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Securities Code: 8065

(Date of Mailing: May 29, 2026)

(Commencement Date of Measures for Electronic Provision: May 21, 2026)

To our shareholders:

Tetsuo Nozawa
President and Executive Officer
SATOSHOJI CORPORATION
1-8-1 Marunouchi, Chiyoda-ku, Tokyo

Notice of the 103rd Annual General Meeting of Shareholders

It is our pleasure to inform you that the 103rd Annual General Meeting of Shareholders of SATOSHOJI CORPORATION (the “Company”) will be held as described below.

When convening this general meeting of shareholders, the Company takes measures to provide information that constitutes the contents of the reference documents for the general meeting of shareholders, etc. (items for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information on the Company’s website. Please access the Company’s website using the internet address below to review the information.

Company Website: <https://www.satoshoji.co.jp/en/ir/stock/meeting.html>

Items subject to the measures for electronic provision are posted on the Tokyo Stock Exchange (TSE) website, in addition to the Company’s website.

TSE website (Listed Company Search):

<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

(Please access the TSE website above, and enter “SATO SHO-JI CORPORATION” in the “Issue name (company name)” field or the Company’s securities code “8065” in the “Code” field, and click “Search.” On the search results page, select “Basic information” followed by “Documents for public inspection/PR information,” and refer to “Notice of General Shareholders Meeting /Informational Materials for General Shareholders Meeting” under “Filed information available for public inspection” to access and confirm the information you are searching for.)

In lieu of attending the meeting in person, you may exercise your voting rights in writing or by electromagnetic means (e.g., via the Internet). We kindly ask you to exercise your voting rights after reviewing the Reference Documents for the General Meeting of Shareholders.

1. Date and Time: Wednesday, June 24, 2026, at 10:00 a.m. (JST) (Reception opens at 9:00 a.m.)

2. Venue: Conference Room 911 on the 9th floor of TEKKO KAIKAN
3-2-10, Nihonbashi-Kayabacho, Chuo-ku, Tokyo

3. Purpose of the Meeting

Matters to be reported:

1. The Business Report and Consolidated Financial Statements for the Company’s 103rd fiscal year (from April 1, 2025 to March 31, 2026), and the results of audits of the Consolidated Financial Statements by the financial auditor and the Audit and Supervisory Committee
2. Non-consolidated Financial Statements for the Company’s 103rd fiscal year (from April 1, 2025 to March 31, 2026)

Matters to be resolved:

Proposal No. 1 Appropriation of Surplus

Proposal No. 2 Election of Seven Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

Proposal No. 3 Election of Two Directors Who Are Audit and Supervisory Committee Members

Proposal No. 4 Election of Two Substitute Directors Who Are Audit and Supervisory Committee Members

4. Guidance on the Exercise of Voting Rights, etc.

If exercising voting rights by attending the meeting in person:

When attending the meeting, please submit the Voting Rights Exercise Form, enclosed with this Notice of Convocation, at reception.

If exercising voting rights in writing:

Please indicate your votes for or against the proposals on the enclosed Voting Rights Exercise Form and return the form so that it is received by 5:30 p.m. on Tuesday, June 23, 2026 (JST).

If exercising voting rights via the Internet, etc.:

Please follow the instructions on Page 5 (in Japanese only) and enter your votes for or against the proposals by 5:30 p.m. on Tuesday, June 23, 2026 (JST).

- Among items subject to the measures for electronic provision, the following are not included in the hard copy to be sent to shareholders in accordance with laws and regulations and the provisions of Article 15 of the Articles of Incorporation of the Company.
 - Business Report (Principal business activities; major sales offices and plants; status of employees; status of major lenders; status of share acquisition rights, etc.; status of financial auditors; system to ensure proper operations; overview of the management of the system to ensure proper operations; and basic policy on company control)
 - Consolidated Financial Statements (Changes in equity for the Consolidated Financial Statements, and notes to the Consolidated Financial Statements)
 - Non-consolidated Financial Statements (Balance sheets, statements of income, and changes in equity for the Non-consolidated Financial Statements; and notes to the Non-consolidated Financial Statements)
 - Audit Reports (Audit reports by the financial auditor on the Consolidated Financial Statements and Non-consolidated Financial Statements, and audit reports prepared by the Audit and Supervisory Committee)The hard copy therefore comprises parts of the Business Report and Consolidated Financial Statements that were audited by the Audit and Supervisory Committee and financial auditor in the preparation of the audit reports.
- If revisions to the items subject to the measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on the aforementioned websites for taking measures for providing information in electronic format.
- Company staff will attend the meeting in casual business attire, and neckties will not be worn.

