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Securities Code: 5344

May 30, 2025

To our shareholders:

Toshiro Kambe,  
President and Representative Director  
**MARUWA CO., LTD.**  
3-83, Minamihonjigahara-cho, Owariasahi-city,  
Aichi

## Notice of the 52nd Annual General Meeting of Shareholders

We are pleased to inform you of the 52nd Annual General Meeting of Shareholders of MARUWA CO., LTD., (the “Company”), which will be held as indicated 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. (items 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 either of the websites to view the information.

The Company’s website:

<https://www.maruwa-g.com/> (in Japanese)

(From the above website, select “Investor Relations,” “Stock Information,” and then “General Meeting of Shareholders.”)

Website for posted informational materials for the General Meeting of Shareholders:

<https://d.sokai.jp/5344/teiji/> (in Japanese)

Tokyo Stock Exchange 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 “MARUWA” in “Issue name (company name)” or the Company’s securities code “5344” 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 Annual General Meeting of Shareholders, you may exercise your voting rights in writing or via the Internet. Please review the Reference Documents for the General Meeting of Shareholders and exercise your voting rights to arrive at the Company no later than 5:30 p.m., Thursday, June 19, 2025 (JST) by sending the Voting Form with your approval or disapproval indicated on it, or by accessing the website for exercising voting rights designated by the Company (<https://www.web54.net/>) (in Japanese).

1. **DATE AND TIME** Friday, June 20, 2025, 10:00 a.m. (JST) (Reception is scheduled to open at 9:30 a.m.)
2. **PLACE** Hotel Mielparque Nagoya 3F “Cattleya no Ma”  
3-16-16 Aoi, Higashi-ku, Nagoya-city, Aichi

3. **PURPOSES**

**Items to be reported:**

1. Business Report, Consolidated Financial Statements, and audit results of the Consolidated Financial Statements by the Financial Auditor and Audit and Supervisory Committee for the 52nd Fiscal Year (from April 1, 2024 to March 31, 2025)
2. Non-consolidated Financial Statements for the 52nd fiscal year (from April 1, 2024 to March 31, 2025)

**Items to be resolved:**

- |                |  |
|----------------|--|
| Proposal No. 1 | Appropriation of Surplus   |
| Proposal No. 2 | Election of Four Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)                         |
| Proposal No. 3 | Election of One Director Who Is Audit and Supervisory Committee Member   |
| Proposal No. 4 | Determination of Remuneration Amount for Directors (Excluding Directors Who Are Audit and Supervisory Committee Members) |

[Notice Regarding Voting Rights via the Internet]

Please refer to page 4 (Japanese only) of “Guidance for Exercising Voting Rights via the Internet.”

- ◎ If attending the meeting in person, please submit the Voting Form to the venue receptionist.
- ◎ You may attend the General Meeting of Shareholders as a proxy of one other shareholder who has voting rights, but please note that you will be required to submit a document proving the authority of proxy.
- ◎ When there is no indication of approval or disapproval for a proposal on the Voting Form when exercising voting rights in writing (by postal mail), the Company shall treat it as a vote for approval.
- ◎ The proceedings of the meeting will be conducted in Japanese.
- ◎ If revisions to the items subject to measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on each of the websites.
- ◎ Paper-based documents stating items subject to measures for electronic provision are sent to shareholders who have requested the delivery of paper-based documents, however those documents do not include the following items in accordance with the provisions of laws and regulations and Article 15 of the Company’s Articles of Incorporation.
  - (i) “Notes to the Consolidated Financial Statements”
  - (ii) “Notes to the Non-consolidated Financial Statements”Accordingly, the Consolidated Financial Statements and Non-consolidated Financial Statements described in the paper-based documents are part of the documents included in the scope of audits by the Financial Auditor in preparing the accounting audit report and in the scope of audits by the Audit and Supervisory Committee in preparing the audit report.

## REFERENCE DOCUMENTS FOR THE MEETING

### Agenda Items and Reference Items

#### Proposal No. 1 Appropriation of Surplus

The Company proposes the appropriation of surplus as follows:

##### Year-end dividends

The Company has given consideration to matters including the business performance of the fiscal year and future business development, and it proposes to pay year-end dividends for the 52nd fiscal year as follows:

(i) Type of dividend property

To be paid in cash.

(ii) Allotment of dividend property and their aggregate amount

The Company proposes to pay a dividend of ¥47 per common share of the Company.

In this event, the total dividend amount will be ¥579,974,736.

