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To Our Shareholders with Voting Rights

Katsumi Mizuno  
Representative, Executive President and COO  
**Credit Saison Co., Ltd.**  
1-1, Higashi-Ikebukuro 3-chome, Toshima-ku, Tokyo

## NOTICE OF THE 75TH ORDINARY GENERAL MEETING OF SHAREHOLDERS

You are cordially invited to attend the 75th Ordinary General Meeting of Shareholders of Credit Saison Co., Ltd. (the “Company”) to be held as stated below.

In convening this General Meeting of Shareholders, the Company has taken measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (matters for which measures for providing information in electronic format are to be taken) in electronic format, and has posted the information on each of the following websites. Please access any of the websites to view the information.

The Company’s website:

<https://corporate.saisoncard.co.jp/ir/meeting/> (in Japanese)

Website for posted informational materials for the general meeting of shareholders:

<https://d.sokai.jp/8253/teiji/> (in Japanese)

TSE website (Listed Company Search):

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show> (in Japanese)

Access the TSE website by using the Internet address shown above, enter “Credit Saison” in “Issue name (company name)” or the Company’s securities code “8253” in “Code,” and click “Search.” Then, click “Basic information” and select “Documents for public inspection/PR information.” Under “Filed information available for public inspection,” click “Click here for access” under “[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].”

If you are unable to attend the meeting, you can exercise your voting rights either via the Internet or in writing (by postal mail). Please exercise your voting rights by 5 p.m. on Tuesday, June 24, 2025 (JST) after considering the “REFERENCE DOCUMENTS FOR THE GENERAL MEETING OF SHAREHOLDERS.”

**1. Date and Time:** Wednesday, June 25, 2025 at 10 a.m. (JST)

**2. Place:** BelleSalle Takadanobaba, Sumitomo Fudosan Shinjuku Garden Tower (reception at B2)

8-2, Okubo 3-chome, Shinjuku-ku, Tokyo

*\* Please note that the venue is different from that of last year's meeting.*

**3. Agenda of the Meeting:**

**Matters for reporting:**

1. Business Report, Consolidated Financial Statements, and results of audits by Accounting Auditor and the Audit & Supervisory Board on the Consolidated Financial Statements for the 75th Fiscal Year (from April 1, 2024 to March 31, 2025)
2. Non-consolidated Financial Statements for the 75th Fiscal Year (from April 1, 2024 to March 31, 2025)

**Matters for resolution:**

**<Company Proposals (Proposal No. 1 through to Proposal No. 3)>**

**Proposal No. 1:** Appropriation of Surplus

**Proposal No. 2:** Election of Twelve (12) Directors

**Proposal No. 3:** Election of One (1) Substitute Audit & Supervisory Board Member

An outline of the Company Proposals (Proposal No. 1 through to Proposal No. 3) is listed in the "REFERENCE DOCUMENTS FOR THE GENERAL MEETING OF SHAREHOLDERS" (pages 4 to 39) noted later on.

**<Shareholder Proposal (Proposal No. 4)>**

**Proposal No. 4:** Partial Amendment to the Proposal (Dissolution of the capital and business alliance with Suruga Bank)

The Shareholder Proposal (Proposal No. 4) is the proposal from shareholders (281). The Company's Board of Directors opposes this proposal. The outline of the proposal in relation to the Shareholder Proposal and the details of the opinions of the Board of Directors in regard to the proposal are listed in the "REFERENCE DOCUMENTS FOR THE GENERAL MEETING OF SHAREHOLDERS" (page 24) noted later on.

#### **4. Matters Related to the Exercise of Voting Rights**

- (1) If you exercise your voting rights both via the Internet and in writing (by postal mail), only the vote via the Internet will be counted as valid.
- (2) If you exercise your voting rights via the Internet multiple times, only the final vote will be counted as valid.
- (3) If you do not indicate “Approval” or “Disapproval” for each of the proposals when exercising your voting rights in advance in writing (by postal mail), you will be deemed to have approved the Company Proposals and disapproved the Shareholder Proposals.
- (4) If you wish to exercise your voting rights by proxy at the meeting, another one (1) shareholder of the Company with voting rights in the meeting can attend the meeting as a proxy upon the submission of a document certifying the right of proxy.

#### **5. Other Matters Related to This Notice:**

- On the day of attendance, please submit the Voting Rights Exercise Form at the venue reception desk. Furthermore, at the meeting, paper-based documents printed the matters for which measures for providing information in electronic format are to be taken will not be provided. Therefore, shareholders who need such documents during the meeting are asked to print the matters for which measures for providing information in electronic format are to be taken from either of the aforementioned websites.

- In the event of any modification to the matters for which measures for providing information in electronic format are to be taken, a notice will be posted on each of the aforementioned websites, wherein the matters both before and after the modification are stated.

- Paper-based documents stating matters for which measures for providing information in electronic format are to be taken are sent to shareholders who have requested the delivery of paper-based documents, however, those documents do not include the following matters in accordance with the provisions of laws and regulations and of the Company’s Articles of Incorporation.

- (1) “The Systems to Ensure Appropriate Operations” and “Outline of the Situation Concerning the Operation of the Systems to Ensure Appropriate Operations” from the Business Report
- (2) “Consolidated Statement of Changes in Equity” and “Notes to Consolidated Financial Statements” from the Consolidated Financial Statements
- (3) “Non-consolidated Statement of Changes in Equity” and “Notes to Non-consolidated Financial Statements” from the Non-consolidated Financial Statements

The Audit & Supervisory Board Members and Accounting Auditor audited the materials for audit, including the abovementioned items.

The Notice of Resolutions for this General Meeting of Shareholders will be posted on the Company’s website (<https://corporate.saisoncard.co.jp/ir/meeting/>) (in Japanese).

## REFERENCE DOCUMENTS FOR THE GENERAL MEETING OF SHAREHOLDERS

### Proposals and References

#### <Company Proposals (Proposal No. 1 through to Proposal No. 3)>

#### Company Proposal

##### Proposal No. 1: Appropriation of Surplus

Credit Saison believes that initiatives to strengthen its corporate structure and to continuously expand its business are important for enhancing shareholder value. Regarding the return of profits, as stated in the “Credit Saison Group Medium-Term Management Plan for Fiscal Years 2024 to 2026,” Credit Saison will maintain a stable and sustainable dividend policy, aiming for a dividend payout ratio of 30% or more.

In consideration of the above, and in consideration of the trends in the results for the current fiscal year and the future business environment, the Company proposes to distribute the year-end dividend for the 75th Fiscal Year and other appropriations of surplus as follows.

##### 1. Matters relating to year-end dividends

###### (1) Type of dividend property

Cash

###### (2) Matters on the allotment of dividend property and the total amount thereof

The Company proposes to pay ¥120 of dividends per share of common stock of the Company to the shareholders.

Thus, the total of the dividends to be paid will be ¥18,062,831,280.

(Reference) The year-end dividend will increase by ¥15 per share from the previous fiscal year.

###### (3) Effective date of dividends from surplus

June 26, 2025

##### 2. Matters relating to the appropriation of other retained earnings

###### (1) Retained earnings item to be increased and the amount of increase

General reserve	¥33,000,000,000
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###### (2) Retained earnings item to be decreased and the amount of decrease

Retained earnings brought forward	¥33,000,000,000
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## Company Proposal

### Proposal No. 2: Election of Twelve (12) Directors

The terms of office of all twelve (12) Directors will expire at the conclusion of this meeting. Therefore, the Company proposes the election of twelve (12) Directors including four (4) Outside Directors (four (4) Independent Outside Directors).

The Nomination & Remuneration Committee, of which Independent Outside Directors constitute the majority, deliberates on the selection of candidates for Directors, and the Board of Directors makes the decision.

The candidates for Director are as follows:

No.	Name	Gender	Title	Area of Responsibility	Candidate Attributes	Number of Board of Directors Meetings Attended during the Current Fiscal Year
1	Hiroshi Rinno	Male	Representative, Chairman and CEO	Corporate strategy, branding, comprehensive life services group strategy	Reelection	20 / 20
2	Katsumi Mizuno	Male	Representative, Executive President and COO	Overall management execution, global strategy Head of Corporate Planning Dept., Group Strategic Management Dept.	Reelection	20 / 20
3	Naoki Takahashi	Male	Representative, Executive Vice President and CHO	Special assignments, finance group strategy Head of Audit Dept.	Reelection	19 / 20
4	Kazutoshi Ono	Male	Director, Senior Managing Executive Officer and CDO, CTO	Group-wide DX strategy Head of CSDX Development Dept., Information Security Management Dept., Customer Success Division	Reelection	19 / 20
5	Kosuke Mori	Male	Director, Senior Managing Executive Officer	Overall Global Business execution Head of Global Business Division, Sustainability Dept., General Manager, Global Business Division	Reelection	20 / 20
6	Naoki Nakayama	Male	Director, Managing Executive Officer	Head of Finance Division, General Manager, Finance Division	Reelection	20 / 20
7	Shunji Ashikaga	Male	Director, Managing Executive Officer	Company-wide Corporate Sales strategy Head of Saison AMEX Division, General Manager, Saison AMEX Division	Reelection	15 / 15
8	Kosuke Kato	Male	Director (part-time)	—	Reelection	20 / 20
9	Hitoshi Yokokura	Male	Director	—	Reelection Outside Independent	20 / 20

No.	Name	Gender	Title	Area of Responsibility	Candidate Attributes	Number of Board of Directors Meetings Attended during the Current Fiscal Year
10	Eiji Sakaguchi	Male	Director	—	Reelection Outside Independent	18 / 20
11	Yumiko Hoshiba	Female	Director	—	Reelection Outside Independent	15 / 15
12	Kozo Makiyama	Male	—	—	New candidate Outside Independent	—


Candidate for Director to be reelected (Reelection)


Candidate for Director to be newly elected (New candidate)

Candidate for Outside Director (Outside)


Independent officer as defined by the securities exchange, etc. (Independent)


(Note) Since Shunji Ashikaga and Yumiko Hoshiba were newly elected as Directors at the 74th Ordinary General Meeting of Shareholders held on June 19, 2024, their attendance numbers are different from those of other Director candidates.


