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Securities code: 4526

June 6, 2025

Commencement Date of measures for electronic provision: May 30, 2025

**To Shareholders with Voting Rights:**

Kazuhiko Yamaki  
President & Representative Director  
RIKEN VITAMIN CO., LTD.  
1-6-1 Yotsuya, Shinjuku-ku, Tokyo,  
Japan

**NOTICE OF  
THE 89th ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

We would like to express our appreciation for your continued support and patronage.

We hereby inform you that the 89th Annual General Meeting of Shareholders of RIKEN VITAMIN CO., LTD. (the “Company”) will be held as described below.

In convening this meeting, the Company has taken measures for providing information in electronic format (the “measures for electronic provision”) and has posted matters subject to the measures for electronic provision on the following website.

The Company’s website

<https://www.rikenvitamin.jp/en/ir/stockholder/stockholdersmeeting/>

In addition to the website shown above, the Company has also posted such matters on the website of Tokyo Stock Exchange (TSE). Please access the TSE website shown below, enter the issue name (Riken Vitamin) or the securities code (4526) and click “Search,” and then select “Basic information” followed by “Documents for public inspection/PR information” to view the information provided.

TSE website

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

If you are unable to attend the meeting, you can exercise your voting rights via the Internet or by mail, etc. Please review the Reference Documents for the General Meeting of Shareholders included in the matters subject to the measures for electronic provision, follow the instructions on page 3, and exercise your voting rights by 5:30 p.m. on Monday, June 23, 2025, Japan time.

**1. Date and Time:** Tuesday, June 24, 2025 at 10:00 a.m. Japan time  
(Reception begins at 9:00 a.m.)

**2. Place:** The AIR, Akasaka Intercity Conference Center,  
4F, Akasaka Intercity AIR,  
1-8-1 Akasaka, Minato-ku, Tokyo, Japan

**3. Meeting Agenda:**

- Matters to be reported:**
1. Business Report and Consolidated Financial Statements for the Company’s 89th Fiscal Year (April 1, 2024 - March 31, 2025) and results of audits by the Accounting Auditor and the Audit and Supervisory Committee of the Consolidated Financial Statements
  2. Non-consolidated Financial Statements for the Company’s 89th Fiscal

Year (April 1, 2024 - March 31, 2025)

**Proposals to be resolved:**

**Proposal 1:** Election of Seven (7) Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

**Proposal 2:** Election of Five (5) Directors Who Are Audit and Supervisory Committee Members

**4. Other Matters Decided in Connection with this Convocation:**

1. If you exercise your voting rights by proxy, such proxy shall be limited to one shareholder who has voting rights in the Company.
  2. If neither approval nor disapproval of a proposal is indicated on the Voting Rights Exercise Form, it shall be treated as a vote of approval.
  3. If you exercise your voting rights both by mail and via the Internet, the vote cast via the Internet shall be treated as valid. If you exercise your voting rights multiple times via the Internet, the last vote shall be treated as valid.
- Of the matters subject to the measures for electronic provision, the following items are not contained in the paper-based documents stating matters subject to the measures for electronic provision that are sent to shareholders who made a request for delivery of such documents, in accordance with the provisions of laws and regulations and the Company's Articles of Incorporation. These items are subject to audit by the Accounting Auditor and the Audit and Supervisory Committee.
    1. "System to Ensure Appropriate Operations and its Operating Status" in Business Report
    2. Notes to Consolidated Financial Statements and Notes to Non-consolidated Financial Statements
  - Should the matters subject to the measures for electronic provision require revisions, such revisions will be posted on the respective websites where the matters are posted.

