August 8, 2025

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Regarding the Formulation of the New Mid-Term Management Plan “Think Wild.”

WELLNET CORPORATION has formulated a new five-year management plan (from July 2025 to June 2030) under the theme “Think Wild. - Driving Japan’s digital transformation [DX] through innovative services from Hokkaido.” The outline of this plan is provided below.

New Mid-Term Management Plan “Think Wild.”

Plan Period July 1,2025 – June 30, 2030 (5 years)

Plan Overview “Think Wild.” - Bold ideas, bold challenges !
- Driving Japan’s digital transformation [DX] through innovative services from Hokkaido -

➤ Maximize revenue from existing services
  Improve profit margins by expanding direct sales channels
  Promote full adoption of all payment types among existing clients
  Secure roles as the digital transformation [DX] partner for major existing clients

➤ Implement safe, secure, comfortable, and convenient e-money in the society
  Develop e-money in Altair Triple Star
  Expand OEM adoption of e-money
  Broaden use of WELLNET’s general-purpose e-money

➤ Promote value-added payment services
  Expand BPO business
  Increase adoption of packaged solutions (e.g., e-kaiin.com, Shimaeru)

➤ Enhance productivity through management accounting and proactive AI utilization

➤ Contribute to the regional community through corporate social responsibility programmes
  Support technical colleges in Hokkaido to eliminate dropouts due to financial hardship
  Promote winter sports (e.g., speed skating)

Financial Plan “2030-2030”
- Grow the profit levels by double in five years
  Net profit to ¥2B, Ordinary profit to ¥3B by FY2030

WELLNET CORPORATION

New Mid-Term Management Plan

“Think Wild.“

- Driving Japan’s digital transformation [DX] through innovative services from Hokkaido -

August 8, 2025

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

New Mid-Term Management Plan "Think Wild." Key Points 1

■ **Plan Period July 1,2025 – June 30, 2030 (5 years)**

■ **Management Philosophy**

1. **Deliver safety, security, comfort, and convenience with optimal efficiency.**
2. **Empower employees to explore and realize their full potential.**

■ **Plan Overview**

"Think Wild." – Bold ideas, bold challenges !
- Driving Japan's digital transformation [DX] through innovative services from Hokkaido -

➤ **Maximize revenue from existing services**

- ➢ Improve profit margins by expanding direct sales channels
- ➢ Promote full adoption of all payment types among existing clients
- ➢ Secure roles as the digital transformation [DX] partner for major existing clients

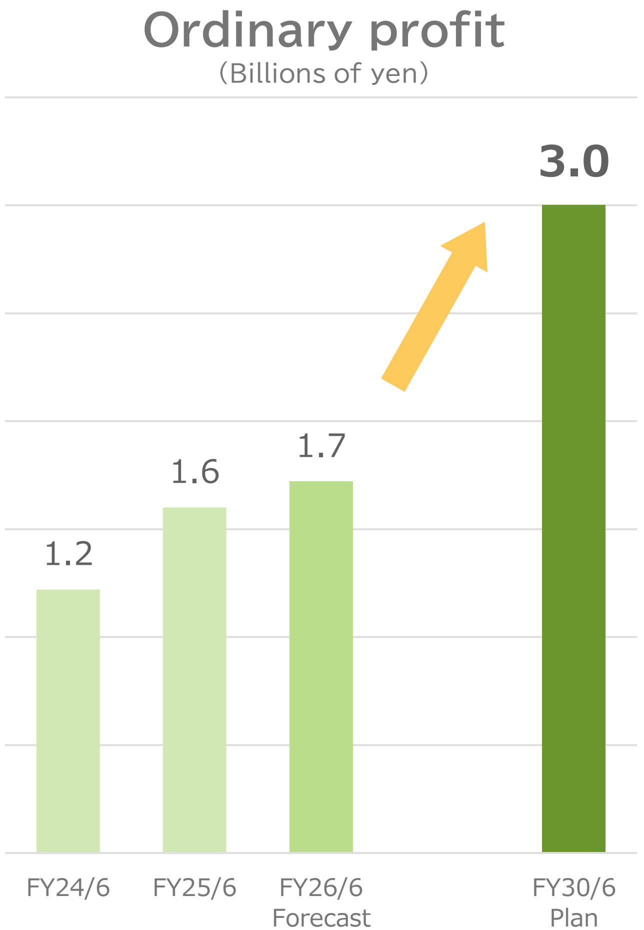
2 New Mid-Term Management Plan "Think Wild." Key Points 2

