



May 27, 2025

Company name: World Co., Ltd.  
 Representative: Nobuteru Suzuki  
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 (Securities code: 3612; Prime Market of TSE)  
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### Announcement on the Disposal of Treasury Shares as Restricted Stock Units

At the meeting of its Board of Directors held today, World Co., Ltd. resolved to execute a disposal of treasury shares as restricted stock units (hereinafter referred to as “this disposal of treasury shares), as described below.

#### 1. Summary of the disposal

(1) Date of disposal	June 16, 2025
(2) Type and number of shares disposed	Our company's common shares: 32,560 shares (Proportion to the total number of issued shares: 0.09%) The previous disposal: 0.11%
(3) Disposal price	2,512 yen per share
(4) Total disposal amount	81,790,720 yen
(5) Method of public offering or disposal	Method to allot restricted stock to entitled personnel
(6) Execution method of contribution	In-kind contribution of monetary remuneration claims
(7) Personnel entitled to disposal and the number of such personnel and the number of disposed shares	Our company's directors (excluding external directors and directors serving as the Audit and Supervisory Committee Members) 3 directors 14,520 shares Our group executive officers 15 officers 18,040 shares
(8) Others	We have not submitted the written notice of securities, as this disposal of treasury shares falls under public offering of securities not requiring a public offering or secondary distribution notification) Defined in Article 2, 12-1 of The Order for Enforcement of the Financial Instruments and Exchange Act

## 2. Objective and reasons for this disposal of treasury shares

At the meeting of the Board of Directors held on May 27, 2025, our company resolved to allot restricted stock units to our company's directors (excluding external directors and directors serving as the Audit and Supervisory Committee Members, and hereinafter referred to as "entitled directors") and group executive officers (hereinafter referred to as "entitled directors, etc." as a whole including "entitled directors") to give them an incentive to make efforts for sustainable improvement of our company's corporate value and to aim for further value sharing with our shareholders.

In addition, at the 60<sup>th</sup> Ordinary General Meeting of Shareholders held on June 15, 2018, the proposal to introduce a structure to offer compensation to give restricted stock units to the entitled directors (hereinafter referred to as "this structure" to give them an incentive to make efforts for sustainable improvement of our company group's corporate value and to aim for further value sharing with our shareholders was approved.

Now, our company has decided to offer treasury shares based on this structure (to offer the total amount of 81,790,720 yen, consisting of the total amount of 36,474,240 yen for directors and the total amount of 45,316,480 yen for group executive officers and to allot 32,560 shares of common shares by in-kind contribution of such monetary remuneration claims) to 18 entitled directors, etc. as a part of compensation based on this, considering the objective of this structure, our company's business performance, the scope, etc. of responsibilities of each of the entitled directors, etc., and various circumstances. Also, the transfer restriction period shall be 3 years considering such objectives of this structure as giving them an incentive to make efforts for sustainable improvement of our company's corporate value and aiming for further value sharing with our shareholders.

## 3. Summary of allotment contract

Our company and each of the entitled directors, etc. shall individually conclude an allotment contract (hereinafter referred to as "these allotted shares") and the summary is as follows.

### (1) Transfer restriction period

June 16, 2025 through June 15, 2028

### (2) Treatment at the time of retirement

In case the entitled directors, etc. retire from our company before completing one year (hereinafter referred to as "the period of offering the services") from the day when they receive the allotment based on this allotment contract, our company shall obtain the allotted shares (hereinafter referred to as "these allotted shares") without charge, as a matter of course, except for the completion of the service period, the death or other cases our company's Board of Directors deems such retirement appropriate.

### (3) Condition subsequent for transfer restriction

Our company shall release the transfer restriction at the completion of the transfer restriction period for the whole of these allotted shares on condition that the entitled directors, etc. continuously hold such positions as our company's directors and group executive officers during the period of offering the services. However, in case the entitled directors, etc. resign our company's directors, etc. due to the completion of their service period defined in the above-mentioned (2) or other reasons our company's Board of Directors deems such retirement appropriate before completing the period of offering the services, we shall reasonably adjust, as necessary, the number of these allotted shares for which the transfer restriction is released and the timing to release the transfer restriction.

### (4) Obtention without charge

At the completion of the transfer restriction period, our company shall obtain these allotted shares for which the transfer restriction is not released based on the provision in the above-mentioned (3) without

charge as a matter of course.

(5) Management of shares

Our company shall conclude a memorandum with Nomura Securities Co., Ltd. regarding the management of designated accounts for these allotted shares held by the entitled directors, etc. so that no one would make a transfer during the transfer restriction period, establish a security interest or make other disposals for these allotted shares offered to the entitled directors, etc. and the entitled directors, etc. shall submit a confirmation letter to Nomura Securities Co., Ltd. regarding the management of accounts for these allotted shares held by them.

(6) Treatment in case of organizational reform, etc.

In case a merger agreement where our company becomes an absorbed company, a stock exchange agreement or a stock transfer agreement where our company becomes a 100% subsidiary, or other proposals regarding the organizational reform is approved at our company's General Meeting of Shareholders during the transfer restriction period (however, if such an organizational reform, etc. does not require an approval at our company's General Meeting of Shareholders, at the time when such a reform, etc. is approved by our company's Board of Directors), we shall release the transfer restriction of these allotted shares in such a number that we reasonably define considering the period from the start of the period of offering the services to the approval day of such organizational reform, etc., before the effective date of such organizational reform, etc., based on the resolution of our company's Board of Directors. In this case, our company shall obtain these allotted shares for which the transfer restriction is not released without charge as a matter of course just after the transfer restriction is released.

4. Calculation basis for the paid amount and its concrete details

As for the disposal price for this disposal of treasury shares, we use 2,512 yen, which is the closing price of our company's common shares at Tokyo Stock Exchange on the working day, which was one day before the day of the resolution at our company's Board of Directors (May 26, 2025) to make it a price eliminating any arbitrariness. This is the market share price just before the day of the resolution at the Board of Directors and we believe it is reasonable and not regarded as a favorable price in particular.

Concluded