**Inquiries about the electronic provision system**

Securities Agency Division, Mitsubishi UFJ Trust and Banking Corporation

Dedicated line for the electronic provision system:

0120-696-505 (available from 9:00 a.m. to 5:00 p.m., except on weekends and public holidays)

<https://www.tr.mufg.jp/daikou/denshi.html>

## **Guide to Exercising Voting Rights**

There are three methods, as follows:

### **If you are attending the General Meeting of Shareholders:**

Date and time of the General Meeting of Shareholders: **Tuesday, June 24, 2025 at 10 a.m.**  
(Reception begins at 9 a.m.)

Please submit the Voting Rights Exercise Form at the reception desk.

You may exercise your voting rights by proxy only in case when the proxy is another shareholder with voting rights of the Company.

### **If you are exercising your voting rights by mail:**

Deadline for exercising voting rights: **Arrive by Monday, June 23, 2025 at 5:30 p.m.**

Please indicate your vote for or against each proposal on the Voting Rights Exercise Form and mail the form, ensuring it arrives before the deadline. If neither approval nor disapproval of a proposal is indicated on the form, it shall be treated as a vote of approval.

### **If you are exercising your voting rights via the Internet:**

Deadline for exercising voting rights: **By Monday, June 23, 2025 at 5:30 p.m.**

If you are exercising your voting rights via the Internet, follow the on-screen instructions, and indicate your vote for or against each proposal.

## **Guide to Viewing the Convocation Notice Online**

You can view this convocation notice on your computer, smartphone or tablet device.

Please visit the following website or use the QR code to view the convocation notice.

<https://s.srdb.jp/4526/>

## Reference Documents for the General Meeting of Shareholders

### Proposals and References

**Proposal 1:** Election of Seven (7) Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

The terms of office of all six (6) Directors (excluding Directors who are Audit and Supervisory Committee Members; hereinafter, the same applies in this proposal) will expire at the close of this Annual General Meeting of Shareholders. Accordingly, the Company proposes the election of seven (7) Directors. Also, the Audit and Supervisory Committee of the Company has concluded that all candidates in this proposal are well qualified.

The candidates for Director are as follows:

No.	Name	Current positions and responsibilities at the Company	Attendance at the Board of Directors meetings
1	Kazuhiko Yamaki [Reappointment]	President & Representative Director	16/16
2	Tsutomu Mochizuki [Reappointment]	Managing Director In charge of International Business and Chemical Business	16/16
3	Takahisa Nakano [Reappointment]	Senior Managing Director & Representative Director In charge of Administration (Compliance, General Affairs and Human Resources) and Business Strategy	16/16
4	Nobuo Dotsu [Reappointment]	Managing Director In charge of Administration (Legal Affairs), Procurement, Quality Assurance and Health Care Business	16/16
5	Takahiro Tomitori [Reappointment]	Director In charge of Administration (Sustainability, Accounting and Information Technology) and Corporate Strategy	16/16
6	Masaaki Nakano [New appointment]	Managing Executive Officer In charge of Food Ingredients Business	-
7	Shinichi Hirano [Reappointment] [Outside]	Outside Director	16/16

