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April 11, 2025

Company name	TeamSpirit Inc.
Representative	CEO Kazuyoshi Michishita (Code No : 4397 Tokyo Growth)
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## **Notice of Establishment of Shareholder Benefit Program** **(Point-based shareholder special benefit plan)**

TeamSpirit Inc. hereby notifies that the Board of Directors' meeting held on April 11, 2025, resolved to establish a new shareholder benefit program as follows:

### **1. Purpose of Establishment of Shareholder Benefit Program**

We would like to express our gratitude for the continuous support from our shareholders. To enhance the investment appeal of our company's stock, encourage more people to hold our shares, and deepen their understanding of our company, we are establishing the 'TeamSpirit Premium Benefits Club'.

Specifically, for shareholders who have acquired our company's stock, we will grant them benefit points. In the 'TeamSpirit Premium Benefits Club,' which gathers registered shareholder members, we plan to 1) offer a wider range of options for utilizing benefit points, and 2) directly distribute PR information, financial results, timely disclosure information, and other IR information from our company.

This also signifies the digitization of shareholder management, which was previously conducted with limited information. Through this, we aim to achieve more efficient communication with the market and enhance both corporate value and shareholder value in the future.

### **2. Outline of Shareholder Benefit Program**

#### **(1) Eligible Shareholders**

We will start with shareholders who are recorded in our shareholder register list as of the end of August 2025 and hold 1,000 or more shares. From the fiscal year ending August 2026 onwards, we plan to target shareholders who are recorded in our shareholder register list as of the end of February and August each year and hold 1,000 or more shares.

#### **(2) Details of Shareholder Benefit**

We will grant shareholder benefit points to eligible shareholders based on the following [Shareholder Benefit Points Table]. For the initial shareholder benefit plan, with the record date being the end of August 2025, we will grant benefit points equivalent to one year's worth (which is twice the assumed number for subsequent years).

Shareholder benefit points can be exchanged for over 5,000 items, including food, electronic appliances, and experience gifts, on the shareholder-exclusive website 'TeamSpirit Premium Benefits Club.' For shareholders who cannot register via the internet, it is possible to apply by phone. Please note that in this case, the selection of benefit items will be limited.

Shareholder benefit program with the record date being the end of August 2025

[Shareholder Benefit Points Table] (1 point≈¥1 yen)

Number of shares held	Number of points awarded	
	end of August	
1,000 - 1,999 shares	3,000	Points
2,000 - 2,999 shares	8,000	Points
3,000 - 3,999 shares	15,000	Points
4,000 - 49,999 shares	50,000	Points
50,000 shares of more	80,000	Points

Shareholder benefit program with the record dates being the end of February and the end of August each year from 2026 onwards

[Shareholder Benefit Points Table (provisional)\*] (1 point≈¥1 yen)

Number of shares held	Number of points awarded	
	end of February	end of August
1,000 - 1,999 shares	[1,500] Points	[1,500] Points
2,000 - 2,999 shares	[4,000] Points	[4,000] Points
3,000 - 3,999 shares	[7,500] Points	[7,500] Points
4,000 - 49,999 shares	[25,000] Points	[25,000] Points
50,000 shares of more	[40,000] Points	[40,000] Points

\* The number of points awarded for the fiscal year ending August 2026 and beyond is provisional. The actual number of points awarded for the fiscal year ending August 2026 will be announced at the time of the full-year financial results announcement for the fiscal year ending August 2025.

#### [Conditions for awarding]

In 2025, shareholders holding 1,000 or more shares listed in our shareholder register as of the end of August will be eligible. From 2026 onwards, shareholders holding 1,000 or more shares listed in our shareholder register as of the end of February and the end of August each year will be eligible.

#### [Conditions for carryover]

Points can only be carried over if the shareholder is listed in our shareholder register with the same shareholder number for at least two consecutive times as of the end of August and the end of February, and continuously holds 1,000 or more shares. Points can be exchanged for up to four periods at once. However, if the shareholder number changes due to sale, transfer of ownership to someone other than the shareholder, or inheritance before the record date at the end of August or the end of February, the points will expire and cannot be carried over.

\* By exchanging shareholder benefit points for 'WILLsCoin,' it becomes possible to combine shareholder benefit points from various companies that have introduced the Premium Benefit Club.

### (3) Information on Exchange Methods, etc.

In early October 2025 (planned), shareholders eligible for benefits will receive a mailing titled 'TeamSpirit Premium Benefits Club Guide,' which includes information on exchangeable benefit products and registration methods for the shareholder-exclusive website. By registering on the shareholder-exclusive website, shareholders can choose from over 5,000 products based on the number of shareholder benefit points they have.

### (4) Others

Please refer to the following URL (<https://teamspirit.premium-yutaiclub.jp/>) for the shareholder-exclusive website TeamSpirit Premium Benefits Club.

Additionally, please refer to the 'TeamSpirit Premium Benefits Club Guide,' which will be mailed in early October 2025 (planned), when applying. If there are any changes to the shareholder benefit program, we will promptly disclose and inform you.

### **3. Future Outlook**

The cost associated with this shareholder benefit program is expected to be approximately 25 million yen for the fiscal year ending August 2025. This cost has been calculated based on the shareholder composition as of the end of February, anticipating certain fluctuations, and in accordance with the assumptions in the above [Shareholder Benefit Points Table]. Although this cost was not included in our initial financial forecast for the fiscal year, our profits for the first half of the year has been exceeding our initial guidance. As of now, we have only revised the profit attributable to owners of parent, as stated in the separate announcement on April 11, 2025, of 'Announcement Revision of the Full-Year Consolidated Financial Forecast for Fiscal Year Ending August 2025' For details on our forecast, please refer to the contents of the release.

**Ends,**