

Note: This document has been translated from the Japanese original for the convenience of non-Japanese shareholders. In the event of any discrepancy between this translation and the Japanese original, the original shall prevail.
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Securities identification code: 5288

Date of sending by postal mail: June 4, 2025

Start date of measures for electronic provision: June 4, 2025

To our shareholders:

Shusuke Kurose

President

**ASIA PILE HOLDINGS CORPORATION**

36-2 Nihonbashi-Hakozakicho, Chuo-ku, Tokyo

## **NOTICE OF CONVOCATION OF THE 20TH ORDINARY GENERAL MEETING OF SHAREHOLDERS**

The 20th Ordinary General Meeting of Shareholders of ASIA PILE HOLDINGS CORPORATION (the “Company”) will be held as described 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 subject to measures for electronic provision) 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.asiapile-hd.com/> (in Japanese)

(Access the above website and then scroll down to NEW TOPICS.)

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

<https://d.sokai.jp/5288/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 “Asia Pile Holdings Corporation” in “Issue name (company name)” or the Company’s securities identification code “5288” 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 in person, you may exercise your voting rights by postal mail or via the Internet, etc. Please review the Reference Documents for the General Meeting of Shareholders and exercise your voting rights in accordance with the following sections by no later than 5:30 p.m., Wednesday, June 25, 2025 (Japan Standard Time).

## Meeting Details

1. **Date and time:** Thursday, June 26, 2025 at 10:00 a.m. (Reception opens at 9:00 a.m.) (Japan Standard Time)
2. **Venue:** Royal Park Hotel, 2F, Meeting room “Harumi”  
2-1-1 Nihonbashi-Kakigaracho, Chuo-ku, Tokyo

### 3. Purposes:

#### Matters to be reported:

1. Business Report and Consolidated Financial Statements for the 20th Term (from April 1, 2024 to March 31, 2025), as well as the results of audit of the Consolidated Financial Statements by the Accounting Auditor and the Audit & Supervisory Board
2. Non-Consolidated Financial Statements for the 20th Term (from April 1, 2024 to March 31, 2025)

#### Proposals to be resolved:

- Proposal:** Election of eleven (11) Directors

- There will be no gifts available for attendees of this General Meeting of Shareholders. Thank you for your understanding.
- If you need wheelchair support or writing support, please contact the receptionist at the General Meeting of Shareholders.
- Among the items subject to measures for electronic provision, the Notes to the Consolidated Financial Statements and the Notes to Non-Consolidated Financial Statements are not included in these documents, per the Companies Act and Article 14 of the Articles of Incorporation. Accordingly, these documents are a part of the audits conducted by the Audit & Supervisory Board Member and the Accounting Auditor during the creation of the Audit Report.
- If revisions are made to items subject to measures for electronic provision, a notice of the revisions and the details of the items before and after the revisions will be posted on the aforementioned Internet websites.

### Guideline for Exercising Voting Rights

#### A. If you attend the meeting in person

Please submit the enclosed voting form to the reception desk at the meeting. Seals will not be required.  
For the purpose of saving resources, please be sure to bring this notice with you.

#### B. If you exercise your voting rights in writing (by postal mail)

If you are unable to attend the meeting in person, you may exercise your voting rights by postal mail. Please indicate your approval or disapproval on the enclosed voting form after reviewing the attached Reference Documents for the General Meeting of Shareholders, and return it by postal mail to reach us no later than 5:30 p.m., Wednesday, June 25, 2025 (Japan Standard Time).

#### C. If you exercise your voting rights via the Internet

Please access the website for the exercise of voting rights (<https://soukai.mizuho-tb.co.jp>) (in Japanese) from your personal computer or smartphone, and follow the instructions on the screen to exercise your voting rights. Please see Page 7 for details on exercising voting rights via the Internet (in Japanese only).  
Exercise deadline: Wednesday, June 25, 2025 at 5:30 p.m. (Japan Standard Time)

- If you exercise your voting rights in writing (by postal mail) and your voting form does not indicate approval or disapproval for a proposal, it will be counted as approval for the proposal.
- If you exercise your voting rights by both postal mail and via the Internet, we will consider your vote via the Internet to be valid.
- In the event that a voting right is exercised more than once via the Internet, the last exercise of the voting right shall be deemed to be the valid exercise of the voting right.
- Electronic voting platform for institutional investors  
Nominee shareholders of managed trust banks, etc. (including standing proxies) may use the electronic voting platform operated by ICJ, Inc. to exercise their voting rights if they have applied in advance for the use of such platform.
- If there are any changes to the holding of the General Meeting of Shareholders, the Company will make an announcement on its website on the Internet.