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
1	Kazuhiko Yamaki (February 3, 1959)  [Reappointment]  [Attendance at the Board of Directors meetings] 16/16	April 1983	Joined the Company	15,800
		April 2003	Manager, Food Ingredients Sales Department No. 4	
		July 2006	Executive Officer	
		April 2008	Manager, Natural Extract and Seasonings Business Promotion Department	
		June 2010	Director	
		June 2014	General Manager, Food Service Unit	
		June 2016	Managing Director	
			President & Representative Director (current position)	
[Reason for nomination as candidate] Mr. Kazuhiko Yamaki has primarily been engaged in operations related to the sales of food products. After being in charge of the Food Business Department among other roles, he was appointed as President & Representative Director in 2016. Therefore, Mr. Yamaki possesses abundant experience and insights. The Company has nominated him as a candidate for Director as he is judged to be an appropriately qualified person to promote the sustainable growth of the Riken Vitamin Group (the “Group”).				
2	Tsutomu Mochizuki (March 2, 1962)  [Reappointment]  [Attendance at the Board of Directors meetings] 16/16	April 1985	Joined the Company	5,500
		January 2004	President of Riken Vitamin Europe GmbH	
		July 2010	Manager, International Business Unit	
		June 2014	General Manager, International Business Unit	
		July 2014	Executive Officer	
		April 2018	General Manager, Production Unit No. 2	
		June 2019	Managing Executive Officer	
		July 2020	Manager, Food Ingredients Global Marketing Department	
		October 2021	Executive Manager, International Sales Department	
		June 2022	Director	
		June 2023	Managing Director (current position)	
			[Responsibilities in the Company] In charge of International Business and Chemical Business	
[Reason for nomination as candidate] Mr. Tsutomu Mochizuki has primarily been engaged in operations related to the overseas business. After serving as President of an overseas sales subsidiary, his current roles include being in charge of the International Business and the Chemical Business. Therefore, Mr. Mochizuki possesses abundant experience and insights. The Company has nominated him as a candidate for Director as he is judged to be an appropriately qualified person to promote the sustainable growth of the Group.				

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
3	Takahisa Nakano (October 13, 1959)  [Reappointment]  [Attendance at the Board of Directors meetings] 16/16	April 1985	Joined the Company	11,500
		April 2004	Manager, Health Care Department	
		July 2006	Executive Officer	
		June 2012	Director	
		June 2014	Manager, Health Care Business Unit	
		June 2017	Manager, Business Strategy Promotion Department	
		June 2022	Managing Director	
		June 2023	Senior Managing Director & Representative Director (current position)	
		[Responsibilities in the Company] In charge of Administration (Compliance, General Affairs and Human Resources) and Business Strategy		
	[Reason for nomination as candidate] Mr. Takahisa Nakano has primarily been engaged in operations related to the development and sales of healthcare products. After being in charge of the Health Care Business, Food Business and Quality Assurance among other roles, his current roles include being in charge of Administration and Business Strategy. Therefore, Mr. Nakano possesses abundant experience and insights. The Company has nominated him as a candidate for Director as he is judged to be an appropriately qualified person to promote the sustainable growth of the Group.			
4	Nobuo Dotsu (August 10, 1960)  [Reappointment]  [Attendance at the Board of Directors meetings] 16/16	April 1985	Joined the Company	5,600
		June 2009	Manager, Food Ingredients Development Department	
		July 2014	Executive Officer	
		June 2019	Managing Executive Officer	
		June 2022	Director	
		June 2023	Managing Director (current position)	
		[Responsibilities in the Company] In charge of Administration (Legal Affairs), Procurement, Quality Assurance and Health Care Business		
	[Reason for nomination as candidate] Mr. Nobuo Dotsu has primarily been engaged in operations related to the development of food ingredients. After being in charge of the Food Ingredients Business, his current roles include being in charge of the Administration, Procurement, Quality Assurance and Health Care Business. Therefore, Mr. Dotsu possesses abundant experience and insights. The Company has nominated him as a candidate for Director as he is judged to be an appropriately qualified person to promote the sustainable growth of the Group.			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
5	Takahiro Tomitori (August 19, 1965)  [Reappointment]  [Attendance at the Board of Directors meetings] 16/16	April 1988 April 2009 April 2012 April 2014 April 2017 April 2019 April 2021 June 2021	Joined The Dai-ichi Kangyo Bank, Limited Manager, Shinkawa Branch of Mizuho Bank, Ltd. Manager, Osaka Chuo Branch General Manager, Branch Operation Department No.8 Executive Officer Manager, Fukuoka Branch and General Manager, Fukuoka Department No. 1 and 2 Senior Managing Executive Officer of Mizuho Research Institute Ltd. Joined the Company Director (current position)	1,600
[Reason for nomination as candidate] Mr. Takahiro Tomitori has worked in financial institutions and a think tank for many years. At the Company, he has been fulfilling his responsibilities as a Director from 2021, and his current roles include being in charge of Administration and Corporate Strategy. Therefore, Mr. Tomitori possesses abundant experience and profound insights. The Company has nominated him as a candidate for Director as he is judged to be an appropriately qualified person to promote the sustainable growth of the Group.				
6	Masaaki Nakano (January 11, 1965)  [New appointment]  [Attendance at the Board of Directors meetings] -	April 1987 July 2006 June 2014 October 2014 July 2020 June 2022	Joined the Company Manager, Food Ingredients Sales Department No. 1, Food Ingredients Sales Unit Manager, Sales Promotion Department, Food Ingredients Sales Unit Manager, Food Ingredients Global Marketing Department Executive Officer General Manager, Food Ingredients Sales Unit Managing Executive Officer (current position)	5,300
[Reason for nomination as candidate] Mr. Masaaki Nakano has primarily been engaged in operations related to the sales of food ingredients. He became Managing Executive Officer in 2022 and his current roles include being in charge of the Food Ingredients Business. Therefore, Mr. Nakano possesses abundant experience and insights. The Company has nominated him as a candidate for Director as he is judged to be an appropriately qualified person to promote the sustainable growth of the Group.				