Reference Documents for the General Meeting of Shareholders

Proposal No. 1 Appropriation of Surplus

The Company proposes the appropriation of surplus as follows:

Year-end dividend

Regarding the distribution of profits, taking into consideration the future profit outlook etc., and in order to ensure continuous profits, the Company's basic policy is to provide continuous stable dividends of 30% or more of consolidated deemed earnings*, with a minimum annual dividend of ¥76 per share.

*Consolidated deemed earnings: Consolidated ordinary profit x (1 - Effective tax rate)

- (1) Type of dividend property
Cash
- (2) Allotment of dividend property and the aggregate amount thereof
¥44 per common share of the Company
Total amount of dividend: ¥911,197,804
- (3) Effective date of dividend of surplus
June 25, 2026

The total annual dividends will be ¥82 per share, including the interim dividend of ¥38 per share already paid.

Proposal No. 2 Election of Seven Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

The term of office of all six Directors (excluding Directors who are Audit and Supervisory Committee Members, applicable to the rest of this proposal) shall expire at the conclusion of this Annual General Meeting of Shareholders. Therefore, the Company proposes the election of seven Directors, increasing the number of Directors by one in order to strengthen the management structure.

Each nominated Director has been determined by the Board of Directors, based on the recommendations by the Nominating & Remuneration Committee.

The Audit and Supervisory Committee has stated that there are no particular matters to be pointed out in response to this proposal.

The candidates for Director are as follows:

| Candidate No. | Name | Gender | Current position and responsibilities, etc. | Attributes |
|---------------|------------------|--------|--|--------------------------------------|
| 1 | Tetsuo Nozawa | Male | President and Executive Officer in charge of Audit Dept. | Reelection |
| 2 | Masami Urano | Male | Director and Senior Managing Executive Officer in charge of Management Dept. | Reelection |
| 3 | Kazunori Suga | Male | Director and Managing Executive Officer in charge of Electronics Dept. and Overseas Operations Dept. (Electronics) | Reelection |
| 4 | Akihiko Ito | Male | Director and Managing Executive Officer in charge of Non-ferrous Metals Dept. and Overseas Operations Dept. (Non-ferrous Metals) | Reelection |
| 5 | Masayuki Akimoto | Male | Senior Corporate Officer in control of Safety & ISO promotion Dept. | New election |
| 6 | Ikuo Oguri | Male | Outside Director | Reelection Outside Independent |
| 7 | Hajime Sato | Male | Outside Director | Reelection Outside Independent |

New election: Candidate for Director to be newly elected

Reelection: Candidate for Director to be reelected

Outside: Candidate for Outside Director

Independent: Independent officer as defined by the securities exchange, etc.