No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
1	 <p>Hiroshi Rinno (August 5, 1942) (82 years old)</p> <p>Reelection</p>	<p>Apr. 1965    Joined The Seibu Department Stores, Ltd. (Present Sogo &amp; Seibu Co., Ltd.)</p> <p>Mar. 1982    Joined Credit Saison Co., Ltd., General Manager, Credit Business Planning Department</p> <p>Apr. 1983    Director</p> <p>Apr. 1985    Managing Director</p> <p>June 1995    Senior Managing Director</p> <p>June 1999    Representative, Senior Managing Director</p> <p>June 2000    President and CEO</p> <p>June 2003    Outside Director, Resona Bank, Ltd. Outside Director, Resona Holdings, Inc.</p> <p>Mar. 2019    Representative, Chairman and CEO*</p>	115,791
<p>[Reason for selection as a candidate for Director]</p> <p>He was instrumental in the rebuilding following the conversion of Midoriya, a department store that sold products on a monthly installment basis, and successfully created the Company's payment business. In addition, he has been President and CEO since 2000 and has shown strong leadership under the corporate philosophy of a "leading-edge service company," contributing to the growth of the Company. He also has a track record of implementing a number of innovative products and services, leading strategic planning and branding. The Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			


No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
2	 <p>Katsumi Mizuno (August 15, 1969) (55 years old)</p> <p>Reelection</p>	<p>Apr. 1992    Joined Credit Saison Co., Ltd.</p> <p>Mar. 2005    General Manager, Saison Card Department</p> <p>Sept. 2007    General Manager, UC Card Department</p> <p>Mar. 2010    General Manager, Solution Department No. 2</p> <p>Oct. 2012    General Manager, Business Planning Department and Product &amp; Service Development Group</p> <p>Mar. 2013    General Manager, Credit Card Division, General Manager, Overseas Business Division and General Manager, Overseas Business Strategy Department</p> <p>June 2013    Director General Manager, Overseas Business Division and General Manager, Overseas Business Strategy Department</p> <p>Mar. 2015    General Manager, Overseas Business Division</p> <p>Mar. 2016    Managing Director</p> <p>Mar. 2019    General Manager, Payment Business Division</p> <p>Mar. 2020    Managing Director, Managing Executive Officer</p> <p>June 2020    Director, Senior Managing Executive Officer</p> <p>Mar. 2021    Representative, Executive President and COO* General Manager, Payment Business Division</p> <p>&lt;Significant concurrent positions outside the Company&gt; Director of Kisetsu Saison Finance (India) Pvt. Ltd. Director of Saison International Pte. Ltd.</p>	32,472
<p>[Reason for selection as a candidate for Director]</p> <p>He has been involved in the sales planning of the Company's payment business over many years, accumulating extensive experience in and broad insight into sales and marketing.</p> <p>He has contributed to new entries into sharply growing overseas markets and the dramatic growth of the global business in recent years. After assuming the position of president amid the difficult times of the COVID-19 pandemic, he also drove the expansion of new business domains through the fusion of real-world and digital services, leading to the achievement of the targets of the previous Medium-term Management Plan one year earlier than planned. With his track record of demonstrating management executive skills, the Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			






No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
3	 <p>Naoki Takahashi (August 5, 1950) (74 years old)</p> <p>Reelection</p>	<p>Apr. 1974    Joined The Fuji Bank, Limited (Present Mizuho Bank, Ltd.)</p> <p>Apr. 2003    Executive Officer, General Manager, Osaka Corporate Banking Division No. 2 of Mizuho Corporate Bank, Ltd. (Present Mizuho Bank, Ltd.)</p> <p>Apr. 2004    Managing Executive Officer, Business Executive Officer of Mizuho Corporate Bank, Ltd.</p> <p>Apr. 2005    Joined Credit Saison Co., Ltd. as Advisor</p> <p>June 2005    Managing Director</p> <p>Mar. 2007    General Manager, Business Strategy Division</p> <p>Mar. 2010    Senior Managing Director</p> <p>Mar. 2011    Representative, Senior Managing Director</p> <p>Mar. 2012    General Manager, Credit Division</p> <p>Mar. 2016    Representative, Executive Vice President</p> <p>Mar. 2020    Representative, Executive Vice President and CHO*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Chairman of SAISON ASSET MANAGEMENT CO.,LTD. Outside Director of Broad-Minded Co., Ltd. Director (non-executive) of Suruga Bank Ltd.</p>	42,812
<p>[Reason for selection as a candidate for Director]</p> <p>He has been head of the Company's corporate departments, possessing broad insight into and extensive experience in the promotion of the strategies of the Group as a whole.</p> <p>In recent years, he has also contributed to the promotion of diversity, equity, and inclusion as the head of the Strategic Human Resources Department and CHO. The Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			


No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
4	 <p>Kazutoshi Ono (August 6, 1976) (48 years old)</p> <p>Reelection</p>	<p>Apr. 1999    Joined Sun Microsystems (Present Oracle Corporation)</p> <p>Oct. 2000    President, APPRESSO Co., Ltd. (Present Saison Technology Co., Ltd.)</p> <p>Dec. 2003    Representative, Executive Vice President</p> <p>July 2013    Adviser, Saison Information Systems Co., Ltd. (Present Saison Technology Co., Ltd.)</p> <p>Sept. 2013    President, APPRESSO Co., Ltd. (Present Saison Technology Co., Ltd.)</p> <p>June 2015    Member of the Board, Saison Information Systems Co., Ltd. (Present Saison Technology Co., Ltd.)</p> <p>Apr. 2016    Managing Director, General Manager, Technovation Center</p> <p>Apr. 2018    General Manager, Product Development Center</p> <p>Mar. 2019    Joined Credit Saison Co., Ltd. as CTO, General Manager, Technology Center</p> <p>June 2019    Director</p> <p>Mar. 2020    Director, Managing Executive Officer CTO, General Manager, Digital Innovation Division and General Manager, Technology Center</p> <p>June 2020    Managing Executive Officer</p> <p>Mar. 2021    Senior Managing Executive Officer and CTO, CIO General Manager, Digital Innovation Division, General Manager, IT Strategy Department, Technology Center</p> <p>June 2021    Director, Senior Managing Executive Officer and CTO, CIO</p> <p>Mar. 2022    General Manager, CSDX Development Department, Technology Center</p> <p>Mar. 2023    Director, Senior Managing Executive Officer and CDO, CTO*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Director of Motionpicture Co., Ltd. Director of Saison Technology Co., Ltd. Director of Kisetsu Saison Finance (India) Pvt. Ltd.</p>	13,763
<p>[Reason for selection as a candidate for Director]</p> <p>He formulated the digital transformation strategy (CSDX strategy) and promoted the innovation and conversion of business through the use of digital technology as the CDO and CTO, backed by his extensive experience in IT management, which contributed to the growth of the Company's core businesses. He has also contributed to the development of the Company's business, such as being selected as a DX Stock. The Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			


No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
5	 <p>Kosuke Mori (May 30, 1977) (48 years old)</p> <p>Reelection</p>	<p>Apr. 2000      Joined The Industrial Bank of Japan, Limited (Present Mizuho Bank, Ltd.)</p> <p>Nov. 2006      President, Fillmore Advisory, Inc.</p> <p>July 2013      Joined Credit Saison Co., Ltd.</p> <p>Mar. 2020      Executive Officer General Manager, Global Business Division, General Manager with Global Business Division (in charge of India business)</p> <p>June 2020      Managing Executive Officer</p> <p>Mar. 2021      Senior Managing Executive Officer General Manager, Global Business Division</p> <p>Aug. 2021      General Manager, Global Business Division, General Manager, Global Business Division (in charge of India business)</p> <p>June 2022      Director, Senior Managing Executive Officer*</p> <p>Apr. 2025      General Manager, Global Business Division*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Director of Kisetsu Saison Finance (India) Pvt. Ltd. Managing Director, CEO of Saison International Pte. Ltd. Director of Saison Capital Pte. Ltd. Chairman of the Members' Council of HD SAISON Finance Co., Ltd. Director of Saison Crypto Pte. Ltd. Officer of Credit Saison Brazil Participações Ltda. President of Credit Saison Mexico S.A. de C.V., SOFOM, E.N.R. Director of Saison Investment Management Pte. Ltd.</p>	0
<p>[Reason for selection as a candidate for Director]</p> <p>He has experience as an entrepreneur in the field of financial research and has developed growth markets at the Company, mainly in Asian countries, and has demonstrated management executive skills in laying the foundation for medium- to long-term global strategies and expanding business areas. As a result, he has increased the likelihood of profit generation for the global business, which is striving to achieve financial inclusion. The Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
6	 <p>Naoki Nakayama (June 13, 1965) (59 years old)</p> <p>Reelection</p>	<p>Apr. 1989    Joined SHIMIZU CORPORATION</p> <p>Oct. 2002    Joined Morgan Stanley Properties Japan, K.K. (Present Morgan Stanley Capital K.K.)</p> <p>Jan. 2007    Vice President, Morgan Stanley Japan Securities (Present Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.)</p> <p>Feb. 2012    Managing Director, Octave Japan Co., Ltd.</p> <p>Oct. 2014    Joined Credit Saison Co., Ltd.</p> <p>Mar. 2016    General Manager, Finance Planning Department</p> <p>Mar. 2018    General Manager, Rent Guarantee Group, Finance Business Department</p> <p>Mar. 2019    General Manager, Finance Business Department and General Manager, Structured Finance Group, Finance Business Department</p> <p>Mar. 2020    Executive Officer</p> <p>Mar. 2021    Managing Executive Officer General Manager, Finance Business Department</p> <p>Mar. 2022    General Manager, Finance Division, General Manager, Structured Finance Department, and General Manager, Wealth Management Group, Finance Planning Department</p> <p>June 2022    General Manager, Finance Division*</p> <p>June 2023    Director, Managing Executive Officer*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Director of SAISON FUNDEX CORPORATION</p>	6,080
<p>[Reason for selection as a candidate for Director]</p> <p>Based on his extensive experience in and broad insight into finance, he has promoted the strengthening of corporate sales capabilities and structured finance as General Manager of the Company's Finance Division. With his track record of developing new product channels and new products for high net worth individuals based on real estate financing, the Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			


No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
7	 <p>Shunji Ashikaga (May 24, 1971) (54 years old)</p> <p>Reelection</p>	<p>Apr. 1994      Joined UC Card Co., Ltd.</p> <p>Jan. 2006      Joined Credit Saison Co., Ltd. following an absorption merger with UC Card Co., Ltd. (card issuance business)</p> <p>Oct. 2008      General Manager, LABI Card Department</p> <p>Mar. 2010      General Manager, UC &amp; LABI Card Department</p> <p>Mar. 2011      General Manager, AMEX Strategy Group</p> <p>Mar. 2013      General Manager, AMEX Development Department</p> <p>June 2018      Director</p> <p>Mar. 2020      Director, Executive Officer</p> <p>June 2020      Managing Executive Officer</p> <p>Oct. 2020      General Manager, Saison AMEX Division*</p> <p>June 2024      Director, Managing Executive Officer*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Representative Director and President of Saison Ventures Co., Ltd. Director of Fintertech Co., Ltd.</p>	13,016
<p>[Reason for selection as a candidate for Director]</p> <p>He has been involved mainly in the business of the Company's affiliated cards with client companies and the Saison American Express® Card over many years, accumulating extensive experience in and broad insight into the payment business. He also has a track record of contributing to remarkable developments in corporate transactions in the same business, through strategic partnerships with partner companies. The Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			
8	 <p>Kosuke Kato (March 15, 1966) (59 years old)</p> <p>Reelection</p>	<p>Apr. 1989      Joined Nippon Life Insurance Company</p> <p>Mar. 1997      Joined Boston Consulting Group</p> <p>July 2003      Partner</p> <p>Jan. 2010      Senior Partner &amp; Managing Director</p> <p>Oct. 2013      Vice President, American Family Life Assurance Company of Columbus (Present Aflac Life Insurance Japan Ltd.)</p> <p>Jan. 2016      Senior Vice President</p> <p>Aug. 2018      Chief Executive Officer, AEGON Sony Life Insurance Co., Ltd. (Present Sony Life Insurance Co., Ltd.)</p> <p>June 2020      Representative Director and Vice President, Suruga Bank Ltd.</p> <p>June 2023      Representative Director and President*</p> <p>July 2023      Director (part-time), Credit Saison Co., Ltd.*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Representative Director and President of Suruga Bank Ltd.</p>	0
<p>[Reason for selection as a candidate for Director]</p> <p>As a person with experience of the operations of Suruga Bank Ltd. and as a director of a listed company, he has extensive experience in and broad insight into corporate management. As Representative Director and President of Suruga Bank Ltd., with which the Company entered into a capital and business alliance on May 18, 2023, he has also contributed to enhancing collaboration between the two parties, the creation of new financial services, and expansion of transactions of collaboration loans and housing loans, etc. in the two parties. The Company believes that he is an appropriate person to help transform itself into a comprehensive life services group and enhance its corporate value sustainably, and has selected him ongoingly as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
9	 <p>Hitoshi Yokokura (May 30, 1969) (56 years old)</p> <p>Reelection Outside Independent</p>	<p>Apr. 1992      Joined Asahi Shinwa &amp; Co. (Present KPMG AZSA LLC)</p> <p>Mar. 1995      Registered as certified public accountant</p> <p>Jan. 2002      Established Yokokura CPA Office</p> <p>Dec. 2007      Admitted to Japanese Bar, Tokyo Bar Association Joined Bingham, Sakai Mimura Aizawa (Present Anderson Mori &amp; Tomotsune)</p> <p>Apr. 2014      Attorney at law, Waseda Legal Commons, LPC (Partner)*</p> <p>July 2017      Auditor, Minori Audit Corporation</p> <p>June 2020      Outside Director, Credit Saison Co., Ltd.*</p> <p>July 2021      Outside Audit &amp; Supervisory Board Member, Ito En, Ltd.</p> <p>Aug. 2022      Retired as Auditor, Minori Audit Corporation</p> <p>May 2023      Outside Corporate Auditor, YOSHINOYA HOLDINGS CO., LTD.*</p> <p>July 2023      Outside Director (Audit and Supervisory Committee member), Ito En, Ltd.*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Attorney at law of Waseda Legal Commons, LPC (Partner) Outside Corporate Auditor of YOSHINOYA HOLDINGS CO., LTD. Outside Director (Audit and Supervisory Committee member) of Ito En, Ltd.</p>	0
<p>[Reason for selection as a candidate for Outside Director and expected roles] As a certified public accountant and an attorney, he has a high level of specialized knowledge and extensive experience in financial, accounting and legal affairs. As such, the Company expects him to utilize this insight and provide supervision, advice, etc. from a professional perspective regarding accounting, legal matters, etc. Although he has not been involved in corporate management except as an outside officer of the Company and other companies, based on his expertise and business activities, the Company believes that he can provide useful advice and guidance on its management from his objective and neutral stance, and has selected him ongoingly as a candidate for Outside Director. If he is elected, he will participate in the selection of candidates for Directors of the Company and the formulation of policies for remuneration, etc. for Directors from an objective and neutral stance as a member of the Nomination &amp; Remuneration Committee.</p> <p>[Matters concerning independence] The Company has submitted notification to Tokyo Stock Exchange that Hitoshi Yokokura has been appointed as an independent director/auditor as stipulated by the aforementioned exchange. If he is reelected and assumes office as Director, the Company will continue his registration as an independent director/auditor. Although there is a corporate credit card issuance transaction between Waseda Legal Commons, LPC, where he serves as an attorney at law (Partner), and the Company, the annual transaction amount is less than 0.1% of the Company's annual consolidated transaction volume. Although there is a corporate credit card issuance transaction, etc. between Ito En, Ltd., where he serves as Outside Director (Audit and Supervisory Committee member), and the Company, the annual transaction amount is less than 0.1% of the Company's annual consolidated transaction volume. Therefore, the Company has judged that his independence is sufficiently secured. He serves as Outside Director of the Company and the term of office will be five (5) years upon the conclusion of this General Meeting of Shareholders.</p>			

No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
10	 <p>Eiji Sakaguchi (October 31, 1966) (58 years old)</p> <p>Reelection Outside Independent</p>	<p>Apr. 1989    Joined Mitsui Fudosan Co., Ltd.</p> <p>Aug. 2000    Joined Credit Suisse First Boston (Present Credit Suisse)</p> <p>June 2001    Joined Morgan Stanley Japan Securities (Present Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.)</p> <p>Dec. 2005    Managing Director, Investment Banking Division, Head of Real Estate Group</p> <p>Oct. 2016    Representative Director, President &amp; CEO, CBRE K.K.</p> <p>June 2023    Outside Director, Credit Saison Co., Ltd.*</p> <p>Oct. 2023    Representative Director, Chairman &amp; CEO, CBRE K.K.*</p> <p>Nov. 2024    Director, CBRE CM Solutions K.K.</p> <p>Jan. 2025    Representative Director*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Representative Director, Chairman &amp; CEO of CBRE K.K. Representative Director of CBRE CM Solutions K.K.</p>	0
	<p>[Reason for selection as a candidate for Outside Director and expected roles] Through his work experience as Representative Director, Chairman &amp; CEO of CBRE K.K. and as a general manager in charge of investment bank services for the real estate sector at an overseas financial institution, he has extensive experience in and broad insight into the real estate business. As such, the Company expects him to utilize this insight and provide supervision, advice, etc. from a professional perspective mainly with respect to the real estate business, structured finance, and M&amp;A, and the Company believes that he can also provide, in addition to his expertise, useful advice and guidance on management strategies and global business from his objective and neutral stance, and has selected him ongoingly as a candidate for Outside Director.</p> <p>[Matters concerning independence] The Company has submitted notification to Tokyo Stock Exchange that Eiji Sakaguchi has been appointed as an independent director/auditor as stipulated by the aforementioned exchange. If he is reelected and assumes office as Director, the Company will continue his registration as an independent director/auditor. There is a competitive relationship between CBRE K.K., where he serves as Representative Director, Chairman &amp; CEO, and the Company with regards to transactions that arise in connection with brokerage services for transactions of beneficial interest in real property trust (type-II financial instruments business). Although there is a corporate credit card issuance transaction between the Company and CBRE K.K., the annual transaction amount is less than 0.1% of the Company's annual consolidated transaction volume. In addition, he serves as Representative Director of CBRE CM Solutions K.K. However, there is no special relationship between the Company and CBRE CM Solutions K.K. Therefore, the Company has judged that his independence is sufficiently secured. He serves as Outside Director of the Company and the term of office will be two (2) years upon the conclusion of this General Meeting of Shareholders.</p>		

No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
	 <p>Yumiko Hoshiba (March 15, 1955) (70 years old)</p> <p>Reelection Outside Independent</p>	<p>Apr. 1977    Joined Sekaibunka Corporation</p> <p>Apr. 1979    Joined Nihon FC Co., Ltd.</p> <p>Apr. 1985    Representative Director and President, Discover 21 Ltd. (Present Discover 21, Inc.)</p> <p>Aug. 1989    Director and President, Discover 21, Inc.</p> <p>June 2014    Director, Japan Book Publishers Association</p> <p>Jan. 2019    Japan Representative Trustee, International Publishers Association</p> <p>Dec. 2019    Retired as Director and President, Discover 21, Inc. Representative, Yumiko Hoshiba Office*</p> <p>May 2021    Representative Director and President, BOW &amp; PARTNERS Inc.*</p> <p>June 2024    Outside Director, Credit Saison Co., Ltd.*</p> <p>Dec. 2024    Retired as Japan Representative Trustee, International Publishers Association</p> <p>&lt;Significant concurrent positions outside the Company&gt; Representative of Yumiko Hoshiba Office Representative Director and President of BOW &amp; PARTNERS Inc.</p>	0
11	<p>[Reason for selection as a candidate for Outside Director and expected roles]</p> <p>She has been involved in the establishment of a publishing company and has 35 years of management experience as its Director and President, developing it into an industry-leading publishing company through direct transactions with bookstores. The Company expects her to provide supervision, advice, etc. from a professional perspective mainly with respect to management and branding, through her accumulated experience in branding of the publishing company as a publisher of business books, etc., that are also popular with women, and her active efforts in the global expansion of Japan's publishing industry. Based on her expertise and business activities, the Company believes that she can provide useful advice and guidance on its management from her objective and neutral stance, and has selected her ongoingly as a candidate for Outside Director. If she is elected, she will participate in the selection of candidates for Directors of the Company and the formulation of policies for remuneration, etc. for Directors from an objective and neutral stance as a member of the Nomination &amp; Remuneration Committee.</p> <p>[Matters concerning independence]</p> <p>The Company has submitted notification to Tokyo Stock Exchange that Yumiko Hoshiba has been appointed as an independent director/auditor as stipulated by the aforementioned exchange. If she is reelected and assumes office as Director, the Company will continue her registration as an independent director/auditor. Although she serves as Representative of Yumiko Hoshiba Office and Representative Director and President of BOW &amp; PARTNERS Inc., there is no special relationship between the Company and Yumiko Hoshiba Office or BOW &amp; PARTNERS Inc. Furthermore, in December 2024, she retired from the position of Japan Representative Trustee of the International Publishers Association, which has no special relationship with the Company. Therefore, the Company has judged that her independence is sufficiently secured. She serves as Outside Director of the Company and the term of office will be one (1) year upon the conclusion of this General Meeting of Shareholders.</p>		



No.	Name (Date of birth)	Career summary, title and area of responsibility in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
12	 <p>Kozo Makiyama (August 28, 1958) (66 years old)</p> <p>New candidate Outside Independent</p>	<p>Apr. 1981    Joined PARCO Co., Ltd.</p> <p>Mar. 2004    Executive Officer, Executive General Manager of Store Operation Division</p> <p>Mar. 2006    Executive Officer, Executive General Manager of Store Management Division</p> <p>Mar. 2007    Managing Executive Officer, Executive General Manager of Store Management Division</p> <p>Mar. 2008    Senior Executive Officer, Senior Executive General Manager of Store Operation Headquarters and Executive General Manager of Store Management Division</p> <p>May 2008    Director, Senior Executive Officer, Senior Executive General Manager of Store Operation Headquarters and Executive General Manager of Store Management Division</p> <p>Mar. 2009    Director, Senior Executive Officer and Supervisor of Store Operation Division</p> <p>May 2011    Director, President and Representative Executive Officer</p> <p>May 2013    Director, J. Front Retailing Co., Ltd.</p> <p>May 2017    Director and Managing Executive Officer</p> <p>May 2020    Director and Senior Managing Executive Officer Representative Director, President and Executive Officer, PARCO Co., Ltd.</p> <p>May 2022    Retired as Director and Senior Managing Executive Officer, J. Front Retailing Co., Ltd.</p> <p>Mar. 2023    Retired as Representative Director, President and Executive Officer, PARCO Co., Ltd. Executive Officer, PARCO Co., Ltd.</p> <p>May 2023    Retired as Executive Officer</p>	0

	<p>[Reason for selection as a candidate for Outside Director and expected roles]</p> <p>As Representative Director, President and Executive Officer of PARCO Co., Ltd., he has extensive experience in and broad insight into corporate management and store operation at said company. The Company expects him to utilize this insight to provide supervision and advice from a professional perspective mainly with respect to management strategies and corporate management. Based on his expertise and business activities, the Company believes that he can provide useful advice and guidance on its management from his objective and neutral stance, and has selected him as a candidate for Outside Director. If he is elected, he will participate in the selection of candidates for Directors of the Company and the formulation of policies for remuneration, etc. for Directors from an objective and neutral stance as a member of the Nomination &amp; Remuneration Committee.</p> <p>[Matters concerning independence]</p> <p>Upon approval of the election of Kozo Makiyama, the Company plans to register him as an independent director/auditor with Tokyo Stock Exchange as he satisfies the requirements for an independent director/auditor stipulated by the aforementioned exchange. Although he served as Director and Senior Managing Executive Officer of J. Front Retailing Co., Ltd., he retired from this position in May 2022. While the Company and J. Front Retailing Co., Ltd. had a business relationship related to affiliated card issuing, the affiliated card service was terminated in May 2024, and the annual transaction amount between the two parties for each fiscal year over the past three years is less than 0.1% of the Company's annual consolidated transaction volume. He also served as Representative Director, President and Executive Officer of PARCO Co., Ltd. until March 2023, and as Executive Officer of PARCO Co., Ltd. until May 2023. However, he has retired from both positions. The Company and PARCO Co., Ltd. have a business relationship related to affiliated card issuing etc., and the annual transaction amount between the Company and PARCO Co., Ltd. for each of the past three fiscal years excluding the most recent fiscal year was more than 2% but less than 3% of the Company's annual consolidated transaction volume. As a result, according to the Company's standards for independence for outside directors and outside Audit &amp; Supervisory Board members, he is considered a major business partner of the Group or a person who executes business on behalf of such a business partner over the past three years. However, the Company and PARCO Co., Ltd. terminated the affiliated card service in February 2024, the annual transaction amount between the Company and PARCO Co., Ltd. for the most recent fiscal year was less than 1% of the Company's annual consolidated transaction volume, and this percentage is not expected to increase going forward. As such, he does not qualify as a person who can be significantly controlled by or can exert significant control over management. Therefore, the Company has judged that there is no risk of a conflict of interest with general shareholders, and that his independence is sufficiently secured.</p>
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- Notes:
1. Special interests between the candidates and the Company  
Other than those mentioned above, excluding Kosuke Kato, no special interests exist between the above candidates for Director and the Company. Note that Kosuke Kato serves as Representative Director and President of Suruga Bank Ltd., with which the Company entered into a capital and business alliance and has business relationships with including financing transactions, issuance of affiliated cards, and the guarantee of collaboration loans and housing loans.
  2. Hitoshi Yokokura, Eiji Sakaguchi, Yumiko Hoshiba, and Kozo Makiyama are candidates for Outside Director.
  3. Pursuant to Article 427, paragraph (1) of the Companies Act, the Company has concluded an agreement with Kosuke Kato, Hitoshi Yokokura, Eiji Sakaguchi, and Yumiko Hoshiba limiting their liability for damages under Article 423, paragraph (1) of the Act. The maximum amount of liability for damages under this agreement is the amount provided for under Article 425, paragraph (1) of the Act. If their reelection is approved, the Company intends to continue the same liability limitation agreements with them. In addition, if the election of Kozo Makiyama is approved, the Company intends to conclude the same liability limitation agreement with him.
  4. The Company has concluded a directors and officers liability insurance agreement, as specified by Article 430-3, paragraph (1) of the Companies Act, with all Directors as the insured. If this proposal is approved and adopted in its original form and each candidate is elected to the position of Director, each candidate will be included as the insured under this insurance policy. Such insurance policy will cover damages and legal expenses incurred by the insured as a result of claims for damages arising out of acts committed by the insured in connection with actions related to their duties for the company. However, there are certain reasons for coverage exclusion, such as cases where such actions are carried out with the understanding that their conduct violates laws and regulations. The insurance premiums for the policy and all added special clauses are borne by the Company and no substantial insurance premium is borne by the insured. The insurance policy includes a set deductible amount, and liability up to said deductible amount is not covered. The Company plans to renew the insurance policy with the same content when the next renewal is due.
  5. The Company's standards for independence for outside directors and outside Audit & Supervisory Board members have been posted on the Company's website.  
([https://corporate.saisoncard.co.jp/sustainability/governance/pdf/Independence\\_OutsideDirectors\\_Members.pdf](https://corporate.saisoncard.co.jp/sustainability/governance/pdf/Independence_OutsideDirectors_Members.pdf))  
(in Japanese)

## **Company Proposal**


### **Proposal No. 3:** Election of One (1) Substitute Audit & Supervisory Board Member

The Company proposes the election of one (1) substitute Audit & Supervisory Board Member in case the number of Audit & Supervisory Board Members falls short of the number stipulated by laws and regulations. This election will be effective until the beginning of the next General Meeting of Shareholders.

The substitute Audit & Supervisory Board Member shall assume the office on condition that the number of Audit & Supervisory Board Members falls short of the number stipulated by laws and regulations, and the term of office of the substitute Audit & Supervisory Board Member shall be the remaining term of office of the retired Audit & Supervisory Board Member, according to the Company's Articles of Incorporation.

The Company has obtained approval of this proposal in advance from the Audit & Supervisory Board.

The candidate for substitute Audit & Supervisory Board Member is as follows:

Name (Date of birth)	Career summary and title in the Company and significant concurrent positions outside the Company (The asterisk (*) refers to current position)	Number of shares of the Company owned
 <p>Komei Ito (September 20, 1969) (55 years old)</p> <p>Outside Independent</p>	<p>Nov. 1994      Joined Asahi &amp; Co. (Present KPMG AZSA LLC)</p> <p>Apr. 1998      Registered as certified public accountant</p> <p>Mar. 2005      Registered as certified public tax accountant (deregistered in January 2016)</p> <p>July 2010      CPA (Partner), KPMG AZSA LLC</p> <p>Apr. 2012      Comprehensive External Auditor, Funabashi City</p> <p>Mar. 2015      Retired as Comprehensive External Auditor</p> <p>Jan. 2016      Director, Frontier Ito Ltd.</p> <p>Aug. 2020      Representative, CPA office of Komei Ito*</p> <p>Aug. 2021      Venture Partner, The University of Tokyo Edge Capital Partners, Co., Ltd.*</p> <p>Nov. 2021      Representative Director, Frontier Ito Ltd.*</p> <p>June 2022      Vice Chairman, The Japanese Institute of Certified Public Accountants, Chiba Chapter*  Outside Audit &amp; Supervisory Board Member, Intelligent Surfaces, Inc.*</p> <p>Apr. 2024      Comprehensive External Auditor, Funabashi City*</p> <p>&lt;Significant concurrent positions outside the Company&gt; Representative of CPA office of Komei Ito Venture Partner of The University of Tokyo Edge Capital Partners, Co., Ltd. Representative Director of Frontier Ito Ltd. Vice Chairman of The Japanese Institute of Certified Public Accountants, Chiba Chapter Outside Audit &amp; Supervisory Board Member of Intelligent Surfaces, Inc. Comprehensive External Auditor of Funabashi City</p>	0

[Reason for selection as a candidate for substitute Outside Audit & Supervisory Board Member]

As a certified public accountant, he has a high level of specialized knowledge of finance and accounting and experience in auditing operations in various industries, most notably the financial sector. The Company believes that he is an appropriate person to execute audit services for the Company, and selected him as a candidate for substitute Audit & Supervisory Board Member. He has been directly involved in the management of a company, and the Company judges he will appropriately fulfill his duties as an Outside Audit & Supervisory Board Member based on the above reasons.

[Matters concerning independence]

Upon approval of the election of Komei Ito and his assumption of office as an Audit & Supervisory Board Member, the Company plans to register him as an independent director/auditor with Tokyo Stock Exchange as he satisfies the requirements for an independent director/auditor as stipulated by the aforementioned exchange. There is no business relationship between the Company, the CPA office of Komei Ito or Frontier Ito Ltd. Moreover, he is not directly involved in the management of The University of Tokyo Edge Capital Partners, Co., Ltd. where he serves as Venture Partner, and although there is a business relationship related to rent guarantee between the Company and that company, the annual transaction amount is less than 0.1% of the Company's annual consolidated business transaction volume. Although there is a corporate credit card issuance transaction, etc. between Funabashi City, where he serves as Comprehensive External Auditor, and the Company, the annual transaction amount is less than 0.1% of the Company's annual consolidated transaction volume. Although there is a business relationship related to affiliated card issuing services, etc. between the Company and The Japanese Institute of Certified Public Accountants, whose Chiba Chapter he serves as Vice Chairman, the annual transaction amount is less than 0.2% of the Company's annual consolidated transaction volume or the institute's annual net sales. Therefore, the Company has judged that his independence is sufficiently secured.

- Notes:
1. Other than those mentioned above, no special interests exist between the above candidate and the Company.
  2. Komei Ito is a candidate for substitute Outside Audit & Supervisory Board Member.
  3. If Komei Ito assumes office as an Audit & Supervisory Board Member, the Company plans to conclude an agreement with him, limiting his liability for damages under Article 423, paragraph (1) of the Companies Act, pursuant to Article 427, paragraph (1) of the Act. The maximum amount of liability for damages under this agreement is the amount provided for under Article 425, paragraph (1) of the Act.
  4. The Company has concluded a directors and officers liability insurance agreement, as specified by Article 430-3, paragraph (1) of the Companies Act, with all Audit & Supervisory Board Members as the insured. If this proposal is approved and adopted in its original form, and Komei Ito assumes office as an Audit & Supervisory Board Member, he will be included as the insured under this insurance policy. Such insurance policy will cover damages

and legal expenses incurred by the insured as a result of claims for damages arising out of acts committed by the insured in connection with actions related to their duties for the company. However, there are certain reasons for coverage exclusion, such as cases where such actions are carried out with the understanding that their conduct violates laws and regulations. The insurance premiums for the policy and all added special clauses are borne by the Company and no substantial insurance premium is borne by the insured. The insurance policy includes a set deductible amount, and liability up to said deductible amount is not covered. The Company plans to renew the insurance policy with the same content when the next renewal is due.

