



April, 15, 2026

Dear all

Company Name	Value HR Co., Ltd.
Representative	President and CEO Michio Fujita (Code No: 6078, TSE Prime Market)
Contact	Executive Vice President Gentaro Fujita (TEL: +81-3-6380-1300)

Notice Regarding the Finalization of Issuance Terms for
Stock Acquisition Rights (Paid Stock Options)

The Company hereby announces that, with respect to the stock acquisition rights to be issued for consideration to its directors (including outside directors and directors who are members of the Audit and Supervisory Committee), as resolved at the Board of Directors meeting held on April 15, 2026, certain items that had remained undetermined have been finalized today, as outlined below.

Details

1. Allottees, Number of Allottees, and Number of Stock Acquisition Rights to be Allotted
Directors of the Company : 8 persons (4,269 rights)
2. Total Number of Stock Acquisition Rights
4,269 rights
3. Class and Number of Shares Underlying the Stock Acquisition Rights
Common shares : 426,900 shares

[Reference]

Date of the Board of Directors resolution for the issuance of stock acquisition rights: March 26, 2026

End