| Candidate No. | Name (date of birth) | Career summary, position and responsibilities in the Company | | Number of the Company's shares owned |
|---|---|--|---|--------------------------------------|
| 1 | <p>Tetsuo Nozawa (January 23, 1957)</p> <p>Reelection</p> <p>Number of years in office as a Director 15 years</p> | Dec. 1980 | Joined the Company | 18,700 shares |
| | | May 1995 | General Manager of Shiga Branch | |
| | | Apr. 2005 | General Manager in control of a Department | |
| | | Apr. 2007 | Executive Officer | |
| | | June 2011 | Director in control of a Department | |
| | | Apr. 2014 | Managing Director in control of a Department | |
| | | June 2014 | Director and Managing Executive Officer in control of a Department | |
| | | Apr. 2019 | Director and Managing Executive Officer in charge of a Department | |
| | | Apr. 2022 | President (currently President and Executive Officer) (current position) | |
| | | Significant concurrent positions outside the Company None | | |
| <p>Reasons for nomination as candidate for Director</p> <p>Tetsuo Nozawa has been nominated as a candidate for Director because of his experience and abundant knowledge of strategy, acquired over many years of service in the Iron and Steel Dept., the Company's main business, and since assuming the position of Representative Director in 2022. The Company has judged that he will contribute to further expanding the Group's businesses and enhancing the Group's corporate value.</p> | | | | |
| 2 | <p>Masami Urano (January 16, 1958)</p> <p>Reelection</p> <p>Number of years in office as a Director 7 years</p> | Apr. 1981 | Joined the Company | 9,900 shares |
| | | Feb. 1995 | Manager of Accounting Section, Accounting Dept. | |
| | | June 2001 | General Manager of Audit Dept. | |
| | | Apr. 2007 | Deputy General Manager in control of a Department | |
| | | Apr. 2008 | Executive Officer | |
| | | Apr. 2015 | Senior Corporate Officer | |
| | | June 2018 | Managing Executive Officer in control of a Department | |
| | | June 2019 | Director and Managing Executive Officer in control of a Department | |
| | | Apr. 2024 | Director and Senior Managing Executive Officer in charge of Management Dept. (current position) | |
| | | Significant concurrent positions outside the Company None | | |
| <p>Reasons for nomination as candidate for Director</p> <p>Masami Urano has been nominated as a candidate for Director because of his outstanding knowledge of human resources, finance, and all aspects of management administration, acquired over many years of experience in administrative departments, and since assuming the position of Representative Director in 2024. The Company has judged that he will contribute to expanding the Group's businesses in Japan and overseas and enhancing the Group's corporate value.</p> | | | | |

| Candidate No. | Name (date of birth) | Career summary, position and responsibilities in the Company | Number of the Company's shares owned |
|---|--|--|--------------------------------------|
| 3 | Kazunori Suga (July 30, 1965) Reelection Number of years in office as a Director 7 years | <p>Apr. 1991 Joined the Company</p> <p>Apr. 2004 Manager of Materials Section, Electronic Materials Dept.</p> <p>Apr. 2008 General Manager of Electronic Materials Dept.</p> <p>Apr. 2010 General Manager in control of a Department</p> <p>June 2014 Executive Officer</p> <p>June 2018 Senior Corporate Officer</p> <p>Apr. 2019 Senior Corporate Officer in control of a Department</p> <p>June 2019 Director and Senior Corporate Officer in charge of a Department</p> <p>Apr. 2024 Director and Managing Executive Officer in charge of a Department</p> <p>May 2026 Director and Managing Executive Officer in charge of Electronics Dept. and Overseas Operations Dept. (Electronics) (current position)</p> <p>Significant concurrent positions outside the Company None</p> | 31,100 shares |
| <p>Reasons for nomination as candidate for Director</p> <p>Kazunori Suga has been nominated as a candidate for Director because of his abundant knowledge of strategy and management, particularly overseas, acquired over many years of experience in the Electronics Dept. The Company has judged that he will contribute to expanding the Group's businesses in Japan and overseas and enhancing the Group's corporate value.</p> | | | |
| 4 | Akihiko Ito (April 13, 1961) Reelection Number of years in office as a Director 4 years | <p>Apr. 1985 Joined the Company</p> <p>Oct. 1998 Manager of the Third Section, Non-ferrous Metals Dept.</p> <p>Oct. 2001 General Manager of Nagoya Branch</p> <p>Apr. 2008 Deputy General Manager in control of a Department</p> <p>Apr. 2009 General Manager in control of a Department</p> <p>Apr. 2010 Executive Officer</p> <p>June 2019 Senior Corporate Officer in charge of a Department</p> <p>June 2022 Director and Senior Corporate Officer in charge of a Department</p> <p>Apr. 2025 Director and Managing Executive Officer in charge of a Department</p> <p>May 2026 Director and Managing Executive Officer in charge of Non-ferrous Metals Dept. and Overseas Operations Dept. (Non-ferrous Metals) (current position)</p> <p>Significant concurrent positions outside the Company President of METAL ACT Co., Ltd.</p> | 24,600 shares |
| <p>Reasons for nomination as candidate for Director</p> <p>Akihiko Ito has been nominated as a candidate for Director because of his abundant knowledge of strategy and management, particularly overseas, acquired over many years of experience in the Iron and Steel Dept. and the Non-ferrous Metals Dept. The Company has judged that he will contribute to expanding the Group's businesses in Japan and overseas and enhancing the Group's corporate value.</p> | | | |

