

rYojbaba Launches Shareholder Benefit Program Under its Healthcare and Wellness Brands and Services

FUKUOKA, Japan, Dec. 17, 2025 -- **rYojbaba Co., Ltd. (Nasdaq: RYOJ)** ("**rYojbaba**" or the "**Company**"), a Japanese labor consulting and health services company, announced the launch of a shareholder benefit program (the "Program") under its osteopathic clinics, **Sakai Seikotsuin** and osteopathic beauty salons, **Speed Kogao**.

Through this Program, the Company seeks to deepen shareholders' understanding of its business activities and service philosophy by providing experiential benefits through treatment services. The purpose of this Program is to allow shareholders to directly experience the quality and approach of rYojbaba's healthcare and wellness services.

Eligible shareholders will receive complimentary invitation vouchers that may be used for one of the following treatment services:

- Treatment services provided within Sakai Seikotsuin
- Treatment services provided under the "Speed Kogao (KOGAO Facial Adjustment)" program

The specific treatment content will be limited to the services offered at each participating location. These services are not intended to constitute medical treatment.

Shareholders who hold 100 or more shares of the Company's common stock as of December 31 of each year are eligible for the Program. The benefits are planned to be distributed once per year, and the number of vouchers and detailed content will be determined at the discretion of the Company based on annual conditions. For Fiscal 2026, the Company plans to distribute six vouchers uniformly to all eligible shareholders.

The content of this Program (including the number of vouchers and eligibility conditions) may be changed or discontinued at the Company's discretion depending on future circumstances.

Application Procedures

During the designated application period, shareholders must access the shareholder benefit application form separately provided by the Company and submit their name, email address, and other required information. Applicants will be required to submit documentation verifying their status as eligible shareholders.

The initial application period is expected to be scheduled between January and March of 2026. Eligibility will be determined based on share ownership as of December 31, 2025.

Terms of Use and Important Notes

- The benefit vouchers are non-redeemable for cash and will not be reissued.
- Sale, transfer, or use for commercial purposes by third parties is strictly prohibited.
- The vouchers do not carry monetary value.
- Use of the vouchers is subject to advance reservation and other conditions established by each participating location.

Personal information provided by shareholders will be used solely for the operation of this Program and for the provision of IR-related information.

About rYojbaba Co., Ltd.

rYojbaba operates a labor consulting and health services business. The labor consulting business provides strategic consulting services for both Japanese companies and labor unions, with the underlying goal to bridge the gap between Japan's labor culture issues and the lack of solutions for work-related dissatisfactions. rYojbaba also operates 28 osteopathic clinics and 2 beauty salons across Japan within its health services business, primarily offering judo theory, a form of osteopathic medicine practiced in Japan. To learn more, visit <https://www.ryojbaba.com/>.

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