- **Implement safe, secure, comfortable, and convenient e-money in the society**
  - Develop e-money in Altair Triple Star
  - Expand OEM adoption of e-money
  - Broaden use of WELLNET's general-purpose e-money
- **Promote value-added payment services**
  - Expand BPO business
  - Increase adoption of packaged solutions (e.g., e-kaiin.com, Shimaeru)
- **Enhance productivity through management accounting and proactive AI utilization**
- **Contribute to the regional community through corporate social responsibility programmes**
  - Support technical colleges in Hokkaido to eliminate dropouts due to financial hardship
  - Promote winter sports (e.g., speed skating)

Financial Plan 1

"2030-2030"

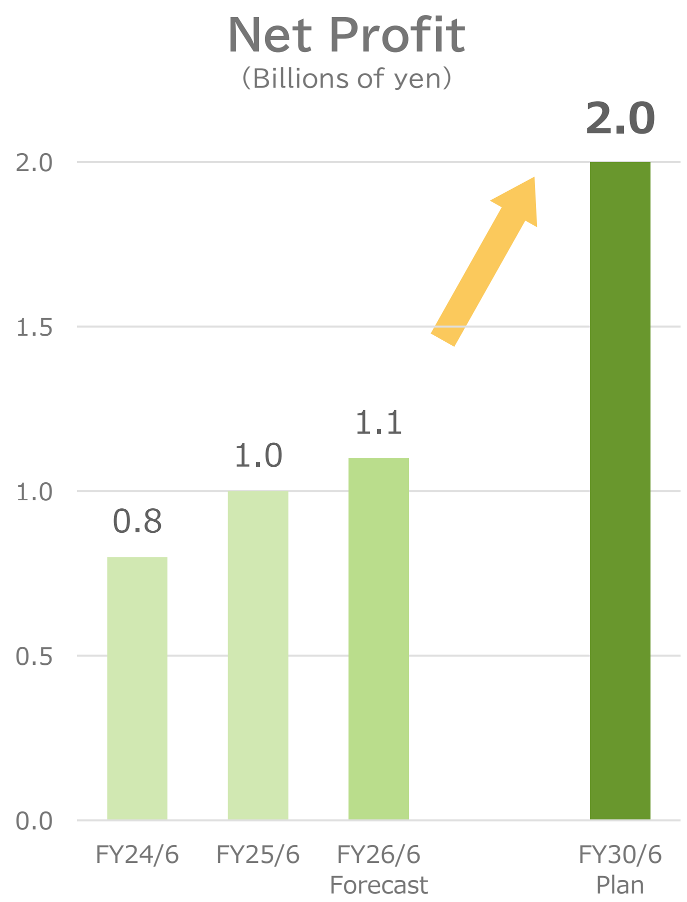
- Grow the profit levels by double in five years
Net profit to ¥2B, Ordinary profit to ¥3B by FY2030