| Candidate No. | Name (date of birth) | Career summary, position and responsibilities in the Company | | Number of the Company's shares owned |
|--|---|--|---|--------------------------------------|
| 5 | Masayuki Akimoto (April 30, 1969) New election Number of years in office as a Director - | Apr. 1995 | Joined Nippon Kokan K.K. | 41,370 shares |
| | | Apr. 1997 | Joined the Company | |
| | | Apr. 2000 | Manager of the First Section, Iron and Steel Dept. | |
| | | June 2002 | Director and General Manager in control of General Merchandise Dept. (currently Life Sales Dept.) | |
| | | June 2014 | Senior Corporate Officer in control of Safety & ISO promotion Dept. (current position) | |
| | | Significant concurrent positions outside the Company Representative Director and President of SANSHIN KOGYO CO., LTD. | | |
| Reasons for nomination as candidate for Director | | | | |
| Masayuki Akimoto has been nominated as a candidate for Director because of his experience in the Iron and Steel Dept. and the Life Sales Dept. since joining the Company, and his contributions to improving sustainability and safety across the Group companies as the person in control of the Safety & ISO Promotion Dept. The Company has judged that he will further contribute to resolving the management issues of the Group companies and enhancing the Group's corporate value in the future. | | | | |
| 6 | Ikuo Oguri (May 11, 1950) Reelection Outside Independent Number of years in office as an Outside Director 5 years | Mar. 1974 | Joined HASEKO Corporation | 1,900 shares |
| | | Oct. 1989 | Manager of Urban Environment Design Office, Engineering Division of HASEKO Corporation | |
| | | Apr. 2001 | General Manager of Engineering Division of HASEKO Corporation | |
| | | June 2001 | Director of HASEKO Corporation | |
| | | June 2004 | Managing Director of HASEKO Corporation | |
| | | July 2006 | Representative Director and Executive Operating Officer, In Charge of Engineering of HASEKO Corporation | |
| | | Apr. 2010 | President and Representative Director of HASEKO Corporation | |
| | | Apr. 2014 | Chairman and Representative Director of HASEKO Corporation | |
| | | Apr. 2020 | Director and Executive Advisor of HASEKO Corporation | |
| | | June 2020 | Executive Advisor of HASEKO Corporation (current position) | |
| | | June 2021 | Outside Director of the Company (current position) | |
| | | Significant concurrent positions outside the Company Executive Advisor of HASEKO Corporation | | |
| Reasons for nomination as candidate for Outside Director and outline of expected role | | | | |
| The Company has nominated Ikuo Oguri as a candidate for Outside Director again, expecting him to provide advice on management decisions and supervise the execution of business operations from a practical and expert viewpoint, based on his extensive knowledge and wealth of experience cultivated through his experience in the engineering department and management at a general contractor and as an outside director at other companies. | | | | |

