



June 24, 2026

Company name: World Co., Ltd.
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(Securities code: 3612; Prime Market of TSE)
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Notice of Payment Exceeding the Upper Limit of Remuneration for Outside Members of the Board

As we recently acknowledged that the remuneration for Outside Members of the Board who were not Members of the Audit and Supervisory Committee exceeded the pre-determined upper limit in the Fiscal Year ended February 2026 (March 1, 2025 – February 28, 2026), we would like to inform you as follows.

1. The upper limit of the remuneration (monetary remuneration) for Members of the Board

At the 57th Ordinary General Meeting of Shareholders held on June 9, 2015, it was resolved that the upper limit of the remuneration for Members of the Board who were not Members of the Audit and Supervisory Committee (excluding salary as an employee) was 400 million yen or less per annum (out of which the upper limit of the remuneration for Outside Members of the Board who were not Members of the Audit and Supervisory Committee was 30 million yen or less per annum). Based on the resolution, at the Board of Directors Meeting held on May 27, 2025, the remuneration for Outside Members of the Board (30 million yen per annum) was resolved.

2. The fact that the remuneration for Outside Members of the Board who were not Members of the Audit and Supervisory Board exceeded the upper limit

Though we made the resolution for the remuneration within the upper limit stated in the above 1., we recently acknowledged that we had paid the remuneration exceeding such upper limit in the Fiscal Year ended February 2026 due to administrative errors.

The remuneration paid for Members of the Board in the Fiscal Year ended February 2026 (March 1, 2025 – February 28, 2026) was as follows, and the total remuneration paid to Outside Members of the Board was 3.075 million yen, therefore, the excess over the upper limit was 0.75 million yen.

Classification	Number of Members paid	Total remuneration, etc. by type (ten thousand yen)				Total amount for remuneration, etc. (ten thousand yen)
		Basic remuneration *1	Bonus *1	Restricted stock *2	Stock compensation-type stock option *3	
Number of Members of the Board (out of which the number of Outside Members of the Board)	7 (4)	13,590 (3,075)	- (-)	3,049 (-)	1,139 (-)	17,778 (3,075)

*1 The above 1. is the upper limit of remuneration for the monetary remuneration (basic remuneration and bonus).

*2 We provide the restricted stock as stock-based payment for Members of the Board (excluding Outside

Members of the Board and members of the Audit and Supervisory Committee).

- *3 We provide stock compensation-type stock options as performance restricted share unit for Members of the Board (excluding Outside Members of the Board and members of the Audit and Supervisory Committee).

3. Future actions

As the excessive payment over the upper limit of the remuneration is void, based on the resolution at the Board of Directors Meeting held on May 27, 2025, and as the Outside Members of the Board who are not the Members of the Audit and Supervisory Committee fully understand that the recent payment was erroneously made, they are scheduled to return the excessive payment portion.

At the same time, we shall review the administrative procedure and the organization relating to the remuneration for Members of the Board considering future issues to prevent its re-occurrence.