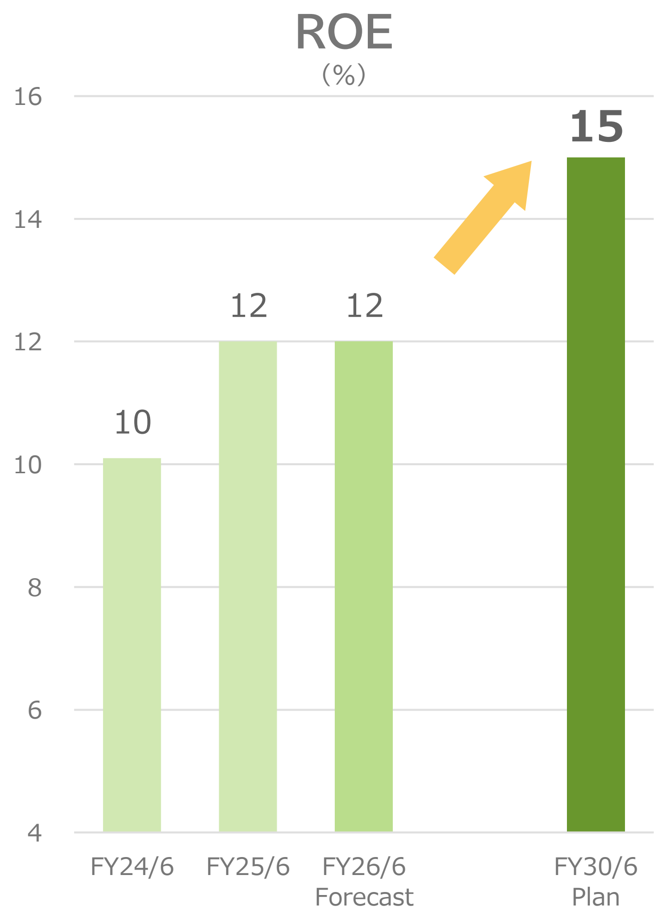


※ Strategic Areas =Altair Triple Star, e-money, ekaiin.com

Financial Plan 2

“2030-2030“
- Improve ROE to 15% in FY2030 through doubling NP



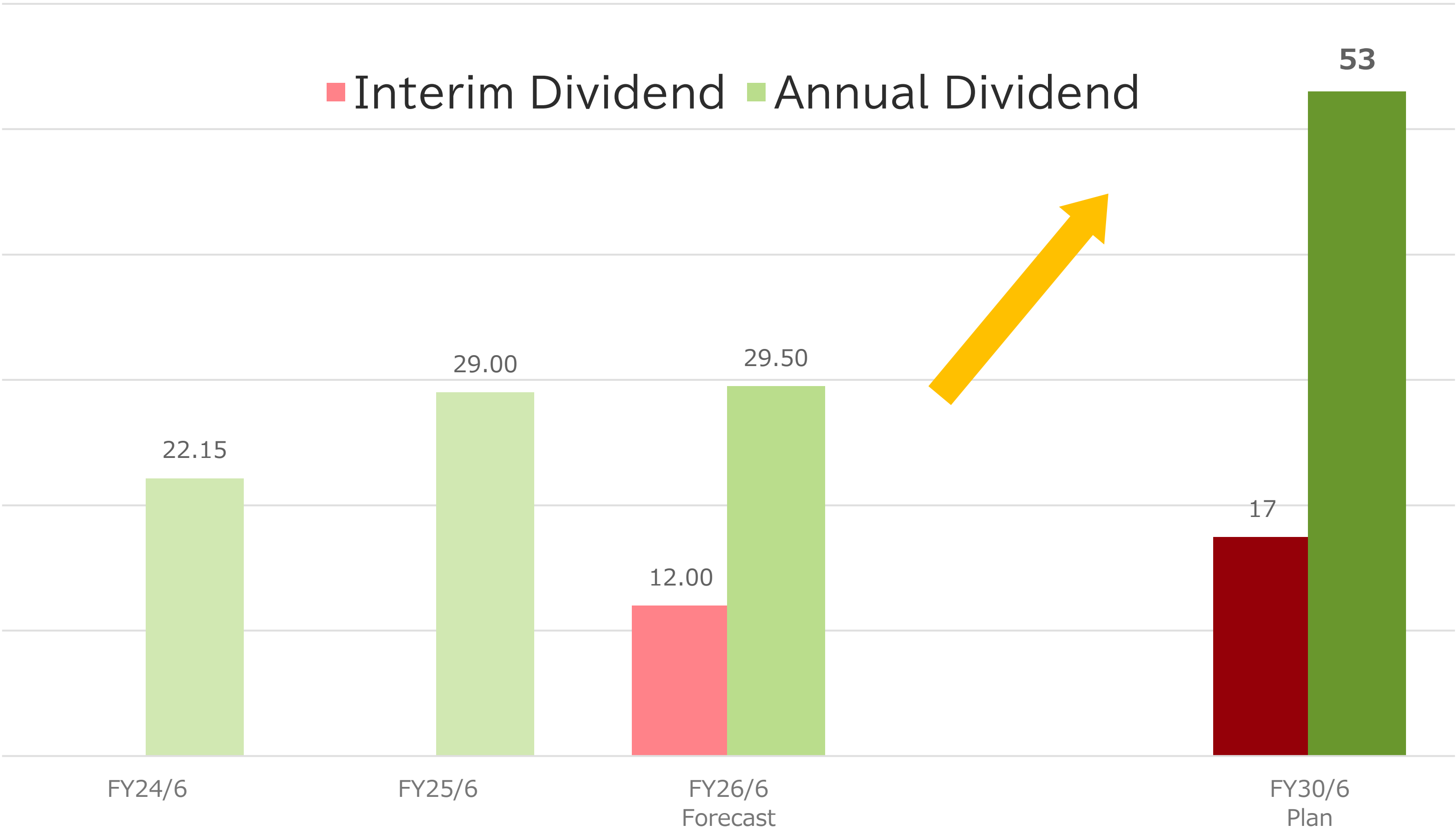


Shareholder Returns

- **Annual Dividend**
  Introduce a minimum DOE of 5% and maintain a payout ratio of at least 50%