| Candidate No. | Name (date of birth) | Career summary, position and responsibilities in the Company | Number of the Company's shares owned |
|---|--|--|--------------------------------------|
| 7 | Hajime Sato (January 1, 1957) Reelection Outside Independent Number of years in office as an Outside Director 3 years | <p>Apr. 1981 Joined Kayaba Industry Co., Ltd. (currently KYB Corporation)</p> <p>Feb. 2003 Managing Director of KYB Europe GmbH of KYB Corporation</p> <p>Oct. 2011 General Manager of Marketing Division, Automotive Components Operations of KYB Corporation</p> <p>Apr. 2016 Executive Officer of KYB Corporation</p> <p>May 2016 President of KYB (Thailand) Co., Ltd. of KYB Corporation</p> <p>June 2018 Managing Executive Officer and Deputy General Manager of Automotive Components Operations of KYB Corporation</p> <p>Jan. 2020 Senior Managing Executive Officer and General Manager of Automotive Components Operations of KYB Corporation</p> <p>Apr. 2022 Executive Vice President and Executive Officer in Charge of Sales Division of KYB Corporation</p> <p>June 2022 Member of the Board of Directors, Executive Vice President and Executive Officer of KYB Corporation</p> <p>June 2023 Outside Director of the Company (current position)</p> <p>Significant concurrent positions outside the Company None</p> | 4,100 shares |
| <p>Reasons for nomination as candidate for Outside Director and outline of expected role</p> <p>The Company has nominated Hajime Sato as a candidate for Outside Director again, expecting him to use his experience and knowledge to provide advice on management decisions and supervise the execution of business operations, based on his extensive knowledge and abundant experience in the sales division of an automobile parts manufacturer, as well as a wealth of international experience and management expertise acquired as a representative in charge of overseas operations.</p> | | | |

- Notes:
1. Mr. Akimoto is a new candidate for Director.
 2. There is no special interest between any of the candidates and the Company.
 3. Mr. Oguri and Mr. Sato are candidates for Outside Director.
 4. The number of years in office shown for each candidate for Director refers to the number of years as of the conclusion of this Annual General Meeting of Shareholders.
 5. In accordance with Article 427, paragraph (1) of the Companies Act, the Company may enter into an agreement with Outside Directors to limit their liability for damages pursuant to Article 423, paragraph (1) of the same act. Liability for damages under this agreement is limited to the amount provided for in laws and regulations.
The Company has entered into a liability limitation agreement with Mr. Oguri and Mr. Sato and intends to continue the agreement if this proposal is approved and passed.
 6. The Company has entered into a directors and officers liability insurance agreement provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The insurance agreement covers damages that may arise when the insured are held liable for the performance of their duties or are subject to claims related to the pursuit of such liability (however, certain exemptions apply, such as when an act is committed with the knowledge that it violates laws and regulations). The candidates shall be included in the insured parties in the insurance agreement if this proposal is approved and passed. The Company plans to renew the insurance agreement according to the same details at the time of renewal.
 7. The Company has submitted notification to the Tokyo Stock Exchange that Mr. Oguri and Mr. Sato have been designated as independent officers as provided for by the aforementioned exchange. If the reelection of Mr. Oguri and Mr. Sato is approved, the Company plans for their designation as independent officers to continue.
There is no special interest between Mr. Oguri and the Company. The Company has therefore judged that there is no risk of a conflict of interest between Mr. Oguri and general shareholders.
The value of the business transactions between KYB Corporation, where Mr. Sato previously worked, and the Company is less than 1% of the Company's consolidated net sales, and KYB Corporation does not hold any of the Company's shares.

Therefore, its influence on the Company is considered insignificant. The Company has therefore judged that there is no risk of a conflict of interest between Mr. Sato and general shareholders.

8. The Company received a recommendation and guidance from the Japan Fair Trade Commission pursuant to the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors as of April 21, 2025 during the term of office of Mr. Oguri and Mr. Sato as Outside Directors. Mr. Oguri and Mr. Sato have consistently expressed the need for strict legal compliance at meetings of the Board of Directors and other occasions, and after the violation of the relevant laws and regulations was recognized, they have fulfilled their responsibilities by providing advice on measures to prevent recurrence, as well as other matters.