As the Company has already paid an interim dividend of ¥47 per share, the annual dividend for this fiscal year will be ¥94 per share.

(iii) Effective date of dividends of surplus

The effective date of dividends will be June 23, 2025.

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

The terms of office of all four Directors (excluding Directors who are Audit and Supervisory Committee Members) will expire at the conclusion of this General Meeting of Shareholders. Therefore, the Company proposes the election of four Directors (excluding Directors who are Audit and Supervisory Committee Members). In addition, this proposal has been determined by the Board of Directors based on the deliberation and report of the Nominating Advisory Committee. Please refer to page 9 for the opinions of Audit and Supervisory Committee regarding this proposal.

Candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members) are as follows:

Candidate No.	Name (Date of birth)	Career summary, position, and responsibilities at the Company (Significant concurrent positions)		Number of the Company's shares owned
1	Haruyuki Hayashi (October 28, 1961)	Apr. 1990	Joined the Company	3,050 shares
	Reelection	Apr. 1992	Researcher and Chief of Development Department	
June 2001		Director and General Manager of Development Office		
Apr. 2015		Director (in charge of Material Development)		
Apr. 2022		Vice Chairman of the Board (current position)		
Reasons for nomination as candidate for Director: Haruyuki Hayashi, a candidate for Director, has been engaged in the development division since joining the Company and has abundant experience and knowledge in material development. As he is expected to continue to contribute to the growth of the Company's business, he continues to be a candidate for Director.				
2	Toshiro Kambe (January 26, 1977)	Mar. 2001	Joined the Company	16,620 shares
	Reelection	Apr. 2012	CEO of Components Company	
June 2016		Director (in charge of Business Strategy)		
Apr. 2022		President and CEO (current position)		
Reasons for nomination as candidate for Director: Toshiro Kambe, a candidate for Director, has an outstanding ability to promote business strategies, and has contributed to the enhancement of the corporate value of the entire Group. He has been the President and Representative Director of the Company since April 2022 and is expected to continue to contribute to the growth of the Company's business, and, as such, he continues to be a candidate for Director.				
3	Manimaran Anthony (January 19, 1966)	Mar. 1995	Joined the Company	1,000 shares
	Reelection	Jan. 1998	Representative of Maruwa (Malaysia) Sdn. Bhd.	
June 2001		Director and General Manager of Overseas Business Headquarters of the Company		
Apr. 2015		Director (in charge of Manufacturing Improvement)		
Apr. 2022		Senior Managing Director (current position)		
Reasons for nomination as candidate for Director: Manimaran Anthony, a candidate for Director, has outstanding abilities in improving productivity through his work in domestic and overseas manufacturing divisions, etc. He is expected to continue to contribute to the growth of the Company's business, and, as such, he continues to be a candidate for Director.				
4	Daisuke Yamaguchi (December 23, 1976)	Apr. 2019	Joined the Company	—
	New election	Apr. 2022	Manager of Human Resources and Labor Office	
		Apr. 2024	COO of Management Headquarters (current position)	
Reasons for nomination as candidate for Director: Daisuke Yamaguchi, a candidate for Director, has abundant experience and knowledge in the management divisions, specifically in human resources, labor. As he is expected to continue to contribute to the growth of the Company's business, he has been selected to be a candidate for Director.				

- (Notes)
1. There is no special interest between any of the candidates and the Company.
  2. The Company has concluded a liability insurance contract with an insurance company as stipulated in Article 430-3, paragraph (1) of the Companies Act. The insurance contract is designed to cover damages in the event that the insured, including the Company's Directors, are held liable for damages arising from their duties. If each candidate is elected and

assumes the office as Director, they shall become the insured of the relevant insurance policy. The said insurance policy is also scheduled to be renewed with the same contents at the time of the next renewal.

**Proposal No. 3** Election of One Director Who Is Audit and Supervisory Committee Member

The term of office of the Director, Akihide Kato who is an Audit and Supervisory Committee Member will expire at the conclusion of this meeting. Therefore, the Company proposes the election of one Director who is an Audit and Supervisory Committee Member.

In addition, this proposal has been determined by the Board of Directors based on the deliberation and report of the Nominating Advisory Committee.

