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September 11, 2026

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CEO
(Securities code: 456A; Growth Market)
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Notice Concerning Introduction of a Shareholder Benefit Program

HUMAN MADE Inc. (the “Company”) hereby announces that its Board of Directors, at a meeting held on September 11, 2026, resolved to introduce a shareholder benefit program, as detailed below.

1. Purpose of the Shareholder Benefit Program

Under the Company’s purpose “CULTIVATE CULTURE”, the Company aims to nurture culture sparked by human inspiration and craft, aiming to grow it into Japan’s next iconic creative industry following manga, anime, and games. The Company has decided to introduce this shareholder benefit program to express gratitude to the shareholders who continually understand and support our strategies, to enhance the investment appeal of our shares, and to encourage more shareholders and investors to hold our shares over the long term.

2. Details of the Shareholder Benefit Program

(1) Eligible Shareholders

Eligible shareholders are those recorded in the shareholder registry as of January 31 of each year who have continuously held 100 or more shares of the Company for one year or more (*1). The starting date for calculating the continuous holding period will be the record dates from January 31, 2027 onward (the end of January and July of each year). However, as an exception, shareholders holding 100 or more shares of the Company recorded in the shareholder registry as of January 31, 2027, will be eligible for the first time only, regardless of their holding period. In addition, although there will be no eligible shareholders as of January 31, 2027, we plan to provide more attractive shareholder benefits in the future to shareholders who have continuously held shares for three years or more (*2) and five years or more (*3).

**1 "Shareholders who have continuously held shares for one year or more" refers to shareholders who are recorded or registered in the Company's shareholder registry under the same shareholder number holding 100 shares (one unit) or more for at least three consecutive record dates (the end of January and July of each year).*

**2 "Shareholders who have continuously held shares for three years or more" refers to shareholders who are recorded or registered in the Company's shareholder registry under the same shareholder number holding 100 shares (one unit) or more for at least seven consecutive record dates (the end of January and July of each year).*

**3 "Shareholders who have continuously held shares for five years or more" refers to shareholders who are recorded or registered in the Company's shareholder registry under the same shareholder number holding 100 shares (one unit) or more for at least eleven consecutive record dates (the end of January and July of each year).*

(2) Details of the Shareholder Benefits

Eligible shareholders will be presented with the following items according to their holding period.

Holding Period Number of Shares	1 year to less than 3 years	3 years to less than 5 years	5 years or more
100 shares or more (1 unit or more)	Original goods exclusive to shareholders	One selected item from multiple original goods exclusive to shareholders	TBD*

**Regarding benefits for a continuous holding period of 5 years or more, we are considering special measures so that shareholders who hold shares for a particularly long term can receive original items. Details will be disclosed as soon as they are finalized.*

(3) Application Procedure

Detailed application instructions will be enclosed with the Notice of Convocation of the Annual General Meeting of Shareholders in April each year (scheduled to be sent around early April) to eligible shareholders. The first notification is scheduled to be sent around early April 2027.

Upon receiving the instructions, please follow the procedures described to complete the application process on the dedicated website. Shareholders who are unable to register online can apply using the postcard enclosed with the Notice of Convocation. A deadline will be set for applications, so please complete the procedure by the deadline stated in the instructions.

(4) Timing of Presentation

Scheduled for around autumn each year. The first presentation is scheduled for around autumn 2027.