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November 5, 2025

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Notice of Career Transition Support Program

COLOPL, Inc. (the "Company") hereby announces that at the Board of Directors meeting held today, the Company has resolved to implement the career transition support program, as detailed below.

Notes

1. Reasons for Implementing the Career Transition Support Program

The Group has pursued sustainable growth as a group by delivering new experiences to people worldwide under the mission of "Entertainment in Real Life': Making everyday more enjoyable and wonderful through entertainment."

However, the mobile game market environment has become increasingly challenging in recent years, making it harder to achieve hit titles with new releases. The Entertainment Business, the Group's core operation, also recorded an operating loss for the fiscal year ended September 2025, and the Company recognizes that the challenging situation continues. To enhance the long-term stability of its business and the sustainability of a company with entertainment as its mainstay, the Company is undertaking various reforms, including reviewing its portfolio strategy and establishing new development processes.

As the Company advances these initiatives, the direction the Company aims to pursue in the future, as well as the work styles and skills required of each employee, are expected to change. the Company has decided to implement the "Career Transition Support System" to support employees in re-evaluating their careers and taking on new challenges, viewing these changes as opportunities for new growth.

2. Application Overview

(1) Eligible Participants: Regular employees aged 26 or older (excluding managerial positions at the Manager level or above)
(2) Number of positions available: Approximately 70 people
(3) Application Period: November 24, 2025 to December 12, 2025 (tentative)
(4) Retirement Date: January 31, 2026
(5) Preferential Treatment: Handled as company-initiated resignation, including payment of special severance pay and reemployment support for those who wish it.

3. Impact on business performance

The costs associated with the implementation of the career transition support program, including special severance payments, are estimated to be approximately 210 million yen. These costs are scheduled to be recorded as Extraordinary Losses in the first quarter of the fiscal year ending September 2026. Please note that these figures may vary depending on the actual number and composition of applicants. the Company will disclose the final amount once the number of applicants is confirmed.

End.