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Securities Code: 9025

Date issued: June 3, 2025

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To our shareholders:

Tadahiko Konoike

Representative Director, Chairman, President and Chief  
Executive Officer

**Konoike Transport Co., Ltd.**

4-3-9 Fushimimachi, Chuo-ku, Osaka

## Notice of the 85th Annual General Meeting of Shareholders

We are pleased to announce the 85th Annual General Meeting of Shareholders of Konoike Transport Co., Ltd. (the “Company”), as stated below.

When convening this general meeting of shareholders, the Company takes 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 posts this information as “Notice of the 85th Annual General Meeting of Shareholders” on the internet. Please access any of the following websites by using the internet addresses shown below to review the information.

The Company’s website:

<https://www.konoike.net/ir/meeting/> (in Japanese)

In addition to the website above, the Company also posts the information on the website below.

TSE website:

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

\* Access the TSE website (Listed Company Search) by using the internet address shown above, enter the issue name (company name) “Konoike Transport,” or securities code “9025” (single-byte), and click “Search,” and then click “Basic information,” select “Documents for public inspection/PR information,” and click “Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting” in “Filed information available for public inspection.”

Sumitomo Mitsui Trust Bank, Limited website (Portal of Shareholders’ Meeting®):

<https://www.soukai-portal.net> (in Japanese)

\* Please read the QR code on the voting form, or enter ID and the password shown on the voting form.

If you are unable to attend the meeting in person, you can exercise your voting rights on the internet or in writing. In this case, please review the Reference Documents for General Meeting of Shareholders and exercise your voting rights according to the instructions below no later than 5:45 p.m. on Monday, June 23, 2025 (JST).

**1. Date and Time:** Tuesday, June 24, 2025, 10 a.m. (reception opens at 9 a.m.) (JST)

**2. Venue:** Main Conference Room, Osaka Head Office of the Company  
2nd Floor, HK Yodoyabashi Garden Avenue  
4-3-9 Fushimimachi, Chuo-ku, Osaka

### **3. Purpose of the Meeting**

#### **Matters to be reported:**

1. Business Report, Consolidated Financial Statements, and report on the result of the audit by the Financial Auditor and the Audit & Supervisory Board on Consolidated Financial Statements for the 85th fiscal year (from April 1, 2024 to March 31, 2025)
2. Non-consolidated Financial Statements for the 85th fiscal year (from April 1, 2024 to March 31, 2025)

**Matters to be resolved:**

**Proposal No. 1**      Election of Five Directors

**Proposal No. 2**      Election of Two Audit & Supervisory Board Members

- In accordance with the provisions of laws and regulations and the Company's Articles of Incorporation, the following matters are excluded from the paper-based documents delivered to shareholders who have made a request for delivery of such documents.
  - Matters related to ensuring appropriateness of business operations in the Business Report
  - Consolidated statements of changes in net assets and Notes to Consolidated Financial Statements from Consolidated Financial Statements
  - Statements of changes in net assets and Notes to Non-consolidated Financial Statements from Non-consolidated Financial Statements

The Financial Auditor and the Audit & Supervisory Board Members have audited the documents subject to audit, including the above.

- If revisions to the matters subject to measures for electronic provision arise, a notice of the revisions and the details of the matters before and after the revisions will be posted on the websites above.
- Notwithstanding any requests for the delivery of paper-based documents, the Company will uniformly send paper-based documents including matters for which measures for providing information in electronic format are to be taken.

## Reference Documents for General Meeting of Shareholders

### Proposal No. 1 Election of Five Directors

The terms of office of all five Directors will expire at the conclusion of this meeting. Therefore, the Company proposes the election of five Directors, including three external Directors.

