

[English summary: for reference only]

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Securities code: 6255

November 10, 2025

Dear shareholders,

### **Convocation Notice of the 33<sup>rd</sup> Ordinary General Meeting of Shareholders for FY2025**

NPC Incorporated, (“the Company”) would like to inform you of the 33rd Ordinary General Meeting of Shareholders.

The Company has adopted measures for electronic provision of information contained in the Reference Documents for the General Meeting of Shareholders (“Materials for which the Measures for Electronic Provision are Taken”) upon convocation of this General Meeting of Shareholders.

Instead of attending the meeting, you can exercise your voting rights in advance in writing, via smartphone, or PC. Please refer to the Reference Documents for the General Meeting of Shareholders and exercise your voting rights by 5:30 p.m. on Wednesday, November 26, 2025.

1. Date and time:	10:00 a.m., Thursday, November 27, 2025 Japan time (Registration starts at 9:00 a.m.)
2. Venue:	“Hisho-no-ma” conference room, 2 <sup>nd</sup> floor Art Hotel Nippori Langwood 5-50-5 Higashi-nippori, Arakawa-ku, Tokyo, Japan
3. Meeting agenda:	Matters to be reported 1) Business reports, consolidated financial statements, and audit report on consolidated financial statements by the accounting auditor and the audit & supervisory board for FY2025 (September 1, 2024 to August 31, 2025) 2) Non-consolidated financial statements for FY2025 (September 1, 2024 to August 31, 2025)
Matter to be resolved	Proposal 1) Appropriation of surplus Proposal 2) Election of one (1) audit & supervisory board member

Sincerely yours,

Masafumi Ito  
President & CEO  
NPC Incorporated  
1-7-15 Higashi-ueno, Taito-ku, Tokyo

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## Reference Documents for the General Meeting of Shareholders

### Proposal 1) Appropriation of surplus

The Company strives to strengthen its financial standings and increase profits in a long term by utilizing internal reserves for capital expenditure and research and development, while continuing stable profits return to shareholders. It is, therefore, the Company's basic policy to pay out dividends in accordance with the Company's business performance and financial conditions.

Based on the above policy and such factors as current business results and future business development, the Company proposes the year-end dividend as follows:

1. Type of dividend property:	Cash
2. Allotment of dividend property and total amount thereof:	10.0 yen per common share of the Company stock Total amount: 216,256,060 yen
3. Effective date of dividend of surplus:	November 28, 2025

### Proposal 2) Election of one (1) audit & supervisory board member

The Company proposes election of one (1) Audit & Supervisory Board member as the term of office of the member will expire upon the conclusion of this General Meeting of Shareholders. The consent of the Audit & Supervisory Board has been given for this proposal.

The details of the candidate are as follows:

No.	Name (Date of birth)	Career summary, positions and responsibilities at the Company, and significant concurrent positions outside the Company		Number of shares of the Company owned
1	Yasuhisa Sera (Jan. 11, 1956)	Apr. 1978 Mar. 2015 Jan. 2017 Nov. 2017	Joined Kanebo Cosmetics Sales Inc. (Kanebo Cosmetics Inc.) Standing Audit & Supervisory Board member of Saticine Medical Co., Ltd. Joined the Company, Administration & Legal Group, General Affairs Department Standing Audit & Supervisory Board member of the Company (current title)	-
Reasons for nomination: Mr. Sera has been monitoring and supervising the management of the Company as a standing Audit & Supervisory Board member since November 2017 with abundant knowledge based on his wide range of experience at cosmetics manufacturers. The Company therefore believes him appropriate to continue as an Audit & Supervisory Board member.				

Notes:

- 1) There is no conflict of interest between the candidate and the Company.
- 2) The Company has concluded a liability limitation contract with Mr. Yasuhisa Sera in accordance with Article 427, Paragraph 1 of the Companies Act to limit the liability for damages to the Company as provided in Article 423, Paragraph 1 of the Companies Act. If Mr. Sera is reappointed as a standing Audit & Supervisory Board member of the Company at the General Meeting of Shareholders, the Company will continue the

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aforementioned contract.

3) The Company has concluded a contract of Directors and Officers Liability Insurance (D&O Insurance) policy with an insurance agency, as provided for in Article 430-3, Paragraph 1 of the Companies Act. This insurance policy covers the legal damages and court costs borne by the insured person when that insured person receives a claim for compensation for damages originating from actions in the execution of their duties. The candidate is included as insured person under this insurance policy and will continue to be included as an insured person if reelected as a standing Audit & Supervisory Board member at the General Meeting of Shareholders.

The Company intends to renew this insurance policy with the same details at the time of the next renewal.

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[Reference] Skills matrix of directors and audit & supervisory board members

The Company hereby identifies the skills of directors and audit & supervisory board members required for stable performance and growth through expansion of business areas, while maintaining the existing business as a core source of income.

If proposal 2 is approved as originally proposed, skills matrix of directors and audit & supervisory board members will be as follows:

Name	Position	Corporate management	Finance and accounting	Legal affairs and compliance	Manufacturing, research and development	Experience in international business	Experience in PV industry
Masafumi Ito	President & CEO	○		○		○	○
Kazuo Hirosawa	Senior managing director Chief of Administration Headquarters	○	○				○
Toshiyuki Yauchi	Managing Director Chief of Business Headquarters	○			○		○
Kenji Terada	Outside Director				○	○	
Satoshi Hiramachi	Outside Director	○					
Yasuhisa Sera	Standing audit & supervisory board member			○			
Teruaki Kakimoto	Outside audit & supervisory board member			○			
Hiroyuki Shinbo	Outside audit & supervisory board member		○				

Notes: 1. The above matrix does not represent all the expertise and experiences of the candidates for directors and audit & supervisory board members.

2. "Position" represents each member's position as of October 22, 2025.

Concluded