

(Translation)

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April 23, 2025

For Immediate Release

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(TSE Prime Market Code: 9644)  
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## **Notice Concerning Introduction of Shareholder Benefit Program**

TANABE CONSULTING GROUP CO.,LTD. (the “Company”) hereby announces that its Board of Directors meeting held on April 23, 2025 resolved to introduce a shareholder benefit program as described below.

### 1.Introduction of shareholder benefit program

#### (1) Purpose of Introducing the shareholder benefit program

The Company has decided to introduce a shareholder benefit program to express our gratitude to shareholders for their continued support and in response to feedback from many shareholders who expressed their desire for such a program in the shareholder survey conducted in June 2024. This program aims to encourage more individual investors to hold the Company's shares.

#### (2) Overview of shareholder benefit program

##### ① Eligible shareholders

Shareholders who are listed or recorded in the Company's shareholder registry as of the record date (September 30 of each year) and who hold 100 shares (1 unit) or more will be eligible.

##### ② Benefits

QUO Cards will be presented to eligible shareholders according to the number of shares held as of the record date, with details provided below.

Number of shares held	Benefit details
100 shares (1 unit) or more	QUO card 500 yen
300 shares (3 units) or more	QUO card 3,000 yen
500 shares (5 units) or more	QUO card 5,000 yen
1000 shares (10 units) or more	QUO card 10,000 yen

③ Timing of distribution

The QUO Cards will be sent within approximately 3 months after each record date of September 30.

(3) Commencement of the shareholder benefit program

This program will commence for shareholders who are listed or recorded in the Company's shareholder registry as of September 30, 2025, and who hold 100 shares (1 unit) or more of the Company's shares.