This proposal was approved at the Board of Directors meeting after its details were reported by the Personnel and Remuneration Committee, an advisory body to the Board of Directors chaired by an independent external Director. The candidates for Director are as follows:

Candidate No./Name			Current Position and Responsibility, etc. in the Company	
1	Tadahiko Konoike	Reelection	Representative Director, Chairman, President and Chief Executive Officer	Chairman of the Board of Directors Personnel and Remuneration Committee member
2	Tadatsugu Konoike	Reelection	Director and Senior Managing Executive Officer	In charge of Overseas Business In charge of Technology Innovation
3	Yoshihito Ota	Reelection External Independent Director	External Director	Personnel and Remuneration Committee member
4	Mika Masuyama	Reelection External Independent Director	External Director	Personnel and Remuneration Committee chair
5	Taisuke Fujita	Reelection External	External Director	Personnel and Remuneration Committee member

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)		Number of the Company's shares owned
1	Tadahiko Konoike (November 7, 1953)  Reelection [Attendance of Board of Directors Meetings] 17/17 (100%)	Apr. 1976	Joined Konoike Construction Co., Ltd.	2,591,615 shares
		Apr. 1981	Joined the Company	
		Dec. 1983	Managing Director	
		Dec. 1987	Senior Managing Director	
		Dec. 1989	Representative Director and Vice President	
		June 2003	Representative Director and President	
		Apr. 2018	Representative Director & President and Chief Executive Officer	
		Apr. 2021	Representative Director & President and Chief Executive Officer	
		June 2021	Representative Director, Chairman, President and Chief Executive Officer (current position)	
		(Significant concurrent positions outside the Company)		
Representative Director and Vice President of Osaka Port Synthesis Distribution Center, Ltd.				
[Reasons for nomination as candidate for Director] Tadahiko Konoike has considerable experience and a proven track record of business management as the Representative Director of the Company over many years. Also, he has demonstrated excellent leadership as the President since 2003 to improve the corporate value of the Group. The Company proposes his reelection as Director, having judged that he will fulfill his duties to improve the medium-to long-term corporate value of the Company.				
2	Tadatsugu Konoike (November 30, 1982)  Reelection [Attendance of Board of Directors Meetings] 17/17 (100%)	Apr. 2006	Joined Sumitomo Mitsui Banking Corporation	1,623,444 shares
		Apr. 2013	Joined the Company	
		July 2014	General Manager of Corporate Planning Division	
		Apr. 2016	Executive Officer	
		Apr. 2017	Managing Executive Officer	
		June 2017	Director and Managing Executive Officer	
		Apr. 2018	Director and Senior Managing Executive Officer	
		Apr. 2019	Director and Senior Managing Executive Officer, New Business Development Administrator, Executive General Manager of New Business Development Division	
		Apr. 2021	Director and Senior Managing Executive Officer, Chief International Officer and Chief Technology Innovation Officer	
		Apr. 2022	Director and Senior Managing Executive Officer, Officer in charge of International Business and Technology Innovation	
Apr. 2025	Director and Senior Managing Executive Officer, Officer in charge of Overseas Business and Technology Innovation (current position)			
[Reasons for nomination as candidate for Director] Tadatsugu Konoike has considerable experience and a proven track record through his practical experience at a financial institution, and also in the corporate planning division and international logistics business of the Company. He is currently formulating and executing medium to long-term business strategies as the officer in charge of the overseas business division and technology innovation division. The Company proposes his reelection as Director, having judged that he will fulfill his duties to improve the medium-to long-term corporate value of the Company.				

