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January 29, 2026



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| Company name | TOMOE ENGINEERING CO., LTD. |
| Name of Representative | Akitomo Tamai, President |
| | (Code: 6309 TSE Prime Market) |
| Inquiries | Osamu Fujii |
| | Director & Executive Officer, General Affairs & Business Coordination Div. |
| Phone | +81 (0)3 3442 5120 |

Notice Regarding Continued Approval of Policy for Responding to Large-Scale Purchases of the Company's Shares, etc. (Takeover Response Policy) and Appointment of Members of the Independent Committee

At the meeting of the Board of Directors held on December 22, 2025, the Company resolved to continue implementing the "Policy for Responding to Large-Scale Purchases of the Company's Shares, etc. (Takeover Response Policy)" (hereinafter, the "Plan"), subject to the approval by a majority of the voting rights of shareholders present at the 96th Annual Shareholders Meeting (the "General Meeting"). We hereby announce that the Plan was approved as originally proposed at the General Meeting held today.

Details of the Plan are available in the disclosure titled "Notice Regarding Continuation of Policy for Responding to Large-Scale Purchases of the Company's Shares, etc. (Takeover Response Policy)" published on December 22, 2025, which can be accessed at the following link: <https://www.tomo-e.co.jp/ir/20251222EN.pdf>. In addition, the members of the Independent Committee established under the Plan are three individuals as listed in the attached document.

Based on the approval granted by our shareholders, the Company will continue working to enhance its corporate value and, ultimately, maximize the common interests of its shareholders.

Independent Committee Member Resumes

[Name] Kenji Yahirō / Outside Director (Independent Officer)

[Resume] Born on November 24, 1959

April 1983 Joined Yasuda Life Insurance Company
April 2014 General Manager, Contract Services Div., Meiji Yasuda Life Insurance Company
April 2017 Director and General Manager, Underwriting Div., Meiji Yasuda General Insurance Co., Ltd.
April 2018 Executive Officer and General Manager, Underwriting Div., Meiji Yasuda General Insurance Co., Ltd.
April 2020 Deputy Manager, Business Support Div., Meiji Yasuda Office Partners Co., Ltd.
Jan. 2021 Director of the Company (Director serving as Audit & Supervisory Committee Member) (current position)

[Name] Rei Sugihara / Outside Director (Independent Officer)

[Resume] Born on October 25, 1958

April 1986 Appointed Assistant Judge, Tokyo District Court
April 1995 Registered as Attorney-at-law, Tokyo Bar Association
Jan. 1996 Joined Koga Sogo Law Office
June 2006 Koga Sogo Law Office Renamed Kasumi Sogo Law Office
Partner lawyer
Mar 2015 Outside Audit & Supervisory Board Member, TACHIKAWA CORPORATION
June 2020 Outside Director and Audit & Supervisory Committee Member, Ushio Inc. (current position)
Jan. 2023 Director of the Company (Director serving as Audit & Supervisory Committee Member) (current position)
Nov. 2025 Attorney, Sueishi Furukubo Law Office (to the present)

[Name] Takako Ochi / Outside Director (Independent Officer)

[Resume] Born on July 13, 1969

Oct. 1992 Joined Eiwa Audit Corporation (currently KPMG AZSA LLC)
Oct. 1996 Joined Tohmatsu & Co. (currently Deloitte Touche Tohmatsu LLC)
April 1997 Joined Chuo Coopers & Lybrand Advisors K.K.
April 2001 Joined MagClick Inc.
April 2002 Established Ochi Certified Public Accountant Office (to the present)
Oct. 2012 Established Takako Ochi Certified Public Tax Accountant Office (to the present)
Dec. 2018 Joined TAIYU AUDIT LLC
June 2023 Outside Audit & Supervisory Board Member, J Trust Global Securities Co Ltd. (current position)
Feb. 2024 Outside Audit & Supervisory Board Member, K.R.S. Corporation (current position)
Jan. 2025 Director of the Company (Director serving as Audit & Supervisory Committee Member) (current position)

(Note) There are no special interests between the above candidates for members of the Independent Committee and the Company.