Candidate for Director who is an Audit and Supervisory Committee Member is as follows:

Name (Date of birth)	Career summary, position, and responsibilities at the Company (Significant concurrent positions)		Number of the Company’s shares owned
Masao Kubo (March 11, 1962)  New election Outside Independent	Apr. 1986	Joined Matsushita Electric Works, Ltd. (currently Panasonic Holdings Corporation)	—
	July 2018	Full-time Audit & Supervisory Board Member of Electric Works Company Panasonic Corporation	
	Oct. 2021	Full-time Audit & Supervisory Board Member of Panasonic Housing Solutions Co., Ltd.	
	Apr. 2024	Guest Professor, The University of Osaka Graduate School of Engineering (current position)	
Overview of reasons for appointment and expected roles: Masao Kubo has extensive knowledge in management and as an audit & supervisory board member. The Company expects him to utilize this knowledge to supervise and advise the Directors on the execution of their duties from a professional perspective, and has accordingly nominated him as a candidate for Director who is an Audit and Supervisory Committee Member.			

- (Notes)
1. There is no special interest between Masao Kubo and the Company.
  2. Masao Kubo is a candidate for outside Director.
  3. Under the provision of Article 427, paragraph (1) of the Companies Act, the Company has concluded an agreement with outside Directors to limit their liability for damages as provided for in Article 423, paragraph (1) of the Companies Act, and the maximum amount of liability for damages under the agreement is the amount provided for in laws and regulations. If the election of Masao Kubo is approved, the Company plans to conclude the said agreement with him.
  4. The Company has concluded a liability insurance contract with an insurance company as stipulated in Article 430-3, paragraph (1) of the Companies Act. The insurance contract is designed to cover damages in the event that the Company's Directors (including Audit and Supervisory Committee Members) are held liable for damages arising from their duties. If Masao Kubo is elected and assumes the office as Director who is an Audit and Supervisory Committee Member, he shall become the insured of the relevant insurance policy. The said policy is also scheduled to be renewed with the same contents at the time of the next renewal.
  5. The Company plans to submit notification of Masao Kubo as Independent Director in accordance with the provisions of the Tokyo Stock Exchange.

**Reference information**

If this proposal is approved, the composition of Directors who are Audit and Supervisory Committee Members will be as follows.

Name	New election/Incumbent	Independency
Miho Sakaguchi	Incumbent	<input type="radio"/> (Independent and outside)
Aya Okauchi	Incumbent	<input type="radio"/> (Independent and outside)
Masao Kubo	New election	<input type="radio"/> (Independent and outside)

## **Independence Standards for Outside Officers**

**MARUWA CO., LTD.**

The Company's outside officers shall be those who do not fall under any of the following items.

1. The Company's major shareholders<sup>1</sup> or those persons who execute business ("executives")<sup>2</sup>
2. Executives of a company in which the Company is a major shareholder
3. Major business partners<sup>3</sup> of the Group or those executives
4. Persons who are major business partner<sup>4</sup> of the Group or those executives
5. Consultants, accounting professionals, or legal professionals who receive more than a certain amount of money or other assets<sup>5</sup> from the Group other than remuneration as officers (if the entity receiving such assets is a corporation, partnership, or other organization, the person who belongs to such organization)
6. A person who has received a donation or grant exceeding a certain amount<sup>6</sup> from the Group (if the entity receiving the grant is a corporation, partnership, or other organization, the director or other executives of the organization)
7. Representative partners, members or employees of the Company's financial auditor
8. Executives of the Company's major lenders<sup>7</sup>
9. For the past three years, persons in charge of 1–8 above
10. Persons who have accepted the position of director from the Group or those executives
11. A spouse or relative within the second degree of kinship of important executives<sup>8</sup> of the Group

In principle, outside officers shall be reappointed for a period of up to six years.

- 1 Major shareholders: Shareholders with 10% or more of voting rights
- 2 Executives: Directors, Executive officers, and employees
- 3 Major business partners: Companies that contribute more than 2% of the Company's annual consolidated net sales
- 4 Major business partners: Companies that receive payments of more than 2% of annual sales from the Company
- 5 Certain amount: Over 10 million yen per year
- 6 Certain amount: Over 10 million yen per year
- 7 Major lenders: Money lenders that account for more than 2% of the Company's consolidated total assets
- 8 Important persons who execute business ("executives"): Directors (excluding outside Directors) and senior managers at the department manager level and above