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)		Number of the Company's shares owned
3	Yoshihito Ota (June 26, 1954)  Reelection External Independent Director [Attendance of Board of Directors Meetings] 17/17 (100%) [Tenure as external Director] 7 years	Apr. 1978	Joined KYOCERA Corporation	0 shares
		June 2003	Executive Officer	
		June 2010	Director and Managing Executive Officer	
		Dec. 2010	Senior Managing Executive Officer of Japan Airlines Co., Ltd.	
		Dec. 2015	Chairman of KYOCERA Communication Systems Co., Ltd.	
		Apr. 2017	Advisor	
		June 2018	External Director of the Company (current position)	
		Sept. 2019	Chairman of MTG Co., Ltd.	
		Dec. 2019	Director and Chairman	
		Dec. 2023	Advisor	
		Mar. 2025	Chairman of the Board of Kobayashi Pharmaceutical Co., Ltd. (current position)	
		(Significant concurrent positions outside the Company) Chairman of the Board of Kobayashi Pharmaceutical Co., Ltd.		
	[Reasons for nomination as candidate for external Director and expected roles] Yoshihito Ota has been providing objective advice to the Company on overall operations based on his deep discernment, extensive experience, and superior abilities nurtured through serving as a corporate manager and an executive in wide-ranging industries and organizations. The Company proposes his reelection as external Director, expecting that he will provide supervision and advice on the execution of Directors' duties, based on his knowledge and experience.			
4	Mika Masuyama (January 6, 1963)  Reelection External Independent Director [Attendance of Board of Directors Meetings] 17/17 (100%) [Tenure as external Director] 6 years	Apr. 1985	Joined the Bank of Japan	0 shares
		Sept. 1991	International Marketing Director of Cap Gemini Sogeti	
		Nov. 1992	Senior Consultant of Gemini Consulting Japan	
		June 1997	Joined Egon Zehnder	
		Jan. 2004	Partner	
		Oct. 2016	President and Representative Partner of Masuyama & Company LLC (current position)	
		Mar. 2017	Outside Director (Audit and Supervisory Committee Member) of Suntory Beverage & Food Limited (current position)	
		Mar. 2019	Outside Director of KOKUYO Co., Ltd.	
		June 2019	External Director of the Company (current position)	
		June 2024	Outside Director of Ushio Inc. (current position)	
		(Significant concurrent positions outside the Company) President and Representative Partner of Masuyama & Company LLC Outside Director (Audit and Supervisory Committee Member) of Suntory Beverage & Food Limited Outside Director of Ushio Inc.		
	[Reasons for nomination as candidate for external Director and expected roles] Mika Masuyama possesses extensive experience and discernment in corporate governance, human resources and organizations, and M&A, as well as global knowledge of business management and economics. She has also been providing specialist advice for further strengthening the Company's corporate governance. The Company proposes her reelection as external Director, expecting that she will provide supervision and advice on the execution of Directors' duties, based on her knowledge and experience.			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
5	Taisuke Fujita (July 11, 1970)  Reelection External [Attendance of Board of Directors Meetings] 15/17 (88%) [Tenure as external Director] 5 years	Oct. 1991      Joined Tohmatsu & Co. (now Deloitte Touche Tohmatsu LLC) Nov. 2000      Joined Morgan Stanley Japan Securities (now Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.) June 2002      Joined SPARX Asset Management Co., Ltd. Mar. 2006      Joined Taiyo Pacific Partners LP Feb. 2012      Established Unleash Capital Pte. Ltd. Dec. 2012      Joined Orbis Investments Management Ltd. Sept. 2014      Joined Asian Energy Investments, Pte. Ltd. May 2016      Joined Amundi Japan Ltd. July 2020      External Director of the Company (current position) June 2022      Outside Director of Hoky Medical Co., Ltd. Feb. 2023      Representative partner of Fujitaya Hinpin LLC (current position) June 2024      Director of Hoky Medical Co., Ltd. (current position) (Significant concurrent positions outside the Company) Director of Hoky Medical Co., Ltd. Representative partner of Fujitaya Hinpin LLC	0 shares
[Reasons for nomination as candidate for external Director and expected roles] Taisuke Fujita possesses extensive experience and discernment in Japanese and foreign investment markets, and global insight on business management and economics. He has also been providing objective advice to the Company on overall operations. The Company proposes his reelection as external Director, expecting that he will provide supervision and advice on the execution of Directors' duties, based on his knowledge and experience.			

