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.

October 17, 2025

To whom it may concern:

Listed company name:	Pasona Group Inc.
Listing stock exchange:	Tokyo Stock Exchange Prime Market
Securities code number:	2168
Representative:	Hirotaka Wakamoto, Representative Director, Chairperson and CEO
For further information contact:	Yuko Nakase, Executive Vice President and Chief Financial Officer
Tel:	+81 3 6734 0200

Notice Concerning Completion of Payment for Disposal of Treasury Shares as Restricted Stock Compensation

Pasona Group Inc. (hereinafter, the "Company") hereby announces that, it has completed the following payment procedures today, for the disposal of treasury shares as restricted stock compensation, which was resolved on September 19, 2025, in accordance with the provisions of Article 370 of the *Companies Act* and Article 22 of the Company's Articles of Incorporation (omission of resolution of the Board of Directors), as described below.

For details, please refer to the “Notice Concerning Disposal of Treasury Shares as Restricted Stock Compensation” released on September 19, 2025.

Outline of the disposal of treasury shares

(1)	Number and class of shares disposed of	20,400 shares of common stock of the Company
(2)	Disposal price	¥ 2,204 per share
(3)	Total disposal price	¥ 44,961,600
(4)	Allottees, number thereof, and number of shares disposed of	6,500 shares for five (5) Directors of the Company (excluding Directors who are Audit and Supervisory Committee Members) 8,900 shares for five (5) Directors of the Company who are Audit and Supervisory Committee Members 5,000 shares for six (6) Executive Officers who do not concurrently serve as a Director of the Company
(5)	Date of disposal	October 17, 2025