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To whom it may concern:

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**Announcement regarding revision of the amount of remuneration for directors
(excluding directors who are Audit and Supervisory Committee Members)
and revision of the restricted share compensation plan**

At the meeting of the Board of Directors held today, the Company resolved to revise the amount of remuneration for directors (excluding directors who are Audit and Supervisory Committee Members) and the restricted share compensation plan (hereinafter referred to as the “Plan”) (such revision hereinafter referred to as the “Revision of the Plan”) and to submit a proposal concerning these matters to the 9th Annual General Meeting of Shareholders to be held on March 26, 2024 (hereinafter referred to as the “General Meeting of Shareholders”). The details are as follows:

1. Revision of the amount of remuneration for directors (excluding directors who are Audit and Supervisory Committee Members)

At the 7th Annual General Meeting of Shareholders held on March 24, 2022, the remuneration for directors (excluding directors who are Audit and Supervisory Committee Members) has been approved as being 100 million yen or less per year (including 20 million yen or less per year for outside directors) (however, the remuneration for the position of employee is not included). The Company plans to request for shareholders’ approval for the revision of the remuneration for directors (excluding directors who are Audit and Supervisory Committee Members) to be 150 million yen or less per year (including 30 million yen or less per year for outside directors) in order to strengthen the management team by increasing the number of directors. Additionally, the Company considers the fact that the responsibilities of directors have evolved as a result of the growth of the Company and changes in the business environment.

2. Revision of the Plan
(1) Purpose of Revision

The introduction of the Plan has been approved at the 6th Annual General Meeting of Shareholders held on March 26, 2021, and the following revisions have been approved at the 7th Annual General Meeting of Shareholders held on March 24, 2022: (a) paying a monetary remuneration claim of 50 million yen or less per year (including 10 million yen or less per year for outside directors) to the directors (including outside directors but excluding directors who are Audit and Supervisory Committee Members; hereinafter referred to as the “Eligible Directors”) as property contributed in-kind related to the grant of restricted shares, separate from the monetary remuneration; and (b) the restricted transfer period shall be a period from the granting date of restricted shares to the date of the director’s resignation or retirement from the director and other positions determined by the Board of Directors (except when assuming or reappointing any of such positions upon resignation or retirement; the same shall apply hereinafter); and (c) (i) the transfer restriction shall be lifted on the condition that the person continues to hold a position as a director of the Company or other position determined by the Board of Directors during the period of service determined by the Board of Directors, and (ii) in the event that the person resigns or retires from the position as a director of the Company or other position determined by the Board of Directors prior to the expiration of the period of service for reasons deemed justifiable by the Board of Directors, the number of shares to be lifted shall be reasonably adjusted as necessary.

The Plan was introduced to provide the Eligible Directors with an incentive to continuously increase the Company’s corporate value and to further enhance the sharing of value between the Eligible Directors and the shareholders. In order to further increase the Company’s corporate value over the mid-to long-term, and with the same reasons for the revision of the amount of the remuneration for directors (excluding directors who are Audit and

Supervisory Committee Members) described in 1. above, the Company will revise the amount of restricted share compensation, separate from the amount of remuneration described in 1. above; and will make it possible to grant shares as remuneration, etc. for the Eligible Directors, without requiring payment of money or delivery of property contributed in-kind, in addition to the method described in (1) (a) above; and will make the necessary revisions to enable the grant of restricted shares to the Eligible Directors with a restricted transfer period that differs from the current Plan in order to provide further incentive.

(2) Conditions for Revision

The revision of the Plan shall be subject to the approval of shareholders for the payment of such remuneration at the General Meeting of Shareholders, since the Plan allows granting of restricted shares to the Eligible Directors as remuneration, etc. for directors in addition to the method described in (1) (a) above, and granting of restricted shares to the Eligible Directors with a restricted transfer period that differs from the current Plan.

(3) Overview of Revision

At the 7th Annual General Meeting of Shareholders, it has been approved that the total number of common shares to be issued or disposed of to the Eligible Directors under the Plan shall be 30,000 shares or less per year (including 6,000 shares or less per year for outside directors) and the total amount of remuneration to be paid to the Eligible Directors under the Plan shall be 50 million or less yen per year (including 10 million yen or less per year for outside directors). With the same reasons for the revision of the amount of the remuneration for directors (excluding directors who are Audit and Supervisory Committee Members) described in 1. above, the total number of common shares to be issued or disposed of to the Eligible Directors shall be 45,000 shares or less per year (including 9,000 shares or less per year for outside directors) under the Plan and the total amount of remuneration to be paid to the Eligible Directors shall be 75 million yen or less per year (including 15 million yen or less per year for outside directors). Please note that if the total number of issued shares of the Company increases or decreases as a result of a consolidation of shares or a share split (including the allotment of shares without contribution), the maximum number of common shares to be issued shall be adjusted according to the ratio of those.

In accordance with the revision of the Plan, the grant of restricted shares shall be effected by any of the following methods: (a) the existing method of issuing or disposing of the Company's common shares by paying monetary remuneration claims to the Eligible Directors, and having the Eligible Directors contributing such monetary remuneration claims as property contributed in-kind; or (b) the method of issuing or disposing of the Company's common shares without requiring payment of money or delivery of property as remuneration, etc. to the directors.

The restricted transfer period under the current Plan was from (I) the granting date of restricted shares to the date of Eligible Director's resignation or retirement from the director and other positions determined by the Board of Directors. In accordance with the revision of the Plan, the issuance of restricted shares with (II) a period of approximately three (3) years to approximately five (5) years, which is determined by the Board of Directors (provided, however, that the number of restricted shares separately determined by the Board of Directors may be partially and gradually lifted within such period) shall be permitted. The specific timing and distribution of payments to each Eligible Director shall be determined by the Board of Directors.

In addition, upon the grant of restricted shares under the Plan, the Company and the Eligible Directors shall enter into a restricted share allotment agreement (hereinafter referred to as the "Allotment Agreement"), which shall include the following provisions:

- (a) the Eligible Directors shall not transfer, pledge as collateral, or otherwise dispose of the common shares allotted pursuant to the Allotment Agreement for a predetermined period.
- (b) the Company shall acquire such allotted shares free of charge in certain circumstances.