- Notes:
1. Tadahiko Konoike serves as Representative Director and Vice President of Osaka Port Synthesis Distribution Center, Ltd., which conducts the same class of business as the Company, and so is in competition.  
The Company and Taisuke Fujita are under a consulting agreement from July 1, 2024, until June 30, 2025.  
There is no special interest between any other candidates and the Company.
  2. Yoshihito Ota, Mika Masuyama, and Taisuke Fujita are candidates for external Director.
  3. Yoshihito Ota and Mika Masuyama satisfy the Standards for the Independence of External Officers of the Company, and the Company has submitted notification concerning them as independent Directors as provided for by the Tokyo Stock Exchange. If the proposal is passed and they assume the office as external Directors, the Company plans to reappoint them as independent Directors. Please refer to page 11 for the Standards for the Independence of External Officers.
  4. Pursuant to the provisions of Article 427, paragraph 1 of the Companies Act and the Articles of Incorporation, the Company has entered into agreements with Yoshihito Ota, Mika Masuyama, and Taisuke Fujita, to limit their liability for damages under Article 423, paragraph 1 of the Companies Act to the minimum liability amount provided for under laws and regulations. If Mr. Ota, Ms. Masuyama, and Mr. Fujita are elected in this Proposal, the Company plans to renew the agreements with them.
  5. The Company has entered into an indemnity contract provided for in Article 430-2, paragraph 1 of the Companies Act with each Director. The outline of the said indemnity contract is stated in "3. Matters concerning Directors and Officers (4) Outline of the Indemnity Contract" of the Business Report (in Japanese only). If the election of candidates for Director is approved, the Company plans to renew the said indemnity contract.
  6. The Company has entered into a directors and officers liability insurance contract provided for in Article 430-3, paragraph 1 of the Companies Act with an insurance company. The outline of the said contract is stated in "3. Matters concerning Directors and Officers (5) Outline of the Directors and Officers Liability Insurance Contract" of the Business Report (in Japanese only). If the election of candidates for Director is approved, they will continue to be insured under the said insurance contract. In addition, the said insurance contract is expected to be renewed with the same contents at the next renewal.
  7. Taisuke Fujita is scheduled to be appointed as the Director of HOGY MEDICAL CO., LTD. at its 64th Annual General Meeting of Shareholders to be held on June 20, 2025 and to assume the position of Representative Director and Vice President of the said company at a meeting of the Board of Directors to be held after the conclusion of the said General Meeting of Shareholders. The Company has business relations with HOGY MEDICAL CO., LTD. such as transactions related to the import of medical cargo.

## Proposal No. 2 Election of Two Audit & Supervisory Board Members

The terms of office of Audit & Supervisory Board Members Hiroaki Kobayashi and Chie Hoshi will expire at the conclusion of this meeting. Therefore, the Company proposes the election of two Audit & Supervisory Board Members.

This proposal was approved at the Board of Directors meeting after its details were reported by the Personnel and Remuneration Committee, an advisory body to the Board of Directors chaired by an independent external Director. In addition, prior consent of the Audit & Supervisory Board has been obtained for the submission of this proposal.

The candidates for Audit & Supervisory Board Member are as follows:

Candidate No.	Name (Date of birth)	Career summary and position in the Company (Significant concurrent positions outside the Company)		Number of the Company's shares owned
1	Kazuya Takahashi (April 10, 1967)  New election	Apr. 1990 Apr. 2021 Apr. 2023 Apr. 2025	Joined the Company General Manager of Shizuoka Branch General Manager of Department of Audit & Supervisory Board Members Advisor (current position)	2,000 shares
	[Reasons for nomination as candidate for Audit & Supervisory Board Member] Since joining the Company, Kazuya Takahashi has served mainly in various domestic business divisions and as a branch general manager and the manager of the Department of Audit & Supervisory Board Members, and has a wealth of experience and accomplishments necessary for the sound and proper management of the Company. Therefore, the Company believes he will fulfill the duties appropriately and proposes his election as the Audit & Supervisory Board Member.			
2	Chie Hoshi (March 6, 1972)  Reelection External Independent Director [Attendance of Board of Directors Meetings] 17/17 (100%) [Attendance of Audit & Supervisory Board Meetings] 13/13 (100%) [Tenure as Audit & Supervisory Board Member] 4 years	Apr. 1998 Sept. 2004 Apr. 2006 Apr. 2014 June 2021 Mar. 2022 June 2023 June 2024	Registered as an attorney at law Joined Tanabe & Partners Partner (current position) Member of the Defense Procurement Council External Audit & Supervisory Board Member of the Company (current position) Outside Auditor of BASE, Inc. (current position) Outside Director of Sumiken Mitsui Road Co., Ltd. Outside Director (Audit & Supervisory Committee Member) (current position) (Significant concurrent positions outside the Company) Partner of Tanabe & Partners Outside Auditor of BASE, Inc. Outside Director (Audit & Supervisory Committee Member) of Sumiken Mitsui Road Co., Ltd.	0 shares
	[Reasons for nomination as candidate for external Audit & Supervisory Board Member] Chie Hoshi has never been involved in the management of a company; however, she possesses specialist knowledge as well as broad knowledge and experience in business practice for corporate law as a lawyer over many years. Therefore, the Company believes that she will play the important role in the Company's audit from an independent standpoint and proposes her reelection as external Audit & Supervisory Board Member.			