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held	
7	Shinichi Hirano (January 16, 1956)  [Reappointment] [Outside]  [Attendance at the Board of Directors meetings] 16/16	April 1979	Joined Asahi Breweries Company (now Asahi Group Holdings, Ltd.)	2,000
		July 2011	Managing Director and General Manager of Sales Division of Asahi Breweries, Ltd.	
		March 2013	Senior Managing Director and General Manager of Sales Division	
		March 2015	Director and Vice President	
		March 2016	President & Representative Director	
		January 2020	Outside Director of GiG Works Inc. (current position)	
		June 2020	Outside Director (Audit and Supervisory Committee Member) of Sinko Industries Ltd.	
		June 2021	Outside Director of the Company (current position)	
		June 2022	Outside Director of Sinko Industries Ltd. (current position)	
[Reason for nomination as candidate and expected roles] Mr. Shinichi Hirano possesses abundant experience and insights as a business executive, as well as extensive experience and networks in the beverage and beer industries. The Company has nominated him as a candidate for Outside Director as he is expected to provide supervision and advice from an objective and independent standpoint regarding matters such as the appropriateness of business execution and progress in implementing business plans, as the Company promotes the sustainable growth of the Group. At the close of this Annual General Meeting of Shareholders, he will have been an Outside Director of the Company for four (4) years.				

- Notes:
1. No special interests exist between any of the candidates and the Company.
  2. Mr. Shinichi Hirano is a candidate for Outside Director.
  3. The Company has registered Mr. Shinichi Hirano as an independent officer with the Tokyo Stock Exchange, Inc. If he is reelected, the Company plans to continue registering him as an independent officer.
  4. The Company has entered into a contract with Mr. Shinichi Hirano pursuant to Article 427, Paragraph 1 of the Companies Act to limit his liability for damages as specified under Article 423, Paragraph 1 of the Act. The limit of liability under the contract is the minimum amount stipulated by laws and regulations. If he is reelected, the Company plans to continue the contract with him.
  5. The Company has entered into a directors and officers liability insurance contract with an insurance company, as stipulated in Article 430- 3, Paragraph 1 of the Companies Act. The directors and officers insured comprise all Directors, Corporate Auditors, Managing Executive Officers and Executive Officers of the Company and its domestic subsidiaries. The insurance contract covers the insured directors and officers for any damages arising from liability in relation to performance of their duties or from claims in pursuit of that liability. The Company bears the full cost of premiums relating to all those insured. All candidates named in this proposal will be insured under the insurance contract if they are elected. In addition, the Company plans to renew the insurance contract with the same details during their terms of office.

