



August 8, 2025

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Stock Exchange Listing: Tokyo Stock Exchange, Sapporo Securities Exchange
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Regarding the Formulation of the New Mid-Term Management Plan “Think Wild.”

WELLNET CORPORATION has formulated a new five-year management plan (from July 2025 to June 2030) under the theme “Think Wild. - Driving Japan’s DX through innovative services from Hokkaido.” The outline of this plan is provided below.

New Mid-Term Management Plan “Think Wild.”

Plan Period July 1, 2025 – June 30, 2030 (5 years)

Plan Overview “Think Wild.” - Bold ideas, bold challenges !
- Driving Japan’s DX through innovative services from Hokkaido -

- ▶ Maximize revenue from existing services
Improve profit margins by expanding direct sales channels
Promote full adoption of all payment types among existing clients
Secure roles as DX partners for major existing clients
- ▶ Social implementation of safe, secure, comfortable, and convenient e-money
Develop e-money in Altair Triple Star
Expand OEM adoption of e-money
Broaden use of WELLNET’s general-purpose e-money
- ▶ Promote value-added payment services
Expand BPO business
Increase adoption of packaged solutions (e.g., e-kaiin.com, Shimaeru)
- ▶ Enhance productivity through management accounting and proactive AI utilization
- ▶ Regional and social contribution
Support technical colleges in Hokkaido to eliminate dropouts due to financial hardship
Promote winter sports (e.g., speed skating)

Financial Plan “2030-2030”
- Double profits scale in five years
Net profit ¥2B, Ordinary profit ¥3B by FY2030

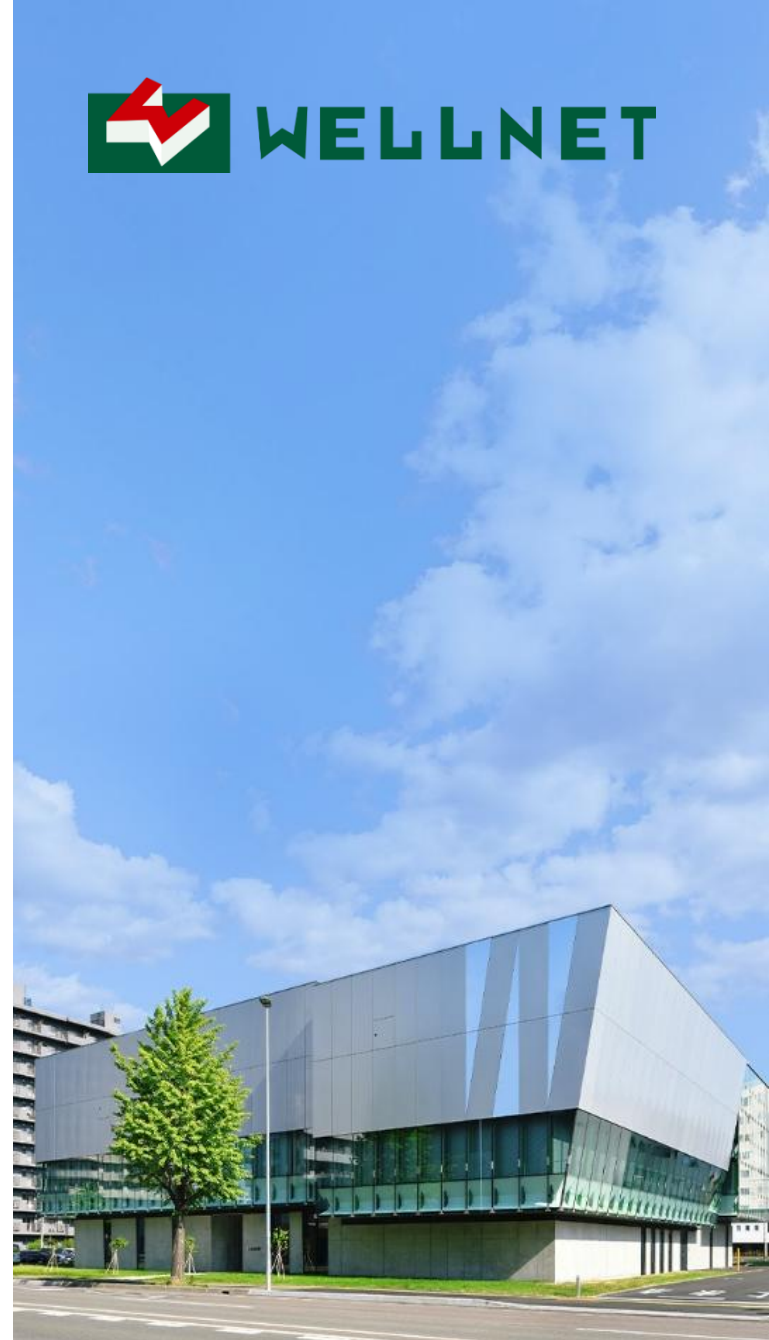
WELLNET CORPORATION

New Mid-Term Management Plan “Think Wild.”