(Reference) Skills Matrix for Directors and Audit & Supervisory Board Members

If Proposal No. 2 is approved as proposed, the composition of the Directors and Audit & Supervisory Board Members, and the main expertise and experience of each individual are as follows.

Name		Corporate manage- ment	Global	Finance and accounting	Personnel / Labor affairs	Legal affairs / Risk manage- ment	Sales / Marketing
Directors							
Hiroshi Rinno		●	●		●		●
Katsumi Mizuno		●	●				●
Naoki Takahashi		●		●	●		
Kazutoshi Ono		●	●				
Kosuke Mori		●	●	●			
Naoki Nakayama		●		●			●
Shunji Ashikaga		●					●
Kosuke Kato		●		●		●	●
Hitoshi Yokokura	Outside, Independent	●		●		●	
Eiji Sakaguchi	Outside, Independent	●	●	●			●
Yumiko Hoshiba	Outside, Independent	●	●				●
Kozo Makiyama	Outside, Independent	●			●		●
Audit & Supervisory Board Members							
Hideo Suzuki		●					●
Hiroaki Igawa	Outside, Independent			●		●	
Chie Kasahara	Outside, Independent		●			●	●

Name		Digital / IT	M&A / New business	Real estate	Finance / Loans	ESG
Directors						
Hiroshi Rinno			●	●	●	
Katsumi Mizuno			●	●	●	●
Naoki Takahashi			●	●	●	●
Kazutoshi Ono		●	●			
Kosuke Mori		●	●			●
Naoki Nakayama				●	●	
Shunji Ashikaga			●		●	
Kosuke Kato		●	●		●	
Hitoshi Yokokura	Outside, Independent					
Eiji Sakaguchi	Outside, Independent		●	●	●	
Yumiko Hoshiba	Outside, Independent					●
Kozo Makiyama	Outside, Independent	●				●
Audit & Supervisory Board Members						
Hideo Suzuki						
Hiroaki Igawa	Outside, Independent			●	●	●
Chie Kasahara	Outside, Independent	●	●			

#### Shareholder Proposal (Proposal No. 4)

Proposal No. 4 is the proposal from shareholders (281). The number of voting rights is 334. This proposal is, excluding perfunctory corrections, listed as per the original text submitted by the shareholders that submitted the proposal, including written expressions and the recognition of facts. \*Although the agenda item for this proposal is listed as “Partial Amendment to the Proposal,” since the outline of this proposal states “Stipulate in the Articles of Incorporation,” it will be treated as “Partial Amendment to the Articles of Incorporation.”

The Company’s Board of Directors opposes this proposal, as is described later.

#### Shareholder Proposal

**Proposal No. 4:** Partial Amendment to the Proposal (Dissolution of the capital and business alliance with Suruga Bank)  
\*(Partial Amendment to the Articles of Incorporation)

1. Outline of the Proposal

Stipulate in the Articles of Incorporation that the Company will dissolve its capital and business alliance with Suruga Bank, due to the significant risk to the Company in partnering with Suruga Bank, which is facing the fraudulent loan problems, a growing social issue, and whose business improvement order from the Financial Services Agency (FSA) has not been lifted for more than six and a half years.

2. Reasons for the Proposal

Suruga Bank, with which the Company has formed a capital and business alliance, has caused many victims in the past as a result of its large-scale fraudulent lending practices. Despite this, as can be seen from the fact that the FSA’s business improvement order has not been lifted for more than six and a half years, not only has the problem of fraudulent loans not yet been resolved, but the bank is still receiving a hefty amount of interest income from the receivables from those fraudulent loans. Suruga Bank’s stance of acknowledging misconduct within the bank while claiming that it was not illegal and fighting with debtors in mediation and court, as well as human rights issues such as power harassment pointed out in the report of an independent committee that investigated the problems of Suruga Bank, are serious governance concerns.

Maintaining the business alliance with such a company is damaging the Company’s corporate image and increasing future management risks.

With many lawmakers continuing to condemn the Suruga Bank issue in the Diet, the risk of the Company facing social backlash is also increasing. Corporate governance should take precedence over synergies from capital and business alliances and short-term profits.

○ Board of Directors opinion on Proposal No. 4

Disapproval

The Board of Directors opposes this proposal.

Even after forming the capital and business alliance with Suruga Bank, the Company has not been a party to Suruga Bank’s lending issues or the business improvement order pointed out in the reasons for the proposal. The Company’s Board of Directors determines this capital and business alliance to be linked to the improvement of corporate value of the Company, and does not believe that it has damaged the image of the Company’s image or increased future management risks.

In addition, the Articles of Incorporation are intended to prescribe the basic matters relating to company operations, and as such the Board of Directors does not believe it is appropriate to prescribe in the Articles of Incorporation matters relating to the execution of business as set forth in this proposal.

Therefore, the Company’s Board of Directors opposes this Shareholder Proposal.



## Issues to address

Under the management philosophy of a leading-edge service company, the Company rigorously pursues convenience for its customers and continues to create innovative services with a wide range of alliance partners beyond the bounds of corporate groups and lines of business. The business environment surrounding the Group—specifically, the impact of persistent rising commodity prices on consumer spending, shifts in the United States policies on trade and other areas, and changes in financial capital markets—requires monitoring, and competition is expected to intensify, for example as new financial services are created in succession as advanced technology is applied and players from other industries enter the space. Amid these circumstances, the Group set out a Medium-term Management Vision of a GLOBAL NEO FINANCE COMPANY—A global comprehensive life services group with finance as our core—. Guided by the three basic concepts of Innovative, Digital, and Global, the Company aims to accelerate growth in domestic business and create value distinct from competitors by utilizing business synergy with Group companies. The Company also intends to further scale up its global business and establish Saison Partner Economic Zones optimized for each country to exhibit strengths on a global stage.

As of the end of the consolidated fiscal year under review, the Group's business issues to address and measures are as follows.

- (i) Reform the structure of the payment business  
In the payment business—which is facing increasing competition in addition to changes in the business environment caused by rising interest rates—the Company is streamlining organizations and operations through DX promotion with the aim of enhancing non-asset revenues unaffected by interest rates and improving capital efficiency through selective and focused investment. The Company will also revise its services in line with market conditions, strengthen UI and UX improvement through DX promotion, and provide financial services optimized for market and individual needs as a Group with the aim of becoming the main credit card by pursuing emotional experiences for customers.
- (ii) Grow finance business in a steady manner  
The Company is promoting steady growth and diversification of its finance business. In the leasing business, the Company, with a focus on finance leases such as OA communication equipment in accordance with companies' capital investment plans, promotes leases including maintenance for kitchen equipment and the like. In the credit guarantee business, the Company is working with local financial institutions to build a close-knit partnership network, and expanding handling of housing loan guarantees in addition to credit guarantees for free loans. In the housing loan business, the Group handles housing loan products of Suruga Bank Ltd. and au Jibun Bank Corporation as its banking agency services in addition to Flat 35 Loans. The Company intends to further expand by continuing to venture into new markets while providing Flat 35 Loans, Saison Asset Formation Loans, and more.
- (iii) Scale up global business  
The Company has positioned its global business as the third pillar, joining its payment and finance businesses, and is expanding lending and investment businesses in India, Southeast Asia, and Latin America.  
In India—the driving force of the lending business—the Company has made efforts to strengthen direct lending, in which the Company lends directly to customers, by adding branches and expanding alliances with non-financial companies in addition to expanding its model for providing senior funding through alliances with local fintech companies. The Company will continue to promote direct lending and steadily grow its credit balance. At the same time, the Company will focus on risk control and maintain a balanced product mix to work to achieve sound, sustainable growth. The Company will also diversify its funding sources to build a stronger financial base, while working to improve capital efficiency through leverage and strengthen competitiveness in interest costs. In Vietnam, the Company is working to both expand credit balance and improve credit quality. The Company is building a foundation in terms of both business development and organizational structure for its lending subsidiaries in

Brazil and Mexico, and will use alliance strategies with local partners to further expand our investment and lending activities.

In the investment business, the Company invests in promising startups and VC funds in fintech, B2B commerce, web3 domains, and more through Saison Capital Pte. Ltd. and Saison Crypto Pte. Ltd. in Singapore. The Company will carefully select investments and continue to invest with a long-term perspective while keeping a close eye on trends in the VC market.

The Company's efforts in each of these countries can directly contribute to societal issues such as financial inclusion and job creation; the Company has identified creating positive social and environmental impact as the theme of its global business. In this context, following the inaugural publication in November 2023, the Group published its second Impact Report in February 2025. The new report offers richer information, including detailed data on specific impact investments and loans in various countries and stories from both borrowers and end users. Through these accounts, the Group shows in greater depth how its efforts are helping to improve local living standards and drive economic development. The Group will continue to enhance this report and promote financial inclusion and the Sustainable Development Goals (SDGs) set out by the United Nations in an effort to contribute to resolving worldwide societal issues.

- (iv) Restore the soundness of receivables by strengthening credit management and collection systems, and increase productivity by streamlining operations

The Company is streamlining operations through DX promotion, and in credit screening and monitoring, is implementing appropriate credit commensurate with the internal and external environments and customer circumstances, while limiting the risk of delinquency by strengthening monitoring. In debt collection, the Company prevents delinquency by urging customers to pay in advance of the due dates, while protecting receivables by strengthening contact with and counseling for customers in arrears. Additionally, regarding fraud, the Company has introduced AI into its fraud detection system to improve the accuracy thereof, and aims to improve customer satisfaction by providing safe, secure payment environments and highly convenient services to its customers.

Note: This document has been translated from a part of 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.

**Consolidated Statement of Financial Position**  
(As of March 31, 2025)

(Millions of yen)

Assets		Liabilities and Equity	
Account item	Amount	Account item	Amount
<b>Assets</b>		<b>Liabilities</b>	
Cash and cash equivalents	139,399	Trade and other payables	283,171
Trade and other receivables	3,615,701	Financial guarantee liabilities	8,714
Inventories	170,309	Bonds and borrowings	3,404,400
Operational investment securities	96,364	Other financial liabilities	19,811
Investment securities	62,587	Income taxes payable	24,367
Other financial assets	44,436	Provision for point card certificates	132,627
Property, plant and equipment	29,253	Provision for loss on interest repayment	11,794
Right-of-use assets	14,998	Other provisions	1,488
Intangible assets	127,125	Deferred tax liabilities	378
Investment property	168,243	Other liabilities	65,362
Investments accounted for using equity method	140,220	<b>Total liabilities</b>	3,952,115
Deferred tax assets	40,117	<b>Equity</b>	
Other assets	20,966	<b>Equity attributable to owners of parent</b>	705,678
Assets held for sale	1,419	Share capital	75,929
<b>Total assets</b>	4,671,143	Capital surplus	93,947
		Retained earnings	602,903
		Treasury shares	(96,356)
		Other components of equity	29,254
		<b>Non-controlling interests</b>	13,350
		<b>Total equity</b>	719,028
		<b>Total liabilities and equity</b>	4,671,143

Note: Amounts of less than one million yen are omitted.

**Consolidated Statement of Profit or Loss**  
(From April 1, 2024 to March 31, 2025)

(Millions of yen)

Account item	Amount	
<b>Revenue</b>		
Income from the payment business	251,496	
Income from the lease business	13,344	
Income from the finance business	70,471	
Revenue from the real estate-related business	67,536	
Revenue from the global business	48,206	
Revenue from the entertainment business	35,438	
Finance income	5,744	
Total		492,238
[Of which, interest income]		[186,866]
<b>Cost of sales</b>		
Cost of sales for the finance business	1,110	
Cost of sales for the real estate-related business	39,536	
Cost of sales for the entertainment business	28,773	
Total		69,419
<b>Net revenue</b>		422,818
Selling, general and administrative expenses		261,698
Impairment losses on financial assets		43,283
Finance costs		39,770
Gain arising from the derecognition of financial assets measured at amortized cost		662
Share of profit of investments accounted for using equity method		13,030
Other income		5,304
Other expenses		4,275
<b>Profit before tax</b>		92,786
Income tax expense		25,435
<b>Profit</b>		67,350

Profit attributable to

Owners of parent		66,397
Non-controlling interests		952
<b>Profit</b>		67,350

Reconciliation from profit before tax to business profit

<b>Profit before tax</b>		92,786
Reconciliations (Share of profit of investments accounted for using equity method)		(240)
Reconciliations (Other income)		(1,902)
Reconciliations (Other expenses)		3,043
Adjustments for the application of the effective interest method to financial assets		(65)
Subtotal		835
<b>Business profit</b>		93,621

Note: Amounts of less than one million yen are omitted.

**Consolidated Statements of Changes in Equity**  
(From April 1, 2024 to March 31, 2025)

(Millions of yen)

	Equity attributable to owners of parent						Non-controlling interests	Total
	Share capital	Capital surplus	Retained earnings	Treasury shares	Other components of equity	Total		
Balance as of April 1, 2024	75,929	93,178	542,602	(47,767)	41,110	705,053	12,558	717,611
Profit			66,397			66,397	952	67,350
Other comprehensive income					(661)	(661)	(469)	(1,130)
Comprehensive income	—	—	66,397	—	(661)	65,736	483	66,220
Purchase of treasury shares				(48,626)		(48,626)		(48,626)
Share-based payment transactions		897		36		934		934
Dividends			(17,288)			(17,288)	(108)	(17,397)
Transfer from other components of equity to retained earnings			11,191		(11,191)	—		—
Loss of control of subsidiaries						—	(16)	(16)
Changes in ownership interest in subsidiaries		(103)			(3)	(106)	433	326
Other		(25)				(25)		(25)
Total transactions with owners	—	768	(6,097)	(48,589)	(11,195)	(65,112)	308	(64,804)
Balance as of March 31, 2025	75,929	93,947	602,903	(96,356)	29,254	705,678	13,350	719,028

Note: Amounts of less than one million yen are omitted.

**Non-consolidated Balance Sheets**  
(As of March 31, 2025)

(Millions of yen)

Assets		Liabilities and Net assets	
Account item	Amount	Account item	Amount
<b>Current assets</b>	3,670,501	<b>Current liabilities</b>	1,318,444
Cash and deposits	75,827	Accounts payable – trade	287,534
Accounts receivable – installment	1,507,320	Short-term borrowings	275,171
Operating loans	1,152,180	Short-term borrowings from subsidiaries and associates	9,020
Investments in leases	301,295	Current portion of long-term borrowings	153,820
Operational investment securities	75,607	Current portion of bonds payable	65,000
Merchandise	104	Commercial papers	428,000
Supplies	2,275	Current portion of long-term loans payable under securitized borrowings	17,471
Prepaid expenses	2,914	Lease liabilities	12
Short-term loans receivable from subsidiaries and associates	542,522	Accounts payable – other	2,073
Accounts receivable – other	39,473	Accrued expenses	24,504
Other	12,724	Income taxes payable	19,142
Allowance for doubtful accounts	(41,747)	Contract liabilities	6,118
<b>Non-current assets</b>	438,382	Deposits received	12,047
<b>Property, plant and equipment</b>	14,312	Unearned revenue	3,691
Buildings, net	5,269	Provision for bonuses	5,571
Vehicles, net	0	Provision for bonuses for directors (and other officers)	106
Equipment, net	2,156	Provision for loss on interest repayment	3,439
Land	6,643	Provision for loss on collecting gift tickets	125
Leased assets, net	16	Other	5,593
Construction in progress	225	<b>Non-current liabilities</b>	2,285,788
<b>Intangible assets</b>	112,142	Bonds payable	632,467
Software	110,082	Long-term borrowings	1,298,509
Software in progress	1,782	Long-term loans payable under securitized borrowings	204,815
Other	277	Lease liabilities	5
<b>Investments and other assets</b>	311,927	Contract liabilities	912
Investment securities	53,724	Provision for loss on guarantees	7,668
Shares of subsidiaries and associates	168,658	Provision for point card certificates	132,627
Investments in other securities of subsidiaries and associates	3,653	Provision for loss on interest repayment	7,453
Investments in capital	0	Guarantee deposits received	829
Investments in capital of subsidiaries and associates	9,427	Other	500
Long-term loans receivable	10,076	<b>Total liabilities</b>	3,604,233
Long-term loans receivable from subsidiaries and associates	11,424	<b>Net assets</b>	
Long-term prepaid expenses	7,243	<b>Shareholders' equity</b>	487,873
Guarantee deposits	1,105	<b>Share capital</b>	75,929
Deferred tax assets	41,125	<b>Capital surplus</b>	82,514
Other	5,498	Legal capital surplus	82,497
Allowance for doubtful accounts	(9)	Other capital surplus	17
<b>Deferred assets</b>	2,889	<b>Retained earnings</b>	422,545
Bond issuance costs	2,889	Legal retained earnings	3,020
		Other retained earnings	419,525
		General reserve	331,455
		Retained earnings brought forward	88,070
		<b>Treasury shares</b>	(93,115)
		<b>Valuation and translation adjustments</b>	19,666
		Valuation difference on available-for-sale securities	18,919
		Deferred gains or losses on hedges	747
<b>Total assets</b>	4,111,773	<b>Total net assets</b>	507,540
		<b>Total liabilities and net assets</b>	4,111,773

Note: Amounts of less than one million yen are omitted.

**Non-consolidated Statements of Income**  
(From April 1, 2024 to March 31, 2025)

(Millions of yen)

Account item	Amount	
<b>Operating revenue</b>		
Income from the payment business		
Revenue from the credit card business	164,528	
Revenue from credit card cash advance	24,478	
Revenue from term loans	208	
Revenue from business agency	30,250	
Revenue from the payment-related business	18,634	238,100
Income from the lease business		13,440
Income from the finance business		
Revenue from credit guarantee	15,344	
Revenue from the finance-related business	33,232	
Income from the finance business	48,577	
Cost of sales for the finance-related business	1,110	
Cost of sales for the finance business	1,110	47,467
Income from the real estate-related business		
Revenue from the real estate-related business	134	
Cost of sales for the real estate-related business	2	131
Financial revenue		10,926
Total operating revenue		310,066
<b>Operating expenses</b>		
Selling, general and administrative expenses		242,409
Financial expenses		
Interest expenses	17,966	
Other	2,508	20,475
Total operating expenses		262,885
<b>Operating profit</b>		47,181
Non-operating income		7,919
Non-operating expenses		317
<b>Ordinary profit</b>		54,783
<b>Extraordinary income</b>		
Gain on sale of investment securities	18,580	
Gain on sale of shares of subsidiaries and associates	288	
Gain on sale of non-current assets	92	18,961
<b>Extraordinary losses</b>		
Loss on valuation of shares of subsidiaries and associates	1,304	
Loss on valuation of investment securities	999	
Loss on disposal of non-current assets	128	
Loss on sale of investment securities	33	
Loss on sale of non-current assets	4	2,470
<b>Profit before income taxes</b>		71,275
Income taxes – current	24,229	
Income taxes – deferred	(5,572)	18,657
<b>Profit</b>		52,617

Note: Amounts of less than one million yen are omitted.

**Non-consolidated Statements of Changes in Equity**  
(From April 1, 2024 to March 31, 2025)

(Millions of yen)

(millions of yen)

	Shareholders' equity									
	Share capital	Capital surplus			Retained earnings				Treasury shares	Total share-holders' equity
		Legal capital surplus	Other capital surplus	Total capital surplus	Legal retained earnings	Other retained earnings		Total retained earnings		
						General reserve	Retained earnings brought forward			
Balance as of April 1, 2024	75,929	82,497	—	82,497	3,020	327,455	56,740	387,215	(44,662)	500,980
Changes during period										
Provision of general reserve						4,000	(4,000)	—		—
Dividends of surplus							(17,288)	(17,288)		(17,288)
Profit							52,617	52,617		52,617
Purchase of treasury shares			0	0					(48,490)	(48,489)
Disposal of treasury shares			16	16					37	53
Net changes in items other than shareholders' equity										—
Total changes during period	—	—	17	17	—	4,000	31,329	35,329	(48,453)	(13,106)
Balance as of March 31, 2025	75,929	82,497	17	82,514	3,020	331,455	88,070	422,545	(93,115)	487,873

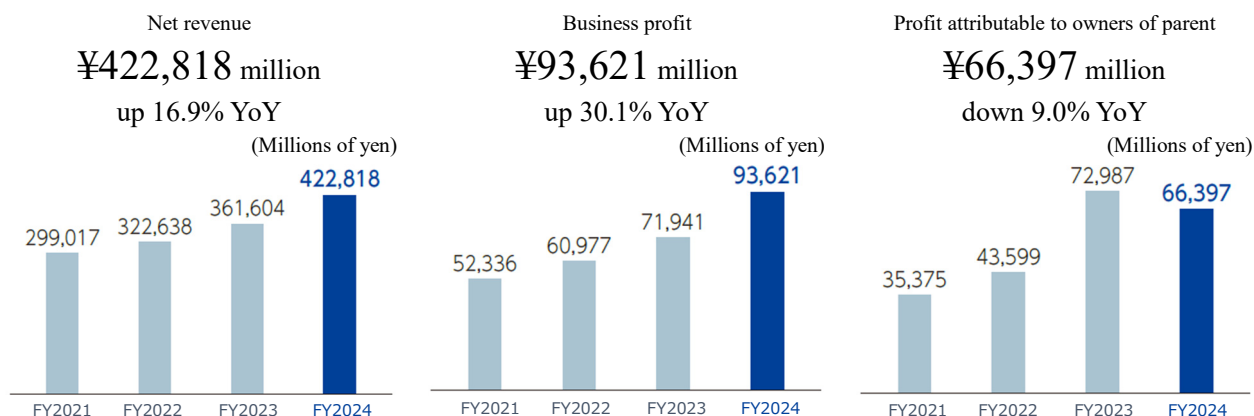
	Valuation and translation adjustments			Total net assets
	Valuation difference on available-for-sale securities	Deferred gains or losses on hedges	Total valuation and translation adjustments	
Balance as of April 1, 2024	31,483	19	31,503	532,483
Changes during period				
Provision of general reserve				—
Dividends of surplus				(17,288)
Profit				52,617
Purchase of treasury shares				(48,489)
Disposal of treasury shares				53
Net changes in items other than shareholders' equity	(12,563)	727	(11,836)	(11,836)
Total changes during period	(12,563)	727	(11,836)	(24,943)
Balance as of March 31, 2025	18,919	747	19,666	507,540

Note: Amounts of less than one million yen are omitted.



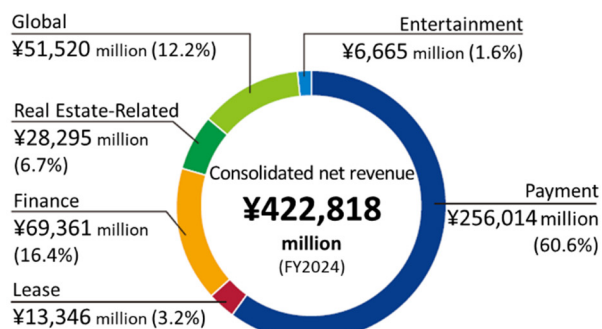
## (Reference) Financial Results Summary

### Financial results highlights



#### Net revenue by segment

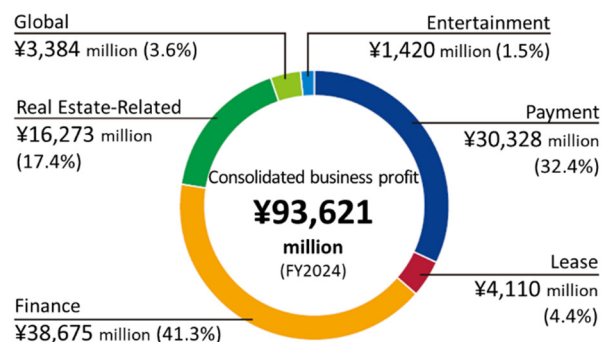
Adjustments: ¥(2,385) million



Note: Figures inside parentheses indicate percentage of total.

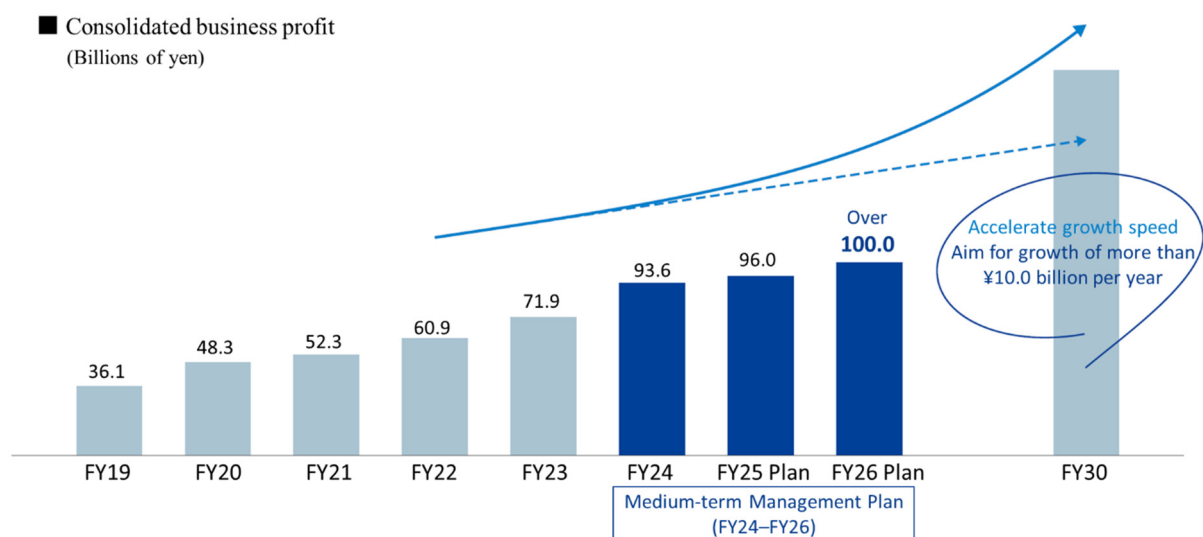
#### Business profit by segment

Adjustments: ¥(570) million



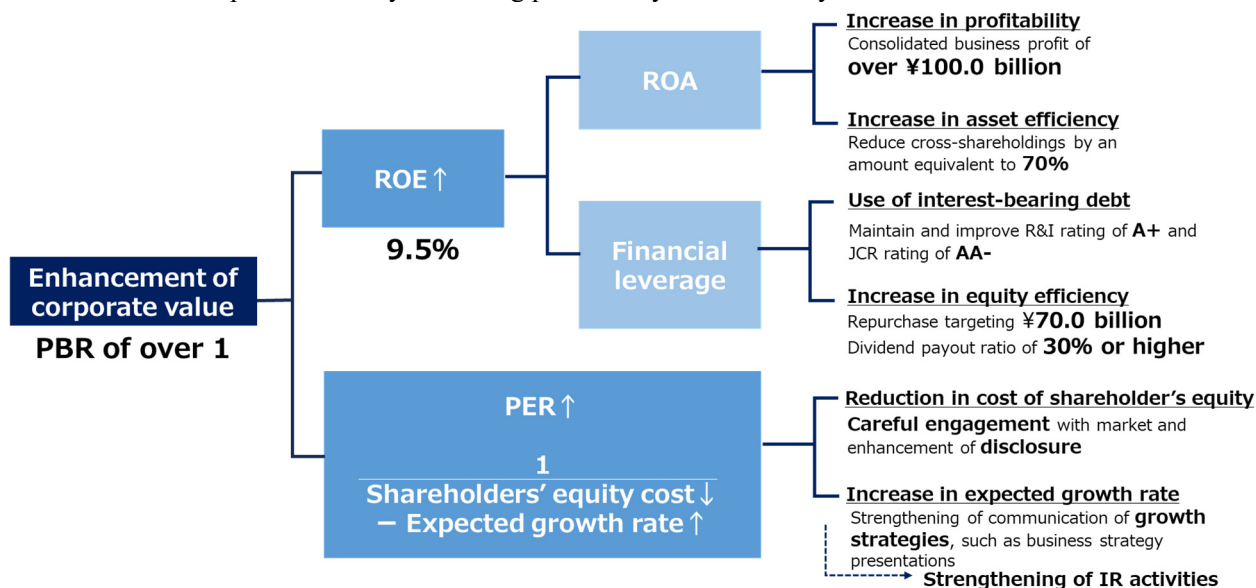
## Our Vision for 2030

Accelerate our growth speed to become a GLOBAL NEO FINANCE COMPANY—A global comprehensive life services group with finance as our core—



## Approach to Realizing Management that is Conscious of the Cost of Capital and the Stock Price

Aim to enhance corporate value by increasing profitability and efficiency

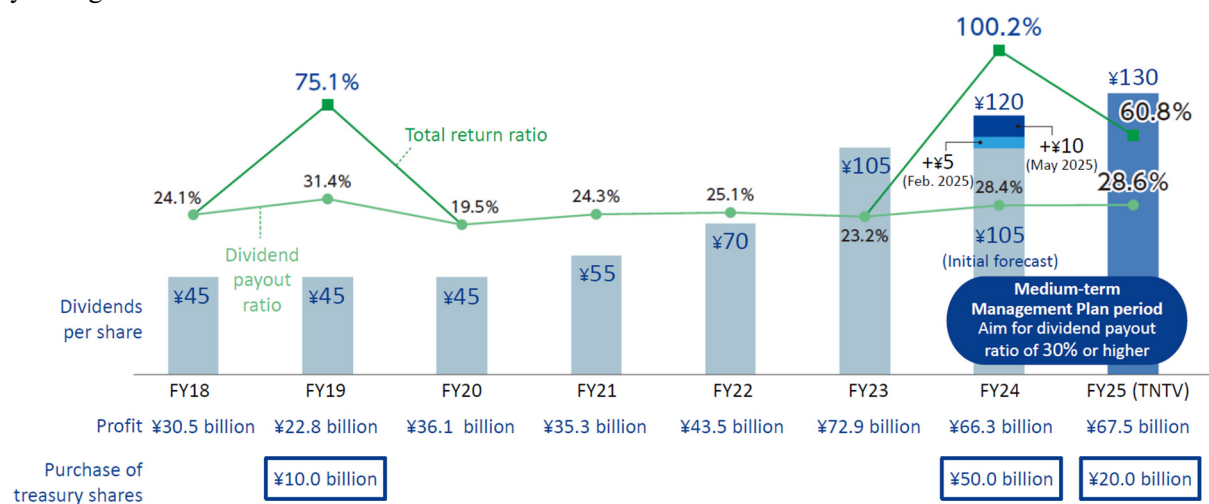


## Shareholder returns

The Company will maintain a stable and continuous sustainable policy, aiming for a dividend payout ratio of 30% or more during the Medium-term Management Plan (FY2024 to FY2026).

