Securities Code: 8876
June 5, 2026
(Date of commencement of electronic provision measures: June 2, 2026)

Dear Shareholders,

Relo Group, Inc.
4-3-23, Shinjuku, Shinjuku-ku, Tokyo

Notice of the 59th Annual General Meeting of Shareholders

You are cordially invited to attend the 59th Annual General Meeting of Shareholders of Relo Group, Inc. as per the schedule below.
For the convening of this General Meeting of Shareholders, we will be using electronic provision, and matters concerning the measures for the electronic provision are posted on the following website on the Internet.
The Company's website https://www.relo.jp/ir/library/convocation.html
In addition to the above, the information is also posted on the following website on the Internet.
TSE website (Listed Company Search)
https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show
To view information regarding the convocation of the General Meeting of Shareholders, please visit the website above, enter/search the name of the Company or its securities code, and choose "Basic information," "Documents for public inspection / PR information."
You may exercise your voting rights in advance in writing or via the Internet as noted in "Guidance on Exercising Voting Rights" (Japanese version only) on pages 4 and 5. After reviewing the Reference Materials posted in Items Subject to Measures for Electronic Provision, please exercise your voting rights following the instructions below no later than 5:30 p.m. Japan Standard Time on Tuesday, June 23, 2026.

Sincerely,

Kenichi Nakamura
Representative Director, CEO

1. **Date & Time:** 10 a.m. on Wednesday June 24, 2026 (Reception will open at 9:30 a.m.)
2. **Venue:** Ohgi, South Tower 4F, Keio Plaza Hotel, 2-2-1 Nishishinjuku, Shinjuku-ku, Tokyo
3. **Meeting Agenda:**
   (1) Items to be reported:
   (i) Business reports and consolidated financial statements for the Company's 59th business term (from April 1, 2025 to March 31, 2026) and audit result reports of consolidated financial statements by the Accounting Auditors and the Audit & Supervisory Committee
   (ii) Reports of non-consolidated financial statements for the Company's 59th business term (from April 1, 2025 to March 31, 2026)
   (2) Items to be resolved:
   Item 1: Appointment of Seven Directors (Excluding Directors who are Audit & Supervisory Committee Members)
   Item 2: Appointment of Five Directors who are Audit & Supervisory Committee Members

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● To shareholders who requested the delivery of the documents
Among the matters concerning the measures for electronic provision, the following matters are not stated in the documents delivered to shareholders who requested the delivery of documents, in accordance with laws and regulations and the provisions of the Articles of Incorporation of the Company. The Audit & Supervisory Committee and Accounting Auditors have audited the documents subject to auditing, which include the following:
(i) Business Report: Status of Accounting Auditors and System for Ensuring Appropriateness of Operations
(ii) Consolidated Financial Statements: Consolidated Statements of Changes in Shareholders' Equity and Notes to Consolidated Financial Statements
(iii) Non-Consolidated Financial Statements: Non-Consolidated Statements of Changes in Shareholders' Equity and Notes to Non-Consolidated Financial Statements

● If there are any changes to the Items Subject to Measures for Electronic Provision, we will post the corrections on each website, along with the text before and after the correction.

● To institutional investors
You may exercise your voting rights on the voting platform operated by ICJ, Inc. by applying for the use of the electronic platform in advance.

Item 1: Appointment of Seven Directors (Excluding Directors who are Audit & Supervisory Committee Members)

The terms of office of all seven Directors (excluding Directors who are Audit & Supervisory Committee Members; the same applies hereinafter in this proposal) will expire at the conclusion of this general shareholders' meeting. Accordingly, the Company proposes the election of seven Directors including one Outside Director. The Audit & Supervisory Committee did not provide any opinions on this Item.

The candidates for Directors are as follows:

Candidate Number	Name (Date of Birth)	Career History, Position and Responsibility in the Company (Status of Important Concurrent Posts)	Number of Shares of the Company Owned (Attendance at Board of Directors' meetings)
1	Masanori Sasada (June 10, 1945) Reappointment	Jan. 1971 Joined the Company Jul. 1978 President and Representative Director of the Company Apr. 2003 President and Representative Director of the Company concurrently serving as Chief Executive Officer Jun. 2003 Chairman and Representative Director of the Company Jun. 2009 Director of the Company Apr. 2012 Chairman of the Board of the Company (current post) Group Coordinator of the Company (current post) Reason for appointment as Director Mr. Masanori Sasada is the founder of Relo Group, Inc., who has built the Relo Spirits, including the corporate vision and beliefs, in addition to having extensive experience, an excellent track record, and valuable knowledge of management and business development. As Chairman of the Board of the Company, he provides advice on the management of the Company from an accurate perspective backed by his experience. He appropriately fulfills his responsibilities to make important decisions and oversee the execution of business. For this reason, the Company has nominated him to be a candidate Director.	668,000 shares (100% (16/16 meetings))
2	Kenichi Nakamura (April 14, 1966) Reappointment	Apr. 1989 Joined the Company Apr. 2004 Corporate Officer of the Company Jun. 2009 Director of the Company Oct. 2010 President and Representative Director of the Company Director-General concurrently serving as Officer in charge of the Internal Audit Department (current post) Apr. 2022 Representative Director and CEO of the Company (current post) Reason for appointment as Director Mr. Kenichi Nakamura has served as the Representative Director and CEO for over 10 years, leading the Company to profits during three medium-term management plans. He is guiding the Group's management team to achieve the newly launched medium-term management plan, "the Fourth Olympic Plan," making him essential for enhancing the Group's corporate value over the medium and long term. The Company expects Mr. Kenichi Nakamura to demonstrate good leadership and has nominated him to be a candidate Director.	1,377,500 shares (100% (16/16 meetings))

Candidate Number	Name (Date of Birth)	Career History, Position and Responsibility in the Company (Status of Important Concurrent Posts)	Number of Shares of the Company Owned (Attendance at Board of Directors' meetings)
3	Yasushi Kadota (November 26, 1966) Reappointment	Oct. 2000 Joined the Company Jun. 2006 Director of the Company Apr. 2015 Representative Director of Relo Financial Solutions, Inc. (current post) Apr. 2016 Officer in charge of the Corporate staff section of the Company (current post) Apr. 2019 Other Business Administrator of the Company (current post) Apr. 2022 Director and CFO of the Company Apr. 2025 Director, CFO and CIO of the Company (current post)	757,500 shares (100% (16/16 meetings))
		[Status of Important Concurrent Posts] Representative Director of Relo Financial Solutions, Inc.	
		Reason for appointment as Director	
		Mr. Yasushi Kadota has an outstanding track record in business management at the Company over many years, in finance in particular. He has a wealth of knowledge in this area. As Director, CFO and CIO, he currently administers the entire corporate division. The Company continues to consider Mr. Yasushi Kadota to be highly qualified to take responsibility for making important management decisions and executing business and has nominated him to be a candidate Director.	

Candidate Number	Name (Date of Birth)	Career History, Position and Responsibility in the Company (Status of Important Concurrent Posts)		Number of Shares of the Company Owned (Attendance at Board of Directors' meetings)
4	Takeshi Kawano (March 24, 1975) Reappointment	Apr. 1997	Joined the Company	300,500 shares (100% (16/16 meetings))
		Apr. 2016	Representative Director of Relo Club, Limited	
		Jun. 2018	Director of the Company	
		Apr. 2019	Chief Information Officer (CIO) of the Company	
		Apr. 2024	Director, CIO and Chief Strategy Officer (CSO) of the Company In charge of New Business Development Department of the Company	
		Apr. 2025	Director and COO of the Company (current post) Coordinator of the Company's outsourcing business and property management business (current position) Administrator of the Company's New Business Development Department, Business Development Department, and Sales Planning Department (current position) In charge of Overseas Business Development Department of the Company (current post)	
		Apr. 2026	Representative Director of Relo Club, Limited (current post) Representative Director of Mirai Wellness, Limited (current post)	
		[Status of Important Concurrent Posts] Representative Director of Relo Club, Limited Representative Director of Mirai Wellness, Limited		
		Reason for appointment as Director		
		Mr. Takeshi Kawano has worked as the president of Relo Club, Limited and has made a significant contribution to increasing the profitability of Fringe Benefit Business through system investment. He has also led the Group in driving digital transformation and developing new business areas. He currently oversees business growth in a wide range of areas as Director and COO. The Company continues to consider Mr. Takeshi Kawano to be highly qualified to take responsibility for making important management decisions and executing business and has nominated him to be a candidate Director.		