- Driving Japan’s DX through innovative services from Hokkaido -

August 8, 2025

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.



■ **Plan Period** **July 1,2025 – June 30, 2030 (5 years)**

■ **Management Philosophy**

- 1. Deliver safety, security, comfort, and convenience with optimal efficiency.**
- 2. Empower employees to explore and realize their full potential.**

■ **Plan Overview**

“Think Wild.” – Bold ideas, bold challenges !

- Driving Japan’s DX through innovative services from Hokkaido -

➤ **Maximize revenue from existing services**

- Improve profit margins by expanding direct sales channels
- Promote full adoption of all payment types among existing clients
- Secure roles as DX partners for major existing clients

- **Social implementation of safe, secure, comfortable, and convenient e-money**
 - Develop e-money in Altair Triple Star
 - Expand OEM adoption of e-money
 - Broaden use of WELLNET’s general-purpose e-money
- **Promote value-added payment services**
 - Expand BPO business
 - Increase adoption of packaged solutions (e.g., e-kaiin.com, Shimaeru)
- **Enhance productivity through management accounting and proactive AI utilization**
- **Regional and social contribution**
 - Support technical colleges in Hokkaido to eliminate dropouts due to financial hardship
 - Promote winter sports (e.g., speed skating)

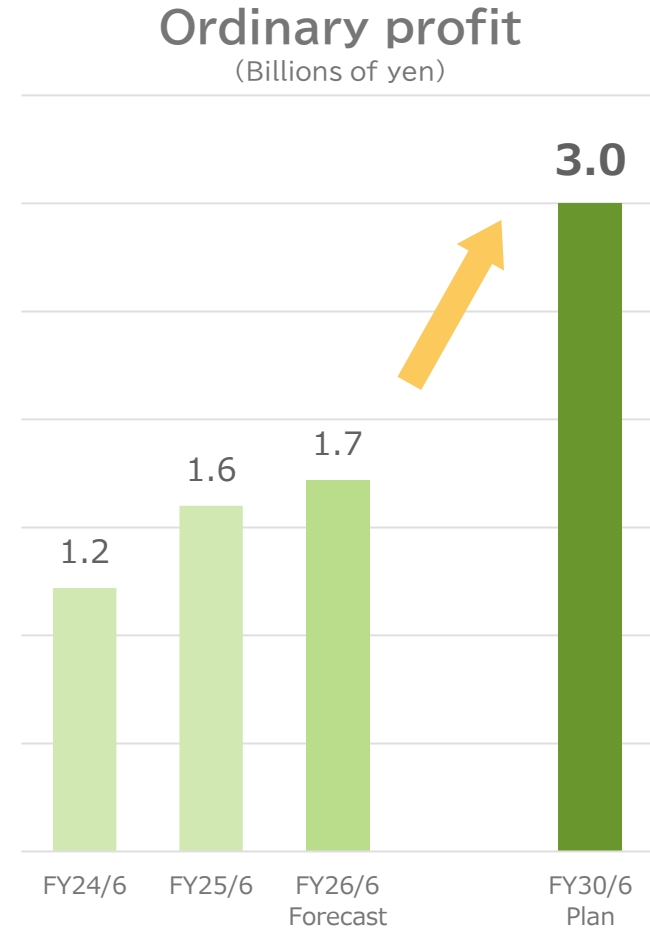
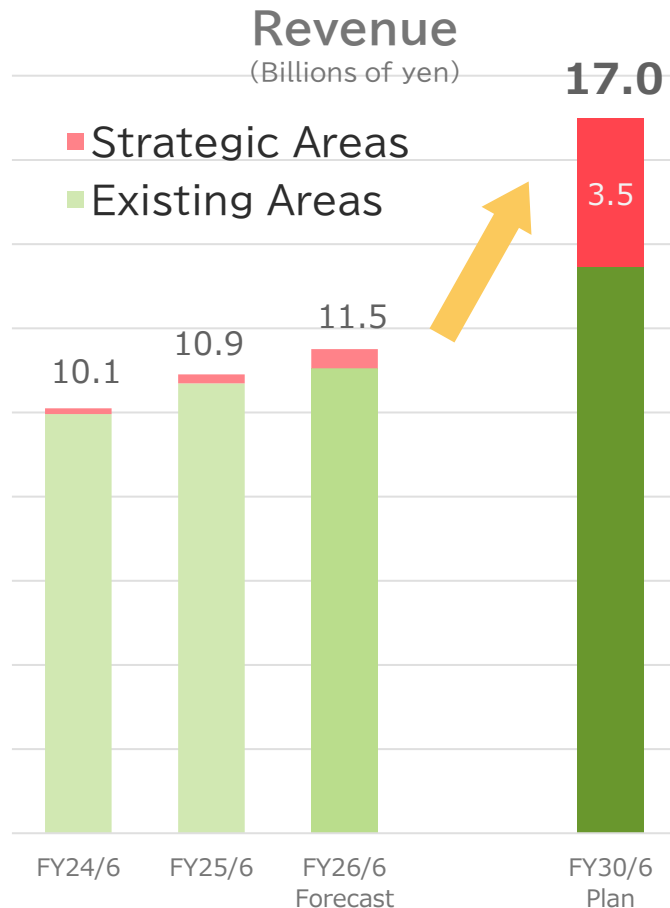
3 Financial Plan 1