- Notes:
1. There is no special interest between any of the candidates and the Company.
  2. Chie Hoshi is a candidate for external Audit & Supervisory Board Member.
  3. Chie Hoshi satisfies the Standards for the Independence of External Officers of the Company, and the Company has submitted notification concerning her as an independent Director as provided for by the Tokyo Stock Exchange. If the proposal is passed and she assumes the office as external Director, the Company plans to reappoint her as an independent Director. Please refer to page 11 for the Standards for the Independence of External Officers.
  4. Pursuant to the provisions of Article 427, paragraph 1 of the Companies Act and the Articles of Incorporation, the Company has entered into an agreement with Chie Hoshi to limit her liability for damages under Article 423, paragraph 1 of the Companies Act to the minimum liability amount provided for under laws and regulations. If Ms. Hoshi is elected in this Proposal, the Company plans to renew the agreement with her.
  5. The Company has entered into an indemnity contract provided for in Article 430-2, paragraph 1 of the Companies Act with each Audit & Supervisory Board Member. The outline of the said indemnity contract is stated in "3. Matters concerning Directors and Officers (4) Outline of the Indemnity Contract" of the Business Report (in Japanese only). If the

election of Chie Hoshi is approved, the Company plans to renew the said indemnity contract. If the election of Kazuya Takahashi is approved, the Company plans to enter into the said indemnity contract with him.

6. The Company has entered into a directors and officers liability insurance contract provided for in Article 430-3, paragraph 1 of the Companies Act with an insurance company. The outline of the said contract is stated in “3. Matters concerning Directors and Officers (5) Outline of the Directors and Officers Liability Insurance Contract” of the Business Report (in Japanese only). If the election of candidates for Audit & Supervisory Board Member is approved, they will be insured under the said insurance contract. In addition, the said insurance contract is expected to be renewed with the same contents at the next renewal.



(Reference)

Skill matrix for Directors and Audit & Supervisory Board Members (after the conclusion of this Annual General Meeting of Shareholders)

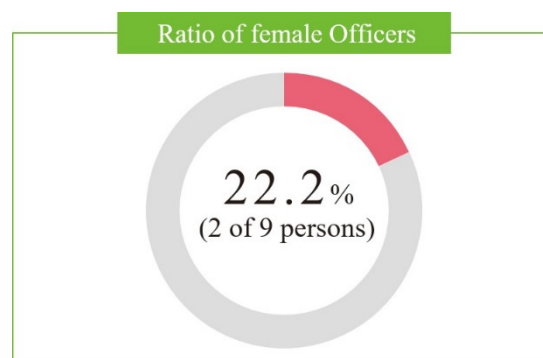
The Company has specified skills that the Board of Directors should have for the realization of the corporate philosophy, sustainable growth, and enhancement of the medium to long term corporate value of the KONOIKE Group, and determined the candidates for Directors and Audit & Supervisory Board Members based on those skills. The following is the skill matrix for Directors and Audit & Supervisory Board Members in the case that Proposal No. 1 and Proposal No. 2 are approved.

Officer	Position in the Company	Corporate Management and Business Experience	International Experience	Sustainability	HR and Employee Development	New Business/ M&A	Technology/ DX/R&D	Finance and Accounting	Legal and Risk Management	Capital Markets
Directors										
Tadahiko Konoike	Representative Director, Chairman, President and Chief Executive Officer	○		○						
Tadatsugu Konoike	Director and Senior Managing Executive Officer	○	○			○	○			
Yoshihito Ota	External Director (independent)	○			○	○				
Mika Masuyama	External Director (independent)		○	○	○					
Taisuke Fujita	External Director	○	○					○		○
Audit & Supervisory Board Members										
Shunichi Tanaka	Audit & Supervisory Board Member (full-time)	○			○					
Kazuya Takahashi	Audit & Supervisory Board Member (full-time)	○			○					
Chie Hoshi	External Audit & Supervisory Board Member (independent)								○	
Tomonari Kimura	External Audit & Supervisory Board Member (independent)			○		○		○		○

\* The list above does not represent all the knowledge, experience, etc., possessed by Directors and members of Audit & Supervisory Board.



\* Ratio of independent external Directors: 40% (2 of 5 persons)



\* Female Director (1 of 5 persons), female Audit & Supervisory Board Member (1 of 4 persons)

## Definitions of the skill items

The definitions of the skills specified in the skill matrix are as follows.