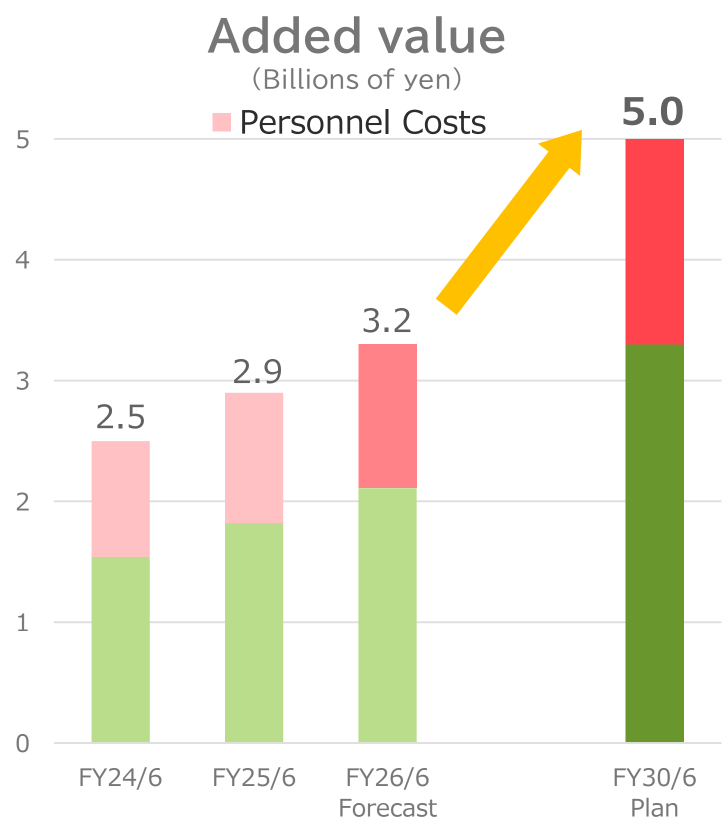
＊DOE＝Dividend on equity ratio

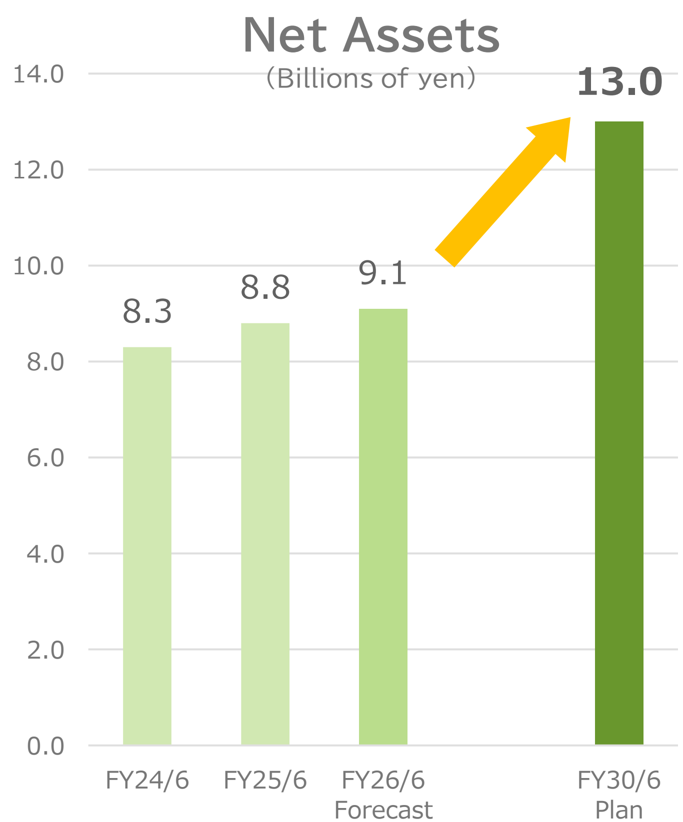
- **Interim Dividend**
  From December 2025, implement a semiannual minimum DOE of 2.5%



Capital Allocation

- Invest in human resources to attract, train, and retain high-performing employees and promote in-house development capabilities.
- Allocate financial resources for:
  1. System development, 2. Working capital,
  3. Capital and business alliances and 4. Safe liquid assets





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