“2030-2030”

- Double profits scale in five years

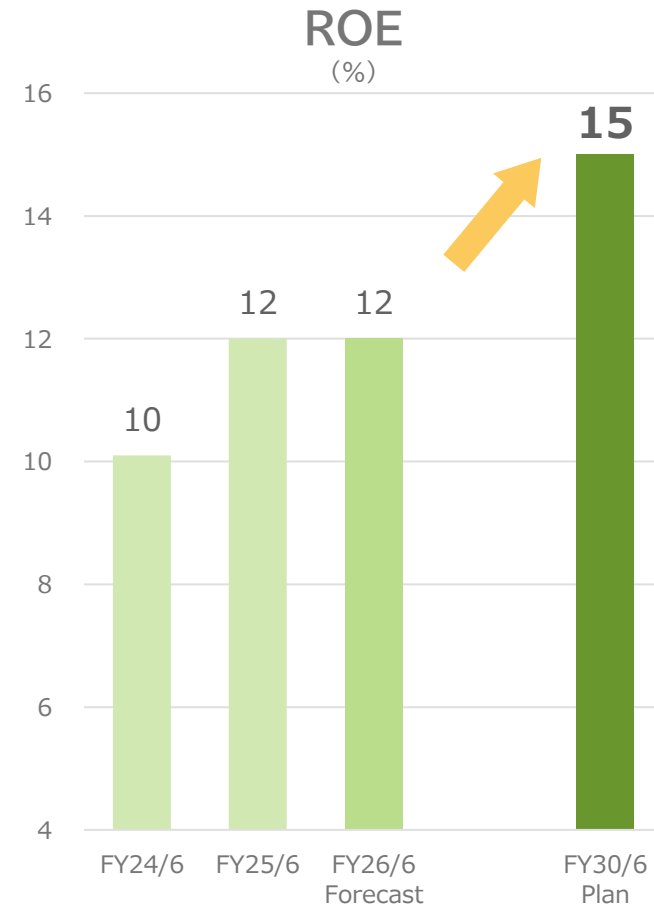
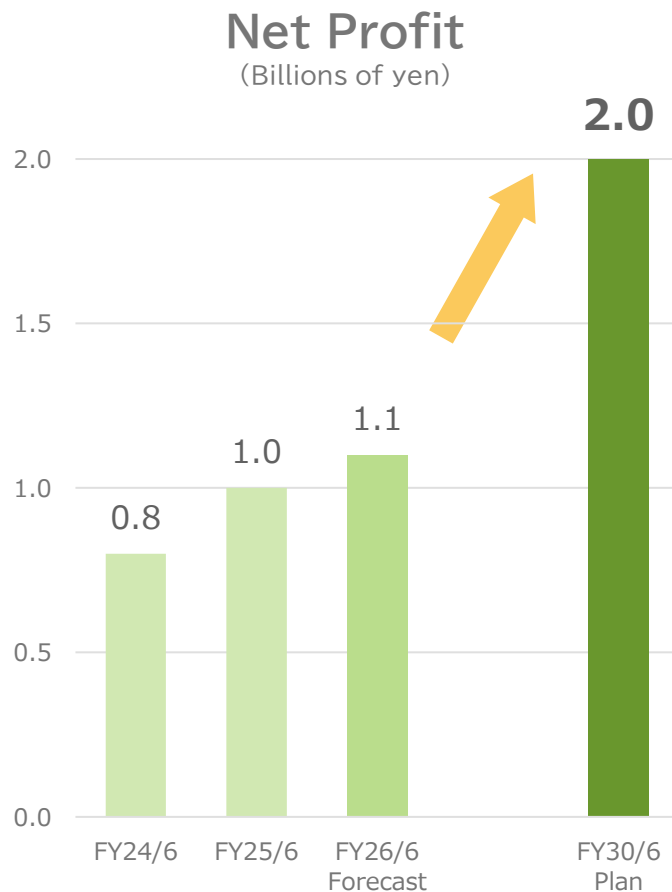
Net profit ¥2B, Ordinary profit ¥3B by FY2030