<table>
<tr><th>Candidate Number</th><th>Name
(Date of Birth)</th><th colspan="2">Career History, Position and Responsibility in the Company
(Status of Important Concurrent Posts)</th><th>Number of Shares of the Company Owned
(Attendance at Board of Directors' meetings)</th></tr>
<tr><td rowspan="12">5</td><td rowspan="12">Katsuhiko Koyama
(April 2, 1965)
Reappointment</td><td>Apr. 1989</td><td>Joined the Company</td><td rowspan="12">512,300 shares
(100% (16/16 meetings))</td></tr>
<tr><td>Dec. 2002</td><td>Manager of Human Resources Development Department of the Company</td></tr>
<tr><td>Feb. 2005</td><td>Corporate Officer of the Company</td></tr>
<tr><td>Jun. 2013</td><td>Director of the Company in charge of Human Resources Development Department and Risk Management Department</td></tr>
<tr><td>Jun. 2016</td><td>Company Auditor of the Company</td></tr>
<tr><td>Jun. 2021</td><td>Director of the Company
Director of the Company in charge of Human Resources Development Department, Payroll Unit and General Affairs Unit</td></tr>
<tr><td>Apr. 2022</td><td>Director and CHRO (current post)</td></tr>
<tr><td>Sep. 2022</td><td>In charge of Human Resources Development Department, Payroll Unit and Risk Management Department of the Company (current post)</td></tr>
<tr><td colspan="2">Reason for appointment as Director</td></tr>
<tr><td colspan="2">Mr. Katsuhiko Koyama established the Company's current personnel and compensation system. He has extensive experience, an excellent track record, and valuable knowledge in personnel management. He currently contributes to promoting human capital management as a Director and the CHRO to enhance the Company's human capital. He is also responsible for risk management. He has been leading the development of the BCP and the enhancement of a continuous risk management system. The Company continues to consider Mr. Katsuhiko Koyama to be highly qualified to take responsibility for making important management decisions and executing business and has nominated him to be a candidate Director.</td></tr>
<tr><td rowspan="12">6</td><td rowspan="12">Yoshikatsu Tamura
(April 9, 1973)
Reappointment</td><td>Apr. 1997</td><td>Joined the Company</td><td rowspan="12">381,600 shares
(100% (13/13 meetings))</td></tr>
<tr><td>Apr. 2012</td><td>Representative Director of World Resort Operation, Inc.</td></tr>
<tr><td>Feb. 2019</td><td>Representative Director of Relo Vacations, Limited (current post)</td></tr>
<tr><td>Apr. 2019</td><td>Senior Executive Officer of the Company
Coordinator of the Company's tourism business (current position)</td></tr>
<tr><td>Jul. 2019</td><td>Representative Director of Space Management Co., Ltd. (current post)</td></tr>
<tr><td>Apr. 2024</td><td>Managing Executive Officer of the Company</td></tr>
<tr><td>Apr. 2025</td><td>Representative Director of Equipe, Limited (current post)</td></tr>
<tr><td>Jun. 2025</td><td>Director of the Company (current position)</td></tr>
<tr><td colspan="2">[Status of Important Concurrent Posts]
Representative Director of Relo Vacations, Limited
Representative Director of Space Management Co., Ltd.
Representative Director of Equipe, Limited</td></tr>
<tr><td colspan="2">Reason for appointment as Director</td></tr>
<tr><td colspan="2">As President of Relo Vacations, Limited, Mr. Yoshikatsu Tamura focused on expanding the tourism business and developed it one of the core businesses of the Group. He has experience, achievements and insight in management across a number of aspects, including increasing sales and profits, as well as advancing sustainability management practices in hotel operations. The Company has determined that he will continue to be well-suited to make significant management decisions and execute business operations and has nominated him to be a candidate Director.</td></tr>
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Candidate Number	Name (Date of Birth)	Career History, Position and Responsibility in the Company (Status of Important Concurrent Posts)	Number of Shares of the Company Owned (Attendance at Board of Directors' meetings)
7	Masao Sakurai (August 7, 1958) Reappointment Outside Director Independent Director	Oct. 1987 Joined Asahi Shinwa & Co. (now KPMG AZSA LLC) Sep. 1991 Joined Ohnogi Accounting Office (now Ohnogi Accounting Group) Jun. 1996 Registered as a certified tax accountant. Representative of Sakurai & Co. (current post) Jul. 2005 Outside Company Auditor of LEDEX Corporation (current post) Oct. 2013 Chairman of the Business Succession Special Committee, Management Research Investigation Committee of the Japanese Institute of Certified Public Accountants Jul. 2014 Member of the Small and Medium-sized Enterprise Measures Investigation Committee of the Japanese Institute of Certified Public Accountants Jun. 2015 Outside Company Auditor of the Company Jun. 2023 Outside Director of the Company (current post) [Status of Important Concurrent Posts] Representative of Sakurai & Co.	5,100 shares (100% (16/16 meetings))
		Reason for appointment as Outside Director and expected roles	
		The Company continues to consider Mr. Masao Sakurai qualified to oversee management and provide counsel as an Outside Director because it believes that, as a certified public accountant and certified tax accountant, he possesses extensive experience, a good track record and valuable knowledge and has experience as an Outside Company Auditor of the Company, although he has never been involved in company management outside the capacity of Outside Director or Outside Company Auditor. For this reason, the Company has nominated him to be a candidate Director. The Company expects that Mr. Masao Sakurai will give advice particularly on accounting and tax affairs and exercise effective supervision over management from an independent and objective standpoint.	

Notes:
1. There are