**Proposal 2: Election of Five (5) Directors Who Are Audit and Supervisory Committee Members**

The terms of office of all five (5) Directors who are Audit and Supervisory Committee Members will expire at the close of this Annual General Meeting of Shareholders. Accordingly, the Company proposes the election of five (5) Directors who are Audit and Supervisory Committee Members.

Also, the Audit and Supervisory Committee of the Company has concluded that all candidates in this proposal are well qualified.

The candidates for Director who is an Audit and Supervisory Committee Member are as follows:

No.	Name	Current positions and responsibilities at the Company	Attendance at the Board of Directors meetings	Attendance at the Audit and Supervisory Committee meetings
1	Takehiko Makinodan [New appointment]		-	-
2	Satoshi Fujinaga [Reappointment] [Outside]	Outside Director, Audit and Supervisory Committee Member	16/16	15/15
3	Towa Sueyoshi [Reappointment] [Outside]	Outside Director, Audit and Supervisory Committee Member	16/16	15/15
4	Wataru Sueyoshi [Reappointment] [Outside]	Outside Director, Audit and Supervisory Committee Member	16/16	15/15
5	Ayumi Ujihara [Reappointment] [Outside]	Outside Director, Audit and Supervisory Committee Member	16/16	15/15

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
1	Takehiko Makinodan (October 21, 1962)  [New appointment]  [Attendance at the Board of Directors meetings] -  [Attendance at the Audit and Supervisory Committee meetings] -	April 1986 April 2015 June 2019 July 2019 April 2022 April 2024	Joined the Company Factory Head, Chiba Factory General Manager, Production Unit No. 2 Executive Officer General Manager, Production Planning and Development Unit General Manager, Quality Assurance Unit	1,800
<p>[Reason for nomination as candidate]</p> <p>Mr. Takehiko Makinodan has primarily engaged in operations related to production and quality assurance. After working at the Company's overseas subsidiary, Tianjin Rikevita Food Co., Ltd., he became Executive Officer in 2019, and his current roles include being General Manager of the Production Planning and Development Unit and the Quality Assurance Unit. Therefore, Mr. Makinodan possesses abundant experience and insights both in Japan and overseas. The Company has nominated him as a candidate for Director who is an Audit and Supervisory Committee Member as he is expected to provide appropriate supervision and advice on management as the Company promotes the sustainable growth of the Group.</p>				

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
2	Satoshi Fujinaga (September 15, 1959)  [Reappointment] [Outside]  [Attendance at the Board of Directors meetings] 16/16  [Attendance at the Audit and Supervisory Committee meetings] 15/15	April 1985  October 2002  January 2009  April 2012  April 2015  June 2015 June 2017	Joined Takeda Pharmaceutical Company Limited  Product manager, Product Management Department, Pharmaceutical International Division  Executive Vice President of Takeda Pharmaceuticals Asia Pte. Ltd.  Executive Vice President of Takeda Pharmaceuticals (Asia Pacific) Pte. Ltd.  Manager, Corporate Planning Department of Takeda Pharmaceutical Company Limited  External Corporate Auditor of the Company  Outside Director, Full-time Audit and Supervisory Committee Member (current position)	4,600
	<p>[Reason for nomination as candidate and expected roles]</p> <p>Mr. Satoshi Fujinaga has accumulated abundant experience and profound insights both in Japan and overseas. At the Company, after serving as External Corporate Auditor in 2015 and 2016, he has been fulfilling his responsibilities as Outside Director since 2017. The Company has nominated him as a candidate for Outside Director who is an Audit and Supervisory Committee Member as he is expected to provide supervision and advice regarding the corporate management from an independent standpoint, as the Company promotes the sustainable growth of the Group.</p> <p>At the close of this Annual General Meeting of Shareholders, he will have been an Outside Director who is an Audit and Supervisory Committee Member of the Company for eight (8) years. He also served as External Corporate Auditor of the Company for two (2) years.</p>			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
3	<p>Towa Sueyoshi (April 19, 1968)</p> <p>[Reappointment] [Outside]</p> <p>[Attendance at the Board of Directors meetings] 16/16</p> <p>[Attendance at the Audit and Supervisory Committee meetings] 15/15</p>	<p>October 2001 Registered as an attorney-at-law</p> <p>October 2001 Joined Sakura Sogo Law Office</p> <p>October 2014 Civil Conciliator, Chiba Summary Court</p> <p>June 2015 External Corporate Auditor of the Company</p> <p>April 2016 Joined Mukai Law Office (current position)</p> <p>June 2017 Outside Director, Audit and Supervisory Committee Member of the Company (current position)</p>	4,100
	<p>[Reason for nomination as candidate and expected roles]</p> <p>Ms. Towa Sueyoshi is well versed in corporate legal affairs as an attorney-at-law. Drawing on her profound expertise and abundant experience, she served as External Corporate Auditor of the Company in 2015 and 2016, and has been fulfilling her responsibilities as Outside Director of the Company since 2017. The Company has nominated her as a candidate for Outside Director who is an Audit and Supervisory Committee Member as she is expected to provide supervision and advice regarding the corporate management from an independent standpoint, as the Company promotes the sustainable growth of the Group.</p> <p>At the close of this Annual General Meeting of Shareholders, she will have been an Outside Director who is an Audit and Supervisory Committee Member of the Company for eight (8) years. She also served as External Corporate Auditor of the Company for two (2) years.</p>		