#### Opinions of the Audit and Supervisory Committee

The Audit and Supervisory Committee, by having three of its members concurrently serve on the Nomination and Compensation Advisory Committees, confirms the matters discussed by the Nomination and Compensation Advisory Committees regarding the appointment and remuneration of the Company's Directors (excluding those who are Audit and Supervisory Committee Members; hereinafter the same). The Audit and Supervisory Committee confirmed the details of the discussion at the Board of Directors meeting regarding the remuneration of the Company's Directors (excluding Directors who are Audit and Supervisory Committee Members, same as below). With regard to the appointment of Directors, the Company evaluates the performance of duties, achievements, statements made during the Board of Directors, and their past career history. After careful consideration, it has been determined that the procedures for decision-making are appropriate and that the candidates are deemed suitable for the role of Director. In addition, with regard to the remuneration of Directors, the Company confirms the remuneration system, the specific method of calculating the amount of remuneration, etc., and determined that the procedures for making decisions are lawful and that the content of remuneration, etc., is reasonable.

## Reference information

Based on the medium to long term growth strategy of the Group, the Company has identified the skills and experience required for the Board of Directors. Through the demonstration of relevant skills and experience in the Board of Directors, we aim for sustainable and medium to long term corporate growth.

Name	Independent and outside	Management	Manufacturing	Development	Global	Finance/Accounting	ESG	Human resources development/ Human Resources
Haruyuki Hayashi		○		○	○			○
Toshiro Kambe		○	○	○	○			○
Manimaran Anthony		○	○		○		○	
Daisuke Yamaguchi		○				○	○	○
Miho Sakaguchi	○					○	○	
Aya Okauchi	○						○	○
Masao Kubo	○						○	○

## [Reference]

If the four Directors (excluding Directors who are Audit and Supervisory Committee Members) and one Director who is an Audit and Supervisory Committee Member are elected at this General Meeting of Shareholders, the composition of the Company's Board of Directors will be as follows.

Position in the Company	Name	Responsibility in the Company, and Significant Concurrent Positions Outside the Company
Chairman	Haruyuki Hayashi	In charge of Material Development
President and Representative Director	Toshiro Kambe	In charge of Business Strategy (CEO)
Senior Managing Director	Manimaran Anthony	In charge of Manufacturing Improvement
Director	Daisuke Yamaguchi	In charge of Management and Investor Relations
Director (Audit and Supervisory Committee Member)	Miho Sakaguchi	Certified public accountant and tax accountant Director of Sakaguchi CPA and Accounting Office
Director (Audit and Supervisory Committee Member)	Aya Okauchi	Expert of NOKIO Inc.
Director (Audit and Supervisory Committee Member)	Masao Kubo	Guest Professor, The University of Osaka Graduate School of Engineering

## Announcement

At the conclusion of this General Meeting of Shareholders, the Company intended to present a retirement benefit to Mr. Sei Kambe, who will be stepping down from his position as Director (excluding Directors who are Audit and Supervisory Committee Members), as a token of appreciation for his service during his tenure. However, Mr. Kambe has expressed his intention to decline the benefit, and the Board of Directors has resolved to donate the entire amount equivalent to the retirement benefit for the purpose of contributing to the local community.

The career summary for retiring Director is as follows:

Name	Career summary
Sei Kambe	Apr. 1973      Appointed as Senior Managing Director upon the establishment of the Company
	June 1992      President and Representative Director
	Apr. 2022      Chairman of the Board of the Company (Representative) (current position)
	June 2025      Scheduled to step down as Chairman of the Board of the Company (Representative)

\* After stepping down from his position as Director, Sei Kambe will assume the position of Advisor for the Company.

**Proposal No. 4**      Determination of Remuneration Amount for Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

The amount of remuneration for Directors of the Company was resolved to be no more than ¥360 million per year (of which, the portion for outside Directors is to be no more than ¥50 million per year) in the 46th Annual General Meeting of Shareholders held on June 25, 2019, which has been in effect to this day. Given consideration to a variety of subsequent circumstances such as changes to the economic situation, the Company would like to revise the amount of remuneration for Directors to be no more than ¥450 million per year (of which, the portion for outside Directors is to be no more than ¥50 million per year).

The Board of Directors decided upon this proposal via a review by the Nomination and Compensation Advisory Committees, etc. and has deemed it appropriate with full consideration of future trends, the current number of employees, and company regulations, employee compensation, and other salary standards.

The Company's policy on decisions pertaining to remuneration, etc. for individual Directors is as listed on page 24 of the Business Report.

The number of Directors (excluding Directors who are Audit and Supervisory Committee Members) is four. Subject to the approval and adoption of Proposal No. 2 as originally proposed, the number of Directors (excluding Directors who are Audit and Supervisory Committee Members) will be four.