

This document is an English translation of the original document in Japanese and has been prepared solely for reference purposes. In the event of any discrepancy between this English translation and the original in Japanese, the original shall prevail in all respects.

May 23, 2025

To whom it may concern:

Company name: Tenma Corporation

Representative: Hirohiko Hirono, President and Representative Director

(Securities code: 7958, TSE Prime)

Contact: Masaru Noritake Director, in charge of the General Affairs Department.

(Phone: +81-3-3598-5511)

Announcement concerning Nomination of Candidates for Director

The company announced that it resolved at a meeting of the Board of Directors held on May 23, 2025, following the recommendation by the Nomination and Compensation Committee (optional, chaired by an independent outside director) to select candidates for directors (excluding directors who are audit and supervisory committee members) and directors who are audit and supervisory committee members, the director candidates will be submitted to the 77th Ordinary General Meeting of Shareholders to be held on June 25, 2025.

The selection of candidates for Directors who are Audit and Supervisory Committee members has been approved by the Audit and Supervisory Committee.

Details

1. Candidates for directors (excluding directors who are audit and supervisory committee members)

| Name | Current Position and Responsibilities at the Company | Candidate Attributes |
|-----------------|---|----------------------|
| Hirohiko Hirono | President and Representative Director Executive General Manager, Sales Division Member of the Nomination and Compensation Committee | Reelection |
| Yuichi Nagai | Director Executive General Manager, Production Division, General Manager, Production Management | Reelection |

| Name | Current Position and Responsibilities at the Company | Candidate Attributes |
|--------------------|--|-----------------------------------|
| Masaru Noritake | Director General Manager, General Affairs Department | Reelection |
| Kenichi Hoshi | Director Executive General Manager, Overseas Production Division | Reelection |
| Hiroshi Kaneda | Director Deputy Executive General Manager, Sales Division General Manager, Digital Strategy Department | Reelection |
| Hirofumi Kurahashi | Outside Director Chairperson of the Nomination and Compensation Committee | Reelection Outside Independent |

2. Candidates for directors who are audit and supervisory committee members

| Name | Current Position and Responsibilities at the Company | Candidate Attributes |
|-----------------|--|-----------------------------------|
| Kazuhiko Hara | Director (Full-time Audit and Supervisory Committee Member) | Reelection |
| Hiroataka Goto | Outside Director (Audit and Supervisory Committee Member) | Reelection Outside Independent |
| Miyo Nishida | Outside Director (Audit and Supervisory Committee Member) | Reelection Outside Independent |
| Shoji Matsuyama | Outside Director (Audit and Supervisory Committee Member) Member of the Nomination and Compensation Committee | Reelection Outside Independent |

End of document