact on financial results will be minimal.