



August 19, 2025

To whom it may concern:

Company WELLNEO SUGAR Co., Ltd.  
Name of Koji Yamamoto, President and  
Representative Representative Director  
(Code No. 2117 TSE Prime Market)  
Contact Hiroyuki Iizuka,  
Executive Officer  
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## Notice Concerning Decision on Matters Relating to Share Acquisition for the Share-Based Remuneration System

WELLNEO SUGAR Co., Ltd. (the “Company”) has resolved at a meeting of the Board of Directors held on April 22, 2025 to introduce a share-based remuneration system that will apply to the Company’s Directors (excluding External Directors; the same applies hereinafter) and Executive Officers (collectively, the “Directors, etc.”) (“the System”, and the trust established for the introduction of the System, the “Trust”). Subsequently, the introduction of the System was approved at the 14th Annual General Meeting of Shareholders (the “General Meeting”) held on June 26, 2025. The Board of Directors meeting held today decided on matters related to the acquisition of our Company shares by the trustee of the Trust as follows.

### 1. Overview of the Trust

(1) Name	Share Delivery Trust for Officers
(2) Trustor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Directors, etc. of the Company who satisfy the beneficiary requirements
(5) Trust administrator	A third party to be selected that is independent of the Company and its officers
(6) Exercise of voting rights	The voting rights of shares in the Trust shall not be exercised during the period of the Trust
(7) Type of trust	Trust of money other than “money trust” ( <i>kinsen-shintaku</i> ) (third-party-benefit trust)
(8) Date of trust agreement	September 5, 2025
(9) Date of entrustment of money	September 5, 2025
(10) Date of termination of the trust	August 31, 2028 (scheduled)

### 2. Matters related to share acquisition by the trustee of the Trust

(1) Class of shares to be acquired	Common shares
(2) Money to be put in trust by the Company as capital to acquire shares	¥156,600,000

(3)	Total number of shares to be acquired	78,900 shares (upper limit)
(4)	Method of share acquisition	Acquisition by stock market transactions (including off-auction trading)
(5)	Term for share acquisition	September 5, 2025 ~ October 31, 2025 (scheduled)