Proposal No. 3 Election of Two Directors Who Are Audit and Supervisory Committee Members

The term of office of two Directors who are Audit and Supervisory Committee Members shall expire at the conclusion of this Annual General Meeting of Shareholders. Therefore, the Company proposes the election of two Directors. Each nominated Director who is an Audit and Supervisory Committee Member has been determined by the Board of Directors, based on the recommendations by the Nominating & Remuneration Committee. In addition, the consent of the Audit and Supervisory Committee has been obtained for the submission of this proposal.

The candidates for Directors who are Audit and Supervisory Committee Members are as follows:

| Candidate No. | Name | Gender | Current position and responsibilities, etc. | Attributes |
|---------------|----------------|--------|---|--------------------------------------|
| 1 | Takahiro Mori | Male | Outside Director (Full-Time Audit and Supervisory Committee Member) | Reelection Outside Independent |
| 2 | Ryoko Sugiyama | Female | Outside Director (Audit and Supervisory Committee Member) | Reelection Outside Independent |

Reelection: Candidate for Director to be reelected

Outside: Candidate for Outside Director

Independent: Independent officer as defined by the securities exchange, etc.

| Candidate No. | Name (date of birth) | Career summary, position and responsibilities in the Company | Number of the Company's shares owned |
|--|--|---|--------------------------------------|
| 1 | <p style="text-align: center;">Takahiro Mori (August 17, 1961)</p> <p style="text-align: center;">Reelection Outside Independent</p> <p style="text-align: center;">Number of years in office as an Outside Director 4 years</p> | <p>Apr. 1986 Joined The Daiwa Bank, Ltd. (currently Resona Bank, Limited.)</p> <p>Feb. 2005 General Manager, Kashiwa Branch of Resona Bank, Limited.</p> <p>Apr. 2013 General Manager, Management Division of Resona Bank, Limited.</p> <p>Apr. 2014 Executive Officer of Resona Bank, Limited.</p> <p>Apr. 2018 Senior Managing Director of Resona Card Co., Ltd.</p> <p>Apr. 2022 Advisor of Resona Card Co., Ltd.</p> <p>June 2022 Outside Director and Full-Time Audit and Supervisory Committee Member of the Company (current position)</p> <p>Significant concurrent positions outside the Company None</p> | 2,700 shares |
| <p>Reasons for nomination as candidate for Outside Director who is an Audit and Supervisory Committee Member and outline of expected role</p> <p>The Company nominates Takahiro Mori as a candidate for Outside Director who is an Audit and Supervisory Committee Member again, expecting him to provide advice on management decisions and supervise the execution of business operations from a practical and expert viewpoint, based on his extensive knowledge and wealth of experience accumulated in the sales department, management, and credit management at a financial institution.</p> | | | |

| Candidate No. | Name (date of birth) | Career summary, position and responsibilities in the Company | Number of the Company's shares owned |
|--|--|---|--------------------------------------|
| 2 | Ryoko Sugiyama (July 27, 1955) Reelection Outside Independent Number of years in office as an Outside Director 2 years | <p>May 1996 Established Sugiyama & Kurihara Environmental Consultants, Inc., Representative Director</p> <p>Aug. 2007 Director of Sugiyama & Kurihara Environmental Consultants, Inc. (current position)</p> <p>Apr. 2010 Professor at the Faculty of Social and Environmental Studies, Fuji Tokoha University (currently Tokoha University)</p> <p>June 2015 Outside Director, Member of the Board of UACJ Corporation</p> <p>Jan. 2016 Director of Gifu Sugiyama Memorial Foundation (currently Sugiyama Memorial Foundation) (current position)</p> <p>June 2016 Outside Director and Audit and Supervisory Committee Member of LECIP HOLDINGS CORPORATION</p> <p>June 2017 External Director of Kurita Water Industries Ltd.</p> <p>Dec. 2018 Head and Representative Director of Gifu Shimbun Co., Ltd. (current position)</p> <p>June 2023 Outside Director of JSP Corporation (current position)</p> <p>June 2024 Outside Director and Audit and Supervisory Committee Member of the Company (current position)</p> <p>June 2025 Outside Director of TOKYU CORPORATION (current position)</p> <p>Dec. 2025 Director of Gifu Broadcasting System, Inc. (current position)</p> <p>Significant concurrent positions outside the Company Director of Sugiyama & Kurihara Environmental Consultants, Inc. Director of Gifu Sugiyama Memorial Foundation Head and Representative Director of Gifu Shimbun Co., Ltd. Director of Gifu Broadcasting System, Inc. Outside Director of JSP Corporation Outside Director of TOKYU CORPORATION</p> | 700 shares |
| <p>Reasons for nomination as candidate for Outside Director who is an Audit and Supervisory Committee Member and outline of expected role</p> <p>The Company nominates Ryoko Sugiyama as a candidate for Outside Director who is an Audit and Supervisory Committee Member again, expecting her to provide advice on management decisions and supervise the execution of business operations from a practical and expert viewpoint, since she has served as an outside director of several listed companies for many years.</p> | | | |