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
4	Wataru Sueyoshi (October 11, 1956)	April 1983	Registered as an attorney-at-law Joined Mori Sogo (currently Mori Hamada & Matsumoto)	600
	[Reappointment] [Outside]	April 2007	Founded STW & Partners (currently SHIOMIZAKA); Partner	
	[Attendance at the Board of Directors meetings] 16/16	July 2014	Member of Subdivision on Copyrights of the Council for Cultural Affairs, Ministry of Education, Culture, Sports, Science and Technology	
	[Attendance at the Audit and Supervisory Committee meetings] 15/15	June 2016	Outside Director of Hitachi Capital Corp.(currently Mitsubishi HC Capital Inc.)	
		January 2020	Founded Sueyoshi & Sato; Partner (current position)	
		June 2021	Outside Director, Audit and Supervisory Committee Member of the Company (current position)	
		June 2023	Outside Director of MITSUBISHI ESTATE CO., LTD. (current position)	
<p>[Reason for nomination as candidate and expected roles]</p> <p>Mr. Wataru Sueyoshi is well versed in corporate legal affairs, accumulating profound expertise and abundant experience as an attorney-at-law. At the Company, he has been fulfilling his responsibilities as an Outside Director since 2021. The Company has nominated him as a candidate for Outside Director who is an Audit and Supervisory Committee Member as he is expected to provide supervision and advice regarding the corporate management from an independent standpoint, as the Company promotes the sustainable growth of the Group.</p> <p>At the close of this Annual General Meeting of Shareholders, he will have been an Outside Director who is an Audit and Supervisory Committee Member of the Company for four (4) years.</p>				