The Company's website: <https://www.asiapile-hd.com/> (in Japanese)

## Reference Documents for the General Meeting of Shareholders

**Proposal:** Election of eleven (11) Directors

The tenures of eleven (11) Directors will expire at the close of this General Meeting of Shareholders. Therefore, the Company proposes that eleven (11) Directors be elected.

The candidates for Director are as follows:

No.	Name			Current position and responsibility in the Company, and significant concurrent positions outside the Company
1	Akira Kurose	[Reelection]		Chairperson Chairperson of JAPAN PILE CORPORATION
2	Shusuke Kurose	[Reelection]		President, Chief Executive Officer in Charge of Management and Internal Controls President of JAPAN PILE CORPORATION
3	Masahiko Okoshi	[Reelection]		Director and Executive Officer, Deputy Director in Charge of Business Promotion
4	Kazunori Okuyama	[Reelection]		Director and Executive Officer in Charge of International Business Promotion and International Support
5	Hiroyuki Muto	[Reelection]		Director and Executive Officer in Charge of Business Promotion
6	Phan Khac Long	[Reelection]		Director Chairman of Phan Vu Investment Corporation
7	Akira Watanabe	[Reelection]		Director Outside Director of Maeda Road Construction Co., Ltd. Outside Director of Leopalace21 Corporation
8	Toshihiro Kabasawa	[Reelection]	Candidate for Outside Director Candidate for Independent Officer	Outside Director
9	Kohei Ueda	[Reelection]	Candidate for Outside Director Candidate for Independent Officer	Outside Director
10	Kazuko Otani	[Reelection]	Candidate for Outside Director Candidate for Independent Officer	Outside Director Director and General Manager of Legal Affairs Department of The Japan Research Institute, Limited Outside Director of NICHIIHA CORPORATION
11	Hisae Igarashi	[New election]	Candidate for Outside Director Candidate for Independent Officer	Representative Director of IGARASHI DESIGN STUDIO INC. Professor of Department of Scenography, Display and Fashion Design of Musashino Art University

Note: The name of Hisae Igarashi (candidate no. 11) in the family register is Hisae Kawamura.

