

For Immediate Release

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Notice of Revision of Amount of Remuneration for Statutory Auditors and Restricted Stock Compensation System

EXEO Group, Inc. (the “Group”) hereby announces that it resolved at a meeting of the Board of Directors held on May 23, 2025 to propose an agenda item regarding the revision of the amount of remuneration for Statutory Auditors and the restricted stock compensation system (the “System”) at the 71st Ordinary General Meeting of Shareholders scheduled to be convened on June 25, 2025, as follows.

1. Revision of the amount of remuneration for Statutory Auditors

The amount of remuneration for Statutory Auditors of the Company has been limited to no more than 80 million yen per year since this limit was approved at the 55th Ordinary General Meeting of Shareholders convened on June 23, 2009. Considering, however, that the responsibilities and expected roles of the Statutory Auditors have been growing and that it is necessary to secure personnel with appropriate and broad insight, the Company asks that the amount of remuneration for Statutory Auditors be revised to a maximum of 100 million yen per year.

2. Revision of the restricted stock compensation system

The Group submitted a proposal entitled “Determination of amount of remuneration for Directors to grant restricted stock” at the 65th Ordinary General Meeting of Shareholders convened on June 21, 2019. After this proposal was approved (the resolution on the proposal at the said general meeting of shareholders shall hereinafter be referred to as “Initial Resolution”), the Group introduced the System for Directors of the Company (excluding Outside Directors).

At this time, the Company asks that the Initial Resolution be partially revised to increase the total amount of monetary claims to be paid to the eligible directors (excluding Outside Directors and non-residents of Japan) in order to grant performance-linked restricted stock under the System from a maximum of 50 million

yen to a maximum of 80 million yen per year, taking into account the Company's intention to advance value sharing with shareholders and increases in the value of its stock due to the increase of the stock price.