※ Strategic Areas = Altair Triple Star, e-money, ekaiin.com

“2030-2030”

- Double profits scale in 5 years
Net profit ¥2B, Ordinary profit ¥3B by FY2030



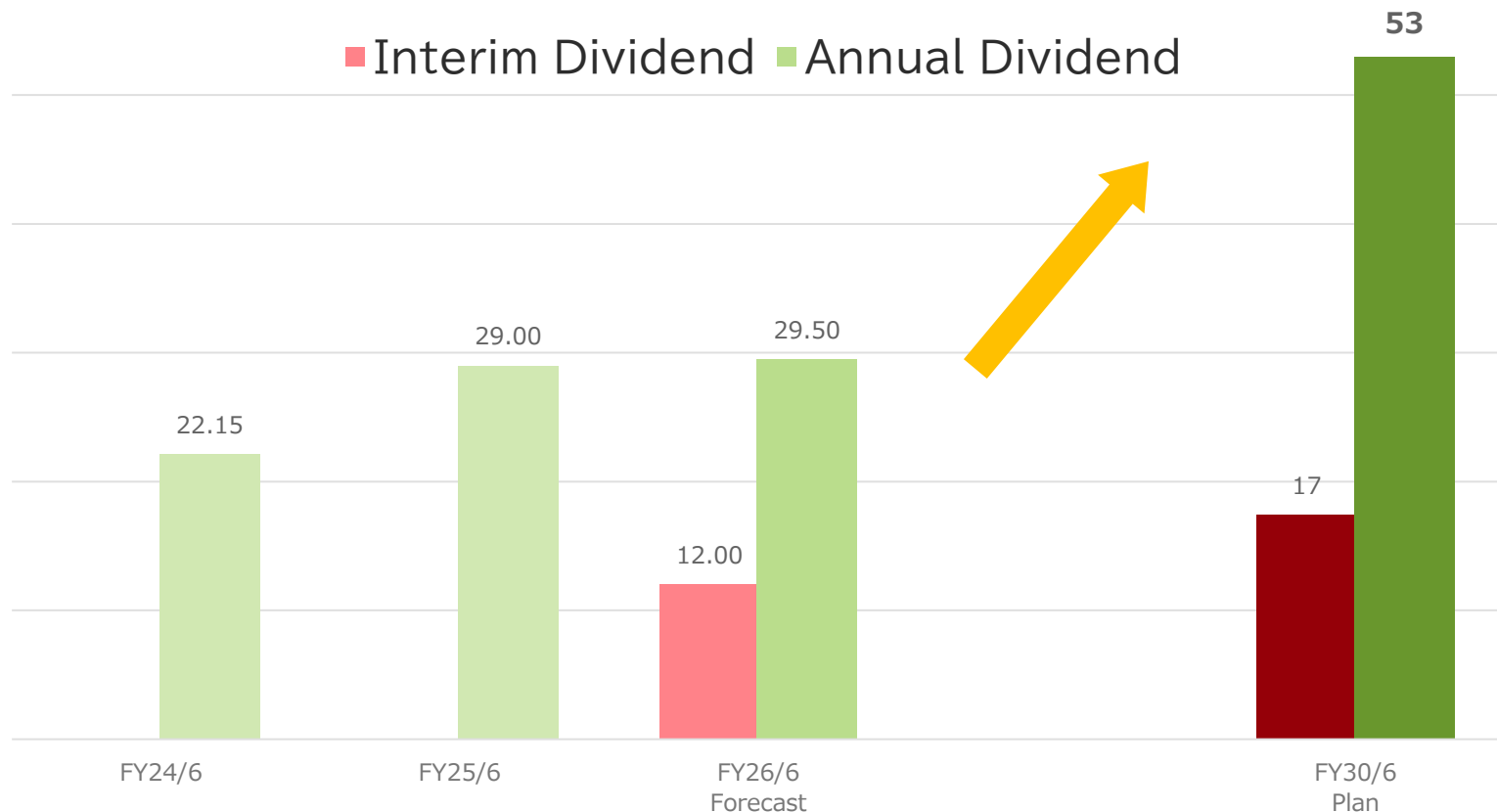
■ Annual Dividend

Introduce a minimum DOE of 5% and maintain a payout ratio of at least 50%

* DOE = Dividend on equity ratio

■ Interim Dividend

From December 2025, implement a minimum DOE of 2.5%



- Invest in talent to attract, develop, and retain high-performing employees and promote internal development.
- Use internal funds for:
 1. System development, 2. Sales operations,
 3. Capital and business alliances and 4. Secure assets