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company	Number of the Company's shares owned
1	<p>Akira Kurose (April 21, 1947)</p> <p>[Reelection]</p> <p>Tenure as Director 20 years (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 11/12 (92%)</p>	<p>Apr. 1971      Joined The Sumitomo Bank, Limited (now Sumitomo Mitsui Banking Corporation)</p> <p>Oct. 1997      General Manager of Hibiya Branch of The Sumitomo Bank, Limited</p> <p>May 2000      Executive Officer, Head of Tokyo Corporate Banking Division IV and V of The Sumitomo Bank, Limited</p> <p>Apr. 2001      Joined GEOTOP Corporation</p> <p>June 2001      Senior Managing Director of GEOTOP Corporation</p> <p>May 2002      Representative Senior Managing Director of GEOTOP Corporation</p> <p>June 2003      Vice President of GEOTOP Corporation</p> <p>Apr. 2005      Executive Vice President of the Company</p> <p>Apr. 2006      Chairman of JAPAN PILE PRODUCTS CORPORATION</p> <p>Apr. 2007      President of the Company</p> <p>Dec. 2011      Director of Phan Vu Investment Corporation (present position)</p> <p>Mar. 2015      President of JAPAN PILE BUNKATSU JUNBI Co., Ltd. (now JAPAN PILE CORPORATION)</p> <p>June 2019      Chairperson and President of JAPAN PILE CORPORATION</p> <p>June 2019      Chairperson and President of the Company</p> <p>July 2019      Chairperson and President, Chief Executive Officer of the Company</p> <p>June 2022      Chairperson of the Company (present position)</p> <p>June 2024      Chairperson of JAPAN PILE CORPORATION (present position)</p> <p>[Significant concurrent positions outside the Company] Chairperson of JAPAN PILE CORPORATION</p>	206,928
<p>Reason for selection as a candidate: Akira Kurose has abundant experience, achievements, and insight as a business administrator of the Company and its group companies (the "Group"), having served as President of the Company from 2007 until June of 2022. The Company believes that he is well qualified to lead the Group's business development; therefore, it has nominated him as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company	Number of the Company's shares owned
2	<p>Shusuke Kurose (December 19, 1956)</p> <p>[Reelection]</p> <p>Tenure as Director 5 years (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 12/12 (100%)</p>	<p>Apr. 1979      Joined The Sumitomo Bank, Limited (now Sumitomo Mitsui Banking Corporation)</p> <p>Oct. 1998      General Manager of Mitaka Branch of The Sumitomo Bank, Limited</p> <p>Apr. 2001      General Manager of Joto Corporate Business Office of Sumitomo Mitsui Banking Corporation</p> <p>Apr. 2004      General Manager of Tennojikimae Corporate Business Office-I of Sumitomo Mitsui Banking Corporation</p> <p>Apr. 2007      Executive Officer, General Manager of Hibiya Corporate Business Office-II of Sumitomo Mitsui Banking Corporation</p> <p>Apr. 2008      Executive Officer, Deputy Director in Charge of Information System Planning Department of Sumitomo Mitsui Banking Corporation</p> <p>Apr. 2010      Managing Executive Officer, Deputy Head of Middle Market Banking Unit (in Charge of East Japan) of Sumitomo Mitsui Banking Corporation</p> <p>June 2011      Director and Senior Managing Director of The Japan Research Institute, Limited</p> <p>June 2015      Director and Deputy President of The Japan Research Institute, Limited</p> <p>June 2016      Representative Director and Deputy President of The Japan Research Institute, Limited</p> <p>June 2020      Vice President of the Company</p> <p>June 2021      Director, Vice President, Executive Officer in Charge of Administration Management of the Company</p> <p>June 2022      Vice President of JAPAN PILE CORPORATION</p> <p>June 2022      President, Chief Executive Officer in Charge of Management and Internal Controls of the Company (present position)</p> <p>June 2024      President and in Charge of Business Management Department of JAPAN PILE CORPORATION (present position)</p> <p>[Significant concurrent positions outside the Company] President of JAPAN PILE CORPORATION</p>	27,408
<p>Reason for selection as a candidate: Shusuke Kurose has abundant experience in the overall management, and insight in the administration management and the system development. The Company believes that he is well qualified to serve as a director of the Company as his experience can be utilized in the overall management of the Group and promoting information technology; therefore, it has nominated him as a candidate for Director. There is no family relationship with the candidate for Director, Akira Kurose.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company		Number of the Company's shares owned
3	<p>Masahiko Okoshi (November 30, 1955)</p> <p>[Reelection]</p> <p>Tenure as Director 15 years (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 12/12 (100%)</p>	<p>Apr. 1978</p> <p>Apr. 2006</p> <p>June 2006</p> <p>Apr. 2007</p> <p>June 2010</p> <p>June 2014</p> <p>Oct. 2015</p> <p>June 2018</p> <p>July 2019</p> <p>June 2021</p>	<p>Joined YOCON Co., Ltd.</p> <p>Director, Head of Marketing Division and General Manager of Business Promotion Department of YOCON Co., Ltd.</p> <p>Managing Director of YOCON Co., Ltd.</p> <p>Executive Officer, Head of Cast-in-place Piling Business Division of the Company</p> <p>Director and Executive Officer, Deputy Head of Marketing Division of the Company</p> <p>Managing Director and Executive Officer in Charge of Marketing (East Japan) of the Company</p> <p>Director, Deputy Director in Charge of Business Management of the Company</p> <p>Director, Deputy Director in Charge of Business Management and International Affairs of the Company</p> <p>Director and Executive Officer in Charge of International Support of the Company</p> <p>Director and Executive Officer, Deputy Director in Charge of Business Promotion of the Company (present position)</p>	45,408