- Notes:
1. There is no special interest between any of the candidates and the Company.
 2. The number of years in office shown for each candidate for Director refers to the number of years as of the conclusion of this Annual General Meeting of Shareholders.
 3. In accordance with Article 427, paragraph (1) of the Companies Act, the Company may enter into an agreement with Outside Directors to limit their liability for damages pursuant to Article 423, paragraph (1) of the same act. Liability for damages under this agreement is limited to the amount provided for in laws and regulations.
The Company has entered into a liability limitation agreement with Mr. Mori and Ms. Sugiyama and intends to continue the agreement if this proposal is approved and passed.
 4. The Company has entered into a directors and officers liability insurance agreement provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The insurance agreement covers damages that may arise when the insured are held liable for the performance of their duties or are subject to claims related to the pursuit of such liability (however, certain exemptions apply, such as when an act is committed with the knowledge that it violates laws and regulations). The candidates shall be included in the insured parties in the insurance agreement if this proposal is

approved and passed. The Company plans to renew the insurance agreement according to the same details at the time of renewal.

5. The Company has submitted notification to the Tokyo Stock Exchange that Mr. Mori and Ms. Sugiyama have been designated as independent officers as provided for by the aforementioned exchange. If the reelection of Mr. Mori and Ms. Sugiyama is approved, the Company plans for their designation as independent officers to continue.

Mr. Mori previously worked at Resona Bank, Limited which is the Company's main bank. However, Resona Bank, Limited holds only 2.7% of the Company's shares and therefore, its influence on the Company is considered insignificant. The Company has therefore judged that there is no risk of a conflict of interest between Mr. Mori and general shareholders. There is no special interest between Ms. Sugiyama and the Company. The Company has therefore judged that there is no risk of a conflict of interest between Ms. Sugiyama and general shareholders.

6. The Company received a recommendation and guidance from the Japan Fair Trade Commission pursuant to the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors as of April 21, 2025 during the term of office of Mr. Mori and Ms. Sugiyama as Outside Directors. Mr. Mori and Ms. Sugiyama have consistently expressed the need for strict legal compliance at meetings of the Board of Directors and other occasions, and after the violation of the relevant laws and regulations was recognized, they have fulfilled their responsibilities by providing advice on measures to prevent recurrence, as well as other matters.

<Reference> Main areas of experience and expertise of Directors (including Directors who are Audit and Supervisory Committee Members) after the General Meeting of Shareholders.

* If all of the candidates listed in this Notice of Convocation are elected as originally proposed, each Director's main area of experience and expertise will be as follows:

| Name | Gender | Corporate Management | Financial Accounting | Legal and Compliance | Business Investment | Sales and Marketing | Global | Manufacturing and Technology |
|------------------|--------|----------------------|----------------------|----------------------|---------------------|---------------------|--------|------------------------------|
| Tetsuo Nozawa | Male | ● | | | ● | ● | | |
| Masami Urano | Male | | ● | ● | ● | | | |
| Kazunori Suga | Male | | | | ● | ● | ● | |
| Akihiko Ito | Male | | | | ● | ● | ● | |
| Masayuki Akimoto | Male | ● | | | ● | | | ● |
| Ikuo Oguri | Male | ● | | | ● | | | ● |
| Hajime Sato | Male | ● | | | | ● | ● | |
| Takahiro Mori | Male | | ● | ● | | ● | | |
| Ken Kotani | Male | ● | | ● | | ● | | |
| Ryoko Sugiyama | Female | ● | | ● | | | ● | |

