

(Translation)

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For Immediate Release

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Notice Regarding Revision of Restricted Stock Compensation Plan

TANABE CONSULTING GROUP CO.,LTD. (the “Company”) hereby announces that, at the meeting of the Board of Directors held today, it resolved to revise the Restricted Stock Compensation Plan as described below and to submit a proposal regarding such revision to the 64th Annual General Meeting of Shareholders of the Company scheduled to be held in late June 2026 (hereinafter, the “Annual General Meeting”).

1. Outline of the Revision

At the 59th Annual General Meeting of Shareholders of the Company held on June 25, 2021, approval was obtained for the introduction of a stock compensation plan (hereinafter, the “Plan”) under which restricted stock is granted to the Company’s directors (excluding directors who are Audit and Supervisory Committee Members and outside directors; hereinafter, the “Eligible Directors”), for the purpose of further enhancing the Eligible Directors’ awareness of the need to raise the Company’s share price over the medium to long term, to achieve the performance targets set forth in the medium-term management plan (2021–2025), “TCG Future Vision 2030,” which commenced in the fiscal year ending March 31, 2022, and to increase their willingness to contribute to the enhancement of corporate value. Approval was also obtained, under the Plan, for the total amount of monetary remuneration claims to be paid to the Eligible Directors as compensation relating to restricted stock to be set at no more than ¥100 million per year, within the upper limit of the amount of remuneration for the Company’s directors of ¥700 million per year (of which no more than ¥30 million shall be for outside directors), for the total number of shares of restricted stock to be allotted to the Eligible Directors in each fiscal year to be limited to 160,000 shares, and for the transfer restriction period for the restricted stock to be five years.

With respect to this transfer restriction period (five years), the Company will submit a proposal to the Annual General Meeting to revise it to “the period until the date on which an Eligible Director retires from the position of director of the Company or any of its subsidiaries.”

2. Purpose and Conditions of the Revision

The Company has achieved all of the targets for net sales, operating profit, and ROE set forth in the medium-term management plan. The purpose of this revision is to further enhance the Eligible Directors’ willingness to contribute to the sustainable enhancement of the Company’s corporate value by having them hold restricted stock until their retirement, and to realize value sharing with shareholders for as long a period as possible. This revision shall be subject to approval by shareholders at the Annual General Meeting.

3. Other Matters

Other than the revisions described above, there will be no changes to the content of the Plan. For the content of the Plan at the time of its introduction, please refer to the “Notice Regarding Introduction of Restricted Stock Compensation Plan” dated May 19, 2021.