	<p>Reason for selection as a candidate:</p> <p>Masahiko Okoshi has broad experience in the Group's marketing operations, and he has abundant experience, track record, and insight. The Company believes that he is well qualified to serve as a director of the Company; therefore, it has nominated him as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company	Number of the Company's shares owned
4	<p>Kazunori Okuyama (September 13, 1956)</p> <p>[Reelection]</p> <p>Tenure as Director 4 years (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 12/12 (100%)</p>	<p>Apr. 1980      Joined The Sumitomo Bank, Limited (now Sumitomo Mitsui Banking Corporation)</p> <p>Apr. 1999      General Manager of Hibiya Branch of The Sumitomo Bank, Limited</p> <p>June 2002      General Manager of Nihonbashi Corporate Sales Division 3 of Sumitomo Mitsui Banking Corporation</p> <p>Apr. 2006      General Manager of Head Office Sales Division 1 of Sumitomo Mitsui Banking Corporation</p> <p>Apr. 2008      Executive Officer, General Manager of Shinjuku Corporate Sales Division and General Manager of Saitama Ikebukuro Corporate Sales Division of Sumitomo Mitsui Banking Corporation</p> <p>Apr. 2009      Executive Officer of Sumitomo Mitsui Banking Corporation and President of Sumitomo Mitsui Banking Corporation (China) Limited</p> <p>Apr. 2012      Managing Executive Officer of Sumitomo Mitsui Banking Corporation</p> <p>June 2014      Senior Managing Executive Officer, Deputy General Manager of East Japan Sales Division of Sumitomo Mitsui Card Company, Limited</p> <p>June 2016      Director and Senior Managing Executive Officer of Sumitomo Mitsui Card Company, Limited</p> <p>July 2019      Advisor of the Company</p> <p>Apr. 2020      Executive Officer, Advisor of Vietnam Office, Business Promotion Department of the Company</p> <p>June 2021      Director and Executive Officer, in Charge of International Business Promotion and International Support of the Company (present position)</p> <p>Dec. 2021      Director of Phan Vu Investment Corporation (present position)</p>	4,429
<p>Reason for selection as a candidate: Kazunori Okuyama has been involved in the management of financial institutions and has abundant experience and insight, especially in the overseas sector. The Company believes that he is well qualified to serve as a director of the Company; therefore, it has nominated him as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company		Number of the Company's shares owned
5	<p>Hiroyuki Muto (December 6, 1964)</p> <p>[Reelection]</p> <p>Tenure as Director 1 year (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 9/9 (100%)</p>	<p>Apr. 1987</p> <p>Apr. 1991</p> <p>Apr. 2007</p> <p>Apr. 2016</p> <p>Apr. 2018</p> <p>June 2018</p> <p>June 2019</p> <p>June 2022</p> <p>June 2024</p> <p>June 2024</p>	<p>Joined Watanabe-gumi Co., Ltd.</p> <p>Joined DAIDO CONCRETE Co., Ltd.</p> <p>General Manager of Tokyo Branch, Kanto Area of JAPAN PILE CORPORATION (now ASIA PILE HOLDINGS CORPORATION)</p> <p>Executive Officer and General Manager of Tokyo Branch of JAPAN PILE CORPORATION</p> <p>Executive Officer, Deputy Director in Charge of Marketing, and General Manager of Tokyo Branch of JAPAN PILE CORPORATION</p> <p>Director, Deputy Director in Charge of Marketing, and General Manager of Tokyo Branch of JAPAN PILE CORPORATION</p> <p>Managing Director, Deputy Director in Charge of Marketing of JAPAN PILE CORPORATION</p> <p>Senior Managing Director, Deputy Director in Charge of Marketing and Design Quality of JAPAN PILE CORPORATION</p> <p>Vice President, Director in Charge of Marketing of JAPAN PILE CORPORATION (present position)</p> <p>Director and Executive Officer in Charge of Business Promotion of the Company (present position)</p>	20,549
	<p>Reason for selection as a candidate:</p> <p>Hiroyuki Muto has broad experience in the Group's marketing operations, and he has abundant experience, track record, and insight. The Company believes that he is well qualified to serve as a director of the Company; therefore, it has nominated him as a candidate for Director.</p>			
6	<p>Phan Khac Long (November 4, 1961)</p> <p>[Reelection]</p> <p>Tenure as Director 11 years (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 9/12 (75%)</p>	<p>Sept. 1983</p> <p>Jan. 1991</p> <p>June 1996</p> <p>June 2014</p> <p>Jan. 2018</p> <p>Mar. 2021</p> <p>Jan. 2023</p> <p>[Significant concurrent positions outside the Company]</p> <p>Chairman of Phan Vu Investment Corporation</p>	<p>Joined 622 Mechanical transport company</p> <p>Director of Dai Viet Phat private enterprise</p> <p>Chairman and General Director of Phan Vu Investment Corporation</p> <p>Director of the Company (present position)</p> <p>Chairman of Phan Vu Investment Corporation</p> <p>Chairman and General Director of Phan Vu Investment Corporation</p> <p>Chairman of Phan Vu Investment Corporation (present position)</p>	—
	<p>Reason for selection as a candidate:</p> <p>Phan Khac Long has served as the General Director of Vietnam-based company, Phan Vu Investment Corporation, since it was founded, and he has abundant experience, track record, and insight in business in Southeast Asia. The Company believes that he is well qualified to serve as a director of the Company; therefore, it has nominated him as a candidate for Director.</p>			