* The above list does not represent all the knowledge and experience possessed by each individual.

| Candidate No. | Name (date of birth) | Career summary | Number of the Company's shares owned |
|--|--|---|--------------------------------------|
| 2 | Takako Ochi (July 13, 1969) Female | <p>Oct. 1992 Joined Arthur Andersen Eiwa Audit Corporation (currently KPMG AZSA LLC)</p> <p>Oct. 1996 Joined Tohmatsu & Co. (currently Deloitte Touche Tohmatsu LLC)</p> <p>Apr. 2002 Established Ochi Accounting Firm</p> <p>Oct. 2012 Established Takako Ochi Tax Accounting Firm</p> <p>Aug. 2014 Joined Koyama Medical and Welfare Group</p> <p>June 2023 Outside Audit & Supervisory Board Member of J Trust Global Securities Co., Ltd. (current position)</p> <p>Aug. 2023 Joined SCS Global LLC</p> <p>Feb. 2024 Outside Audit & Supervisory Board Member of K.R.S. Corporation (current position)</p> <p>Jan. 2025 Outside Director serving as Audit & Supervisory Committee Member of Tomoe Engineering Co., Ltd. (current position)</p> <p>Significant concurrent positions outside the Company</p> <p>Outside Audit & Supervisory Board Member of J Trust Global Securities Co., Ltd.</p> <p>Outside Audit & Supervisory Board Member of K.R.S. Corporation</p> <p>Outside Director serving as Audit & Supervisory Committee Member of Tomoe Engineering Co., Ltd.</p> | 0 shares |
| <p>Reasons for nomination as candidate for substitute Outside Director who is an Audit and Supervisory Committee Member and outline of expected role</p> <p>Takako Ochi has been nominated because, despite the absence of past experience of being directly involved in corporate management other than by serving as an Outside Officer, she possesses knowledge of accounting and finance acquired over many years as a certified public accountant. The Company has judged that, should she assume office as a Director who is an Audit and Supervisory Committee Member, she would be able to utilize her knowledge to provide effective advice for the Company's audit system. After her appointment, the Company expects her to utilize her expertise as an accountant to strengthen the supervisory function.</p> | | | |

- Notes:
1. There is no special interest between any of the candidates and the Company.
 2. It is proposed to elect Mr. Sakao and Ms. Ochi as candidates for substitute Outside Directors who are Audit and Supervisory Committee Members.
 3. In accordance with Article 427, paragraph (1) of the Companies Act, the Company has entered into an agreement with Outside Directors to limit their liability for damages pursuant to Article 423, paragraph (1) of the same act. Liability for damages under this agreement is limited to the amount provided for in laws and regulations. If this proposal is approved and passed, and Mr. Sakao and Ms. Ochi assume office as Directors who are Audit and Supervisory Committee Members, the Company intends to enter into this liability limitation agreement with them as Outside Directors.
 4. The Company has entered into a directors and officers liability insurance agreement provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The insurance agreement covers damages that may arise when the insured are held liable for the performance of their duties or are subject to claims related to the pursuit of such liability (however, certain exemptions apply, such as when an act is committed with the knowledge that it violates laws and regulations). If this proposal is approved and passed, and Mr. Sakao and Ms. Ochi assume office as Directors who are Audit and Supervisory Committee Members, they shall be included in the insured parties in the insurance agreement.
 5. Mr. Sakao and Ms. Ochi satisfy the requirements for an independent officer as provided for by the Tokyo Stock Exchange. If Mr. Sakao and Ms. Ochi assume office as Directors who are Audit and Supervisory Committee Members, the Company intends to register them as independent officers with the aforementioned exchange.