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September 30, 2025

Name of Company: A.D. Works Group Co., Ltd.  
Representative: Hideo Tanaka, President and CEO  
(Code: 2982 Tokyo Stock  
Exchange, Prime)  
Contact: Hideo Goto, Senior Managing  
Director and CFO  
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## **Notice Concerning the Determination of Allotment of the 7th Stock Acquisition Rights (S&P 500 Index-Linked Paid-in Stock Options)**

As announced in the "Notice Concerning the Issuance of the 7th Stock Acquisition Rights (S&P 500 Index-Linked Paid-in Stock Options)" dated September 11, 2025, A.D. Works Group Co., Ltd. (the "Company") resolved to issue the A.D. Works Group Co., Ltd. 7th Stock Acquisition Rights (hereinafter referred to as the "Stock Acquisition Rights") to the directors and employees of our company and its wholly owned domestic subsidiaries at the company's Board of Directors meeting held on the same day. The allottees of the Stock Acquisition Rights and the number of Stock Acquisition Rights to be allotted were determined by a resolution of the Board of Directors meeting held on September 29, 2025, and we hereby announce the details as follows.

### **I. Allottees and Number of Stock Acquisition Rights Allotted**

3 Directors of the Company – 490 units in total

19 Employees of the Company – 1,139 units in total

1 Directors of the Company's wholly owned domestic subsidiaries – 28 units in total

60 Employees of the Company's wholly owned domestic subsidiaries – 3,343 units in total

### **II. Type and number of shares subject to the Stock Acquisition Rights**

Common shares of the Company – 500,000 shares

### **III. Total Amount paid in exchange for the Stock Acquisition Rights**

500,000 yen (100 yen per unit).

[Reference]

Date of the resolution of the Board of Directors determining the issuance terms: September 11, 2025