No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company	Number of the Company's shares owned
7	<p>Akira Watanabe (February 16, 1947)</p> <p>[Reelection]</p> <p>Tenure as Director 19 years (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 11/12 (92%)</p>	<p>Apr. 1973 Registered as a member of Dai-Ichi Tokyo Bar Association</p> <p>May 1991 Member of the Legislative Council of the Ministry of Justice</p> <p>Jan. 1998 Chairman of External Auditor Steering Committee of Japan Federation of Bar Associations</p> <p>June 2003 Audit &amp; Supervisory Board Member of GEOTOP Corporation</p> <p>June 2003 Chairman of DAIDO CONCRETE Co., Ltd.</p> <p>June 2004 Audit &amp; Supervisory Board Member of DAIDO CONCRETE Co., Ltd.</p> <p>Apr. 2005 Audit &amp; Supervisory Board Member of the Company</p> <p>June 2006 Director of the Company (present position)</p> <p>Oct. 2014 Outside Audit &amp; Supervisory Board Member of KADOKAWA DWANGO CORPORATION (now KADOKAWA CORPORATION)</p> <p>June 2019 Outside Director of Maeda Road Construction Co., Ltd. (present position)</p> <p>July 2020 Outside Director of Leopalace21 Corporation (present position)</p> <p>June 2022 Outside Director of KADOKAWA CORPORATION</p> <p>[Significant concurrent positions outside the Company] Outside Director of Maeda Road Construction Co., Ltd. Outside Director of Leopalace21 Corporation</p>	24,644
<p>Reason for selection as a candidate:</p> <p>As an attorney, Akira Watanabe has abundant experience, track record, and insight in judicial affairs. The Company believes that he will use his expertise in corporate laws to duly perform a supervisory and checking function with respect to a whole range of the Group's management affairs, and thereby further strengthen the Group's management structure. Therefore, it has nominated him as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company	Number of the Company's shares owned
8	<p>Toshihiro Kabasawa (January 7, 1954)</p> <p>[Reelection] [Outside Director] [Independent Officer]</p> <p>Tenure as Outside Director 3 years (at the conclusion of this General Meeting of Shareholders)</p> <p>Attendance status at the Board of Directors meeting 12/12 (100%)</p>	<p>Apr. 1977      Joined Kawasaki Steel Corporation (now JFE Steel Corporation)</p> <p>July 1992      General Manager of Human Resources Development Office, Personnel Department of Kawasaki Steel Corporation</p> <p>July 1994      General Manager of Organizational System Office, Personnel Department of Kawasaki Steel Corporation</p> <p>Apr. 2003      General Manager of Overseas Business Management Office, Corporate Planning Department of JFE Steel Corporation</p> <p>Apr. 2007      Director and General Manager of Planning Department of JFE Holdings, Inc.</p> <p>Apr. 2008      Executive Officer and General Manager of Corporate Planning Department of JFE Shoji Corporation</p> <p>Apr. 2011      Director and Managing Executive Officer of JFE Shoji Corporation</p> <p>June 2011      Director of JFE SHOJI HOLDINGS, INC.</p> <p>Apr. 2014      Representative Director and Senior Managing Director of JFE Shoji Corporation</p> <p>Apr. 2016      Representative Director, Deputy President, and Executive Officer of JFE Shoji Corporation</p> <p>June 2022      Outside Director of the Company (present position)</p>	9,472
<p>Reason for selection as a candidate and outline of expected role: Toshihiro Kabasawa has extensive experience and achievements in the management of operating companies in the steel industry and in overseas business planning. The Company expects that Toshihiro Kabasawa will duly perform a supervisory and checking function with respect to a whole range of the Group's management affairs, and thereby further strengthen the Group's management structure. Therefore, the Company has nominated him as a candidate for Outside Director.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company		Number of the Company's shares owned
9	Kohei Ueda (August 27, 1952)  [Reelection] [Outside Director] [Independent Officer]  Tenure as Outside Director 3 years (at the conclusion of this General Meeting of Shareholders)  Attendance status at the Board of Directors meeting 12/12 (100%)	Apr. 1977	Joined The Sumitomo Bank, Limited (now Sumitomo Mitsui Banking Corporation)	2,365
		Jan. 1996	General Manager of Umedakitaguchi Branch of The Sumitomo Bank, Limited	
		Apr. 2001	General Manager of Sakai Corporate Business Office of Sumitomo Mitsui Banking Corporation	
		June 2003	General Manager of Osaka Alliance Business Department of Sumitomo Mitsui Card Company, Limited	
		Jan. 2007	General Manager of Advertising Department and Executive Officer of Sumitomo Mitsui Card Company, Limited	
		July 2007	General Manager of Corporate Planning Department of BIC CAMERA INC.	
		Sept. 2007	General Manager of PR & IR Department of BIC CAMERA INC.	
		May 2017	Advisor of Japan Elevator Service Holdings Co., Ltd.	
		June 2018	Audit & Supervisory Board Member of Japan Elevator Service Holdings Co., Ltd.	
		June 2020	Director, President and COO of Japan Elevator Service Holdings Co., Ltd.	
		Apr. 2022	Director and Advisor of Japan Elevator Service Holdings Co., Ltd.	
		June 2022	Advisor of Japan Elevator Service Holdings Co., Ltd.	
		June 2022	Outside Director of the Company (present position)	
Reason for selection as a candidate and outline of expected role: Kohei Ueda has extensive experience and achievements in the management and sales of business companies in the financial industry and machinery maintenance service industry. The Company expects that Kohei Ueda will duly perform a supervisory and checking function with respect to a whole range of the Group's management affairs, and thereby further strengthen the Group's management structure. Therefore, the Company has nominated him as a candidate for Outside Director.				
10	Kazuko Otani (January 9, 1964)  [Reelection] [Outside Director] [Independent Officer]  Tenure as Outside Director 1 year (at the conclusion of this General Meeting of Shareholders)  Attendance status at the Board of Directors meeting 8/9 (89%)	Apr. 1987	Joined Japan Information Services Co., Ltd. (now The Japan Research Institute, Limited)	—
		Apr. 1996	General Manager of Legal Affairs Department of The Japan Research Institute, Limited	
		May 2016	Director and General Manager of Legal Affairs Department of The Japan Research Institute, Limited (present position)	
		June 2023	Outside Director of NICHIIHA CORPORATION (present position)	
		June 2024	Outside Director of the Company (present position)	
		[Significant concurrent positions outside the Company] Director and General Manager of Legal Affairs Department of The Japan Research Institute, Limited Outside Director of NICHIIHA CORPORATION		
		Reason for selection as a candidate and outline of expected role: Kazuko Otani has abundant experience as a general manager of the legal affairs department in a business corporation, a wealth of knowledge and insight of compliance, and IT and digital. The Company expects that Kazuko Otani will duly perform a supervisory and checking function with respect to a whole range of the Group's management affairs, and thereby further strengthen the Group's management structure. Therefore, the Company has nominated her as a candidate for Outside Director.		