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
5	Ayumi Ujihara (September 12, 1961)  [Reappointment] [Outside]  [Attendance at the Board of Directors meetings] 16/16 [Attendance at the Audit and Supervisory Committee meetings] 15/15	<p>April 1984      Joined BROTHER INDUSTRIES, LTD.</p> <p>March 1994      Joined Itoh Audit Firm</p> <p>April 2000      Joined Tokai Local Finance Bureau as a financial securities inspector</p> <p>July 2003      Joined ChuoAoyama Audit Corporation</p> <p>August 2006    Joined PricewaterhouseCoopers Aarata (currently PricewaterhouseCoopers Aarata LLC)</p> <p>July 2015      Partner</p> <p>July 2022      Representative of Ayumi Ujihara CPA office (current position)</p> <p>March 2023     Audit &amp; Supervisory Board Member (Outside), Yamaha Motor Co., Ltd. (current position)</p> <p>May 2023      Partner of Kagayaki Audit Corporation (current position)</p> <p>June 2023      Outside Director, Audit and Supervisory Committee Member of the Company (current position)</p> <p>June 2023      Outside Director (Audit &amp; Supervisory Committee Member) of Makita Corporation (current position)</p>	200
<p>[Reason for nomination as candidate and expected roles]</p> <p>Ms. Ayumi Ujihara possesses profound expertise and abundant experience related to finance and accounting as a CPA. At the Company, she has been fulfilling her responsibilities as Outside Director since 2023. The Company has nominated her as a candidate for Outside Director who is an Audit and Supervisory Committee Member as she is expected to provide supervision and advice regarding the corporate management from an independent standpoint, as the Company promotes the sustainable growth of the Group.</p> <p>At the close of this Annual General Meeting of Shareholders, she will have been an Outside Director who is an Audit and Supervisory Committee Member of the Company for two (2) years.</p>			

Notes: 1. No special interests exist between any of the candidates and the Company.

2. Mr. Satoshi Fujinaga, Ms. Towa Sueyoshi, Mr. Wataru Sueyoshi and Ms. Ayumi Ujihara are candidates for Outside Directors who are Audit and Supervisory Committee Members.
3. The Company has registered Mr. Satoshi Fujinaga, Ms. Towa Sueyoshi, Mr. Wataru Sueyoshi and Ms. Ayumi Ujihara as independent officers with the Tokyo Stock Exchange, Inc. If they are reelected, the Company plans to continue registering them as independent officers.
4. The Company has entered into a contract with Mr. Satoshi Fujinaga, Ms. Towa Sueyoshi, Mr. Wataru Sueyoshi and Ms. Ayumi Ujihara pursuant to Article 427, Paragraph 1 of the Companies Act to limit their liability for damages as specified under Article 423, Paragraph 1 of the Act. The limit of liability under the contract is the minimum amount stipulated by laws and regulations. If they are reelected, the Company plans to continue the contract with them. If Mr. Takehiko Makinodan is elected, the Company plans to enter into a contract with him under the same terms and conditions.
5. The Company has entered into a directors and officers liability insurance contract with an insurance company, as stipulated in Article 430- 3, Paragraph 1 of the Companies Act. The directors and officers insured comprise all Directors, Corporate Auditors, Managing Executive Officers and Executive Officers of the Company and its domestic subsidiaries. The insurance

contract covers the insured directors and officers for any damages arising from liability in relation to performance of their duties or from claims in pursuit of that liability. The Company bears the full cost of premiums relating to all those insured. All candidates named in this proposal will be insured under the insurance contract if they are elected. In addition, the Company plans to renew the insurance contract with the same details during their terms of office.

6. On June 3, 2024, it was announced that Yamaha Motor Co., Ltd., at which Ms. Ayumi Ujihara serves as an Audit & Supervisory Board Member (Outside), had engaged in improper conduct in relation to applications for noise testing and sound pressure testing certifications for a motorcycle it had developed. Although Ms. Ujihara had no prior knowledge of such conduct, in her role as Audit & Supervisory Board Member (Outside), she regularly provided advice from a legal compliance perspective. Moreover, since the above improper conduct was identified, she has conducted thorough audits and provided advice on reinforcing internal control and ensuring thorough compliance.
7. Ms. Towa Sueyoshi's name on the family register is Ms. Towa Gonsho.

## (Reference) Skills matrix of Directors

The Company has identified its key management challenges as material issues. As we aim to create environmental and social value and enhance corporate value by engaging in initiatives to address these material issues, we have identified the skills expected of Directors in the Skills Matrix below.