Skill	Definition
Corporate Management and Business Experience	Skill to enhance corporate value with experience of operating organizations as management, such as building and promoting medium- to long-term management strategy
International Experience	Skill to make management judgment from a global point of view with experience of overseas business or management of a company operating globally
Sustainability	Skill to promote management taking environmental and social sustainability into account, and to help the Company sustainably grow and enhance its corporate value through the allocation of management resources and the business portfolio management
HR and Employee Development	Skill to supervise and promote human resource strategy so that diverse human resources can perform at their full potential, with knowledge and experience in such matters as human resource systems, labor management, and organization development
New Business/M&A	Skill to supervise and promote strategy for the innovation of business portfolios and the construction of new business models in order to improve capital efficiency of the Company from a medium- to long-term perspective
Technology/DX/R&D	Skill to lead knowledge and experience in technology, R&D, and DX to business innovation and sustainable growth
Finance and Accounting	Skill to understand corporate accounting risks, and supervise and promote financial strategy to enhance corporate value, based on knowledge and experience in finance and accounting from the perspective of management
Legal and Risk Management	Skill to understand and appropriately control risks that may significantly affect business management based on knowledge and experience in legal affairs, compliance, and risk management
Capital Markets	Skill to supervise capital policy and IR activities linked with management strategy with knowledge and other expertise of capital markets

## Standards for the Independence of External Officers

If, as a result of an investigation by the Company to the extent reasonably possible, an external Director or an external Audit & Supervisory Board Member (hereinafter collectively referred to as “External Officer(s)”) or a candidate for External Officer is judged not to fall under any of the following items in addition to the standards prescribed by the Companies Act and Tokyo Stock Exchange, Inc., the Company shall judge that the External Officer or the candidate for External Officer has independence from the Company.

- (i) A major business partner of the Group (Note 1) or an executive person thereof
- (ii) A person whose major business partner is the Group (Note 2) or an executive person thereof
- (iii) A consultant, accounting professional, or legal professional who receives a large amount (Note 3) of money or other property from the Group, in addition to officers’ remuneration (in the case where a person who receives the said property is an organization such as a corporation or partnership, the person who belongs to the said organization)
- (iv) A person who has received a large donation from the Group (Note 4) or a director or other executive persons of a corporation, partnership, etc.
- (v) A major shareholder of the Company (a person who directly or indirectly holds 10% or more of the total voting rights) or an executive person thereof (Note 5)
- (vi) A person for whom the Group directly or indirectly holds 10% or more of the total voting rights or an executive person thereof
- (vii) A person belonging to an auditing corporation that is a financial auditor of the Group
- (viii) An executive director, executive, or executive officer of a corporation in which an Executive Director or Executive Officer of the Group serves as an executive person
- (ix) A person who has fallen under any of (v) through (viii) above in the past three years
- (x) In cases where a person who falls under any of (i) through (viii) above is an important person (Note 6), the spouse or a relative within the second degree of kinship of such person.

- Notes:
- 1. A major business partner of the Group means a person who has made payments to the Group of 2% or more of the Company’s annual consolidated net sales in the most recent business year, and a person who has financed the Group of 2% or more of the Company’s consolidated total assets at the end of the most recent business year.
  - 2. A person for which the Group is a major business partner means a person that has received payments from the Group for 2% or more of the said person’s annual consolidated net sales in the most recent business year.
  - 3. A large amount means, in the case of an individual, when the total amount of the said property excluding officer’s remuneration received from the Group is 10 million yen or more per year in the most recent business year of the Company, and in the case of an organization such as a corporation or partnership, when the total amount of the said property received from the Group is 2% or more of the said organization’s annual consolidated net sales or annual gross revenue in the most recent business year of the said organization.
  - 4. A large donation means, in the case of an individual, when the total amount of donation received from the Group is 10 million yen per year in the most recent business year of the Company, and in the case of an organization such as a corporation or partnership, when the total amount of donation received from the Group exceeded 2% of the said organization’s annual consolidated net sales or annual gross revenue in the most recent business year of the said organization.
  - 5. An executive person means an executive director, executive, executive officer, or any other person or employee equivalent thereto of a corporation or any other organization.
  - 6. An important person means an executive director, executive, executive officer, or employee who executes the important business of a division manager, etc.