No.	Name (Date of birth)	Career summary, position and responsibilities, and significant concurrent positions outside the Company	Number of the Company's shares owned
11	Hisae Igarashi (October 23, 1964)  [New election] [Outside Director] [Independent Officer]	<p>Apr. 1986      Joined Kuramata Design Office</p> <p>Apr. 1993      Established IGARASHI DESIGN STUDIO</p> <p>Aug. 2001      Established IGARASHI DESIGN STUDIO INC., Representative Director (present position)</p> <p>May 2002      Judging committee member for GOOD DESIGN AWARD of Japan Institute of Design Promotion (present position)</p> <p>July 2007      Part-time lecturer of Joshibi University of Art and Design</p> <p>Apr. 2010      Professor of Department of Scenography, Display and Fashion Design of Musashino Art University (present position)</p> <p>June 2018      Judging committee member for KIDS DESIGN AWARD. of KIDS DESIGN ASSOCIATION. (present position)</p> <p>[Significant concurrent positions outside the Company] Representative Director of IGARASHI DESIGN STUDIO INC. Professor of Department of Scenography, Display and Fashion Design of Musashino Art University</p>	—
<p>Reason for selection as a candidate and outline of expected role: Hisae Igarashi runs a design studio as an interior designer and also works as a professor at Musashino Art University. The Company expects that her rich creativity rooted in art and design, and expressive ability will further strengthen the management structure and lead to the revitalization of the entire organization. Therefore, the Company has nominated her as a candidate for Outside Director.</p>			

- Notes:
1. The number of the Company's shares owned includes the shares owned by the candidate through the Officers' stock ownership plan.
  2. No special interest exists between any of the candidates for Director and the Company.
  3. Of the above candidates, Toshihiro Kabasawa, Kohei Ueda, Kazuko Otani, and Hisae Igarashi are candidates for Outside Directors. The Company has registered Toshihiro Kabasawa, Kohei Ueda, and Kazuko Otani with the Tokyo Stock Exchange as Independent Officers in accordance with the regulations of the Tokyo Stock Exchange. If their reelections are approved, the Company intends for them to continue as Independent Officers, and if the election of Hisae Igarashi is approved, she will be designated as an Independent Officer and registered with the Exchange.
  4. Limited Liability Agreements:  
Pursuant to Article 427, Paragraph 1 of the Companies Act, the Company has concluded a limited liability agreement with Outside Directors Toshihiro Kabasawa, Kohei Ueda, and Kazuko Otani that limits their liability for damages as provided in Article 423, Paragraph 1 of the Companies Act. If their reelections are approved, the Company intends to continue the said liability agreement with them, and if the election of Hisae Igarashi is approved, the Company will newly enter into the same agreement with her.  
The Company has also concluded a limited liability agreement with Non-executive Director Akira Watanabe. If Akira Watanabe's reelection is approved, the Company intends to continue the said liability agreement with him.  
The maximum amount for such liability based on the said agreement shall be 5 million yen or the minimum amount stipulated in Article 425, Paragraph 1 of the Companies Act, whichever is greater.
  5. Directors and officers liability insurance agreement  
The Company has entered into a directors and officers liability insurance (D&O Insurance) agreement as stipulated in Article 430-3, Paragraph 1 of the Companies Act, naming all Directors and Audit & Supervisory Board Members as insureds, and if this proposal is approved as proposed and each candidate for director assumes office as a director, each will become an insured under the relevant insurance agreement. The insurance agreement shall cover compensation for damages and litigation expenses incurred by the insured due to a claim for damages arising from an act (including an omission) committed by the insured in his or her capacity as a director or officer of the Company.  
In addition, the Company shall bear all insurance premiums for the insured. The Company plans to renew the insurance agreement with the same terms and conditions during the term of office.

(Reference) Skills matrix of candidates for Directors

Name	General management	Financial accounting	Legal	Personnel and labor relations	Sales and marketing	Technology R&D	ICT/DX	International experience
Akira Kurose	○	○		○	○	○	○	○
Shusuke Kurose	○	○		○	○		○	
Masahiko Okoshi	○			○	○	○		○
Kazunori Okuyama	○	○			○			○
Hiroyuki Muto	○			○	○	○		
Phan Khac Long	○			○	○	○		○
Akira Watanabe	○		○		○			
Toshihiro Kabasawa	○	○	○	○	○			○
Kohei Ueda	○	○			○			
Kazuko Otani	○		○	○			○	
Hisae Igarashi	○			○	○	○		