### Relationship between material issues and Director skills

Director Skills	Material issues								Skill Definitions
	Technology-Based Value Creation		Contributing to the Global Environment		Well-Being for People and Society				
	Create value through research and development	Provide safe and reliable products	Contribute to health and a rich dietary life	Address climate change	Contribute to the transition to a circular economy	Build a resilient supply chain	Promote diversity and inclusion	Provide a safe and healthy working environment	
Corporate Management	○	○	○	○	○	○	○	○	Experience as representative at the Company, its subsidiaries, or other company
Global Affairs		○	○			○			Experience as representative or auditor of an overseas company of the Company's subsidiary, or experience as general manager or managing officer of an overseas-related department
Legal Affairs, Risk Management		○		○		○		○	Expertise in legal affairs as an attorney or in a related profession, or experience as general manager, audit and supervisory committee member, or managing officer of a related department
Finance, Accounting				○	○	○			Expertise in financial and accounting affairs as a tax accountant or certified public accountant, or experience as general manager or managing officer of an accounting-related department
Human Resources, General Affairs					○		○	○	Experience as a person of authority in personnel affairs or facility management, or as general manager or managing officer at a personnel- or general affairs-related department, at the Company or other company
Sustainability, ESG				○	○	○	○	○	Participation in an in-house committee related to the promotion of sustainable management, or experience as general manager or managing officer of a related department
Sales, Marketing		○	○			○			
Development	○	○	○	○	○				
Production, Procurement	○	○	○	○	○	○			Experience as general manager or managing officer of a department related to production, procurement, sales, development, or quality management
Quality Assurance	○	○	○			○			

## Skills matrix of Directors (planned) after this General Meeting of Shareholders

If the candidates stated in this convocation notice are elected as originally proposed, the composition of the Company's officers and the expertise and experience particularly expected of each Director will be as follows.

		Corporate Management	Global Affairs	Legal Affairs, Risk Management	Finance, Accounting	Human Resources, General Affairs	Sustainability, ESG	Sales, Marketing	Development	Production, Procurement	Quality Assurance	Expertise
Chairman and Director	Kazuhiko Yamaki	◎	◎	◎		◎	◎	◎				
President & Representative Director	Tsutomu Mochizuki	◎	◎					◎	◎	◎		
Senior Managing Director & Representative Director	Takahisa Nakano	◎		◎		◎	◎	◎	◎		◎	Doctor of Agriculture
Senior Managing Director & Representative Director	Nobuo Dotsu			◎			◎	◎	◎	◎	◎	
Managing Director	Takahiro Tomitori			◎	◎		◎					
Director	Masaaki Nakano		◎					◎	◎			
Outside Director	Shinichi Hirano	◎	◎			◎		◎				
Director, Full-time Audit and Supervisory Committee Member	Takehiko Makinodan		◎							◎	◎	
Outside Director, Full-time Audit and Supervisory Committee Member	Satoshi Fujinaga	◎	◎	◎		◎						Pharmacist
Outside Director, Audit and Supervisory Committee Member	Towa Sueyoshi			◎								Attorney-at-Law
Outside Director, Audit and Supervisory Committee Member	Wataru Sueyoshi			◎								Attorney-at-Law
Outside Director, Audit and Supervisory Committee Member	Ayumi Ujihara		◎	◎	◎		◎					CPA

The Company adopts a system of Managing Executive Officers. The expertise and experience of Managing Executive Officers who will be in office from June 24, 2025 are as follows:

		Corporate Management	Global Affairs	Legal Affairs, Risk Management	Finance, Accounting	Human Resources, General Affairs	Sustainability, ESG	Sales, Marketing	Development	Production, Procurement	Quality Assurance	Expertise
Managing Executive Officer	Shinichi Koyama		◎				◎			◎		
Managing Executive Officer	Takumi Aoki							◎	◎			
Managing Executive Officer	Takeo Yotsuzuka	◎	◎				◎			◎		