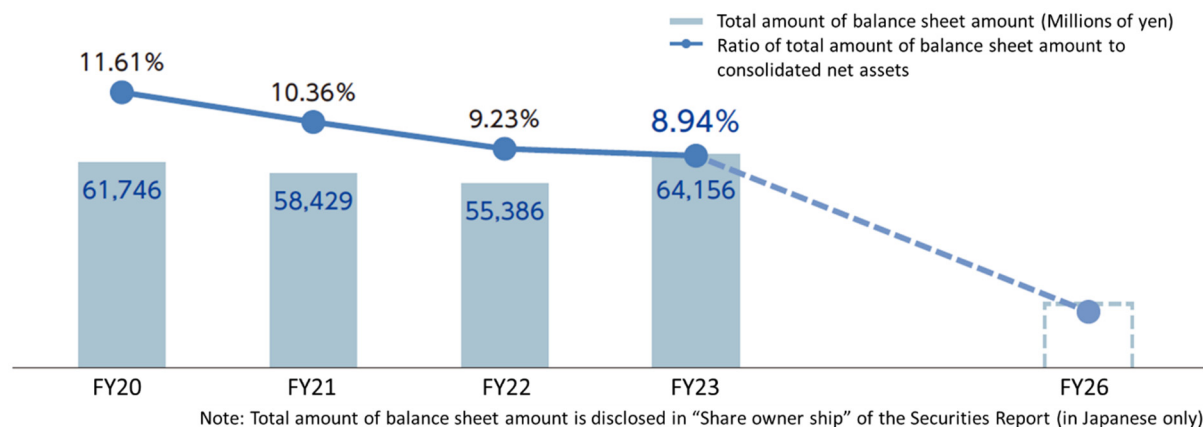
FY2024: The Company plans to increase the ordinary dividend by ¥10 from the latest year-end dividend forecast to ¥120 per share.

FY2025 forecast: An increase in both revenue and profit is anticipated, with the year-end dividend expected to increase for the fifth consecutive year to ¥130 per share, approximately three times the amount of five years ago.



## Cross-shareholdings

The Company plans to reduce cross-shareholdings by an amount equivalent to 70% during the Medium-term Management Plan (FY2024 to FY2026).



# Sustainability

## Basic Approach

Being a “leading-edge service company” as stated in our management philosophy, we will continue to be committed to helping establish a society that is more convenient, prosperous, and sustainable than it is now by leveraging our unique expertise, management resources, and the experience of our employees and by contributing to the development of society and the resolution of problems in a way that only the Credit Saison Group can through its usual business operations.

## Value co-creation with stakeholders

In order to continue to be a company that is needed by society, it is important to understand “what is required” by our stakeholders and reflect this in our services and corporate activities. We will always take the opinions of our stakeholders sincerely and link them to the enhancement of our corporate value and sustainable growth.



## Initiatives to turn diversity into strength

### Challenge leave of absence and Good Life leave/leave of absence

We introduced a new leave and leave of absence system to help employees balance life events and work. “Challenge leave of absence” enables employees to take a leave of absence of up to two years to improve their skills and promote personal growth so that they can make a greater contribution to the organization when they return to work. “Good life leave/leave of absence” enables employees to take a leave or a maximum of one year’s leave of absence for reasons such as infertility treatment by expanding the range of applicable uses of accumulated paid leave.

### Held a company-wide event to promote DE&I

In March 2025, we held a week-long company-wide event, “Let’s turn diversity into strength.” We created an opportunity for every employee to proactively think and learn about the current state of Credit Saison’s DE&I, and to engage in dialogue with external guests, managements and managers. Approximately 300 people participated. Going forward, we will continue to maximize the capabilities of our employees and organization through our DE&I activities, thereby strengthening our management foundation.

## <Diverse Workforce>

FY2024 results

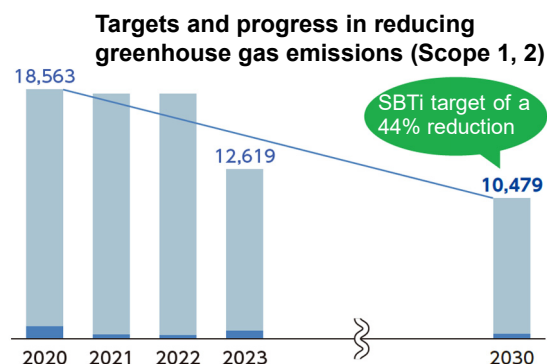
No. of human resource with digital technology backgrounds	Ratio of female managers	Ratio of employees taking parental leave
491 people	25.1%	Female 100.0%
Target for FY2024: 1,000	Target for FY2024: 25%	Male 86.2%
		Target for FY2024: 100%

Please refer to [Integrated Report 2024](#) for further details on our human resource initiatives.

## Environmental Initiatives

### Greenhouse Gas Emission Reduction Targets for 2030 validated by SBTi

In August 2024, our Group's Scope 1, 2, and 3 greenhouse gas emission reduction targets were validated by an international initiative, Science Based Targets initiative (SBTi), as being scientifically based targets for achieving the greenhouse gas emission reductions set forth in the Paris Agreement.

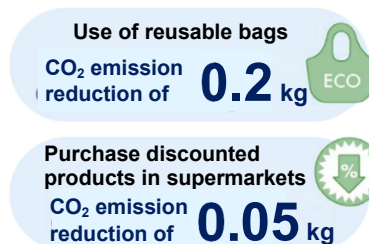


### Received a Management level score of “B” in the CDP Climate Change Questionnaire 2024

We responded to the CDP Climate Change Questionnaire 2024 and received a Management level score of “B.” We will continue to engage in climate change action through product and service developments, the introduction of renewable energy, and other areas, and will strive to disclose the sustainability information demanded globally.

### Held the SAISON eco Challenge to raise employees’ awareness of decarbonization

Using the system provided by DATAFLUCT, Inc., we implemented an initiative for employees to compete against each other on the amount of CO<sub>2</sub> emissions they could reduce through eco-friendly activities in their everyday lives, in order to foster awareness of the need to reduce emissions. 1,441 employees participated, resulting in a reduction of 10.72 t-CO<sub>2</sub>. Going forward, we will continue our efforts to help each employee to understand the importance of protecting the environment and ecosystems, and encourage them to take part in eco-friendly and educational activities in the workplace and in daily life.



#### Issuing a digital card that visualizes CO<sub>2</sub> emissions

We have partnered with DATAFLUCT, Inc., to offer a credit card, “SAISON CARD Digital for becoz.” This is the first credit card in Japan that can be used to visualize CO<sub>2</sub> emissions based on payment data and apply the information to carbon offsets.

This card is issued as a digital card used solely via smartphone and plastic card are not issued.

<https://www.saisoncard.co.jp/lp/becoz/?cd=14v1&sd=601&mi=1003001> (Available only in Japanese)



Use the card

Able to check CO<sub>2</sub> emissions based on payment data



### Operation of Akagi Nature Park

We are operating Akagi Nature Park in Shibukawa City, Gunma Prefecture under the theme of “The harmonious coexistence of people and nature.” Through our reforestation project, we aim to enhance carbon dioxide fixation and protect biodiversity. We also offer various programs for people to experience the charm of nature. In this way, we are committed to balancing Akagi Nature Park’s function of conserving the natural environment with its function as an exhibition and tourist facility.

To preserve ecosystems and genes, we implement measures to maintain and manage endangered species and prevent animal damage with the aim of preserving species. We also help plants grow by managing soil and sunshine, cultivating seedlings, and dividing plants. We conserve and plant 41 species out of a total of 553 endangered and near-endangered species designated by Gunma Prefecture.

### ***Initiatives to solve social issues***

#### **Contributing to positive impacts by providing over ¥370.0 billion in impact loans**

We have been working to achieve financial inclusion as part of our corporate DNA. We currently provide impact investments and loans to people who do not have access to financial systems in emerging markets such as Southeast Asia, East Asia, South Asia, and Latin America.

In our [ANNUAL IMPACT REPORT 2024](#), published in October 2024, we provide detailed information on how our initiatives are contributing to the improvement of livelihoods and economic growth in local communities through data on specific investments and loans in each country, as well as stories of borrowers and end users. For Cambodia, India, and Brazil, we have also posted impact videos on our website to give a more visual sense of our contributions.

Amount of loans disbursed	Number of loans disbursed	No. of MSMEs reached	No. of individual borrowers reached
¥370.0 billion	2,400,000	28,000,000 Of which, 69% are women-led businesses	28,000,000

#### **Part of the proceeds donated to an NGO in India**

Kisetsu Saison Finance Pvt. Ltd., a consolidated subsidiary in India, donates a percentage of its revenue to fulfill its social responsibility.

In FY2024, we donated to NGOs that run safe facilities for the elderly, women, and children, as well as vocational training and learning facilities. These donations will be used to help 30 children live and learn in a sanitary, healthy, and safe environment.

We will continue to actively increase the number of recipients we support.

#### **Career classes for junior and senior high school students in Japanese and overseas offices**

In our “SAISON TEACHER” on-site workshops, our employees serve as instructors, implementing a financial education program. We also hold classes welcoming school trip students in our own offices. The program meets requests from schools by offering career development classes, presentations of our own SDG initiatives, and more, in addition to classes that teach students more about society by explaining the business models of credit card companies.

Additionally, we are working to provide a variety of learning support both in Japan and overseas for the students that will lead the future, such as classes co-hosted by our consolidated subsidiary SAISON ASSET MANAGEMENT CO.,LTD., and hosting corporate training for senior high school students at Saison International Pte. Ltd. in Singapore.

## Selected as a component of the ESG Investment Index

 2024 Sompo Sustainability Index	SOMPO Asset Management's proprietary active indexes, used for sustainable management that invests in a wide range of companies with high ESG ratings	 S&P/JPX カーボン エフィシエント 指数	ESG index used by the GPIF based on companies' disclosure of environmental information and carbon efficiency
 2025 CONSTITUENT MSCI日本株 女性活躍指数 (WIN)	ESG index used by the GPIF to select companies that excel in terms of gender diversity	 MORNINGSTAR GenDi J Japan ex-REIT Gender Diversity Tilt Index TOP CONSTITUENT 2024	ESG index used by the GPIF that evaluates companies' commitment to gender equality
 2025 CONSTITUENT MSCI日本株 ESGセレクト・リーダーズ指数	ESG index adopted by the GPIF, consisting of Japanese companies that excel in ESG responses in each sector	 FTSE Blossom Japan Sector Relative Index	ESG index adopted by the GPIF, consisting of Japanese companies that excel in ESG responses in each sector

Disclaimer: The inclusion of Credit Saison Co., Ltd. in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement or promotion of Credit Saison Co., Ltd. by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

## Websites operated by the Company



Based on the concept of “a forum to think about the happy future that lies ahead,” it serves as a media outlet for openly communicating the thoughts and ideas behind our sustainability activities from the perspectives of the past, present, and future.  
<https://note.saisoncard.co.jp/> (Available only in Japanese)



An insurance and investment information website that provides useful financial information, such as on first-time asset formation and insurance reviews  
<https://okane-recipe.saisoncard.co.jp/> (Available only in Japanese)

## Our official social media accounts



Credit Saison posts a variety of content through its social media accounts! Please follow and check them out!  
[https://www.saisoncard.co.jp/topic/entry/lp\\_sns-account\\_list/](https://www.saisoncard.co.jp/topic/entry/lp_sns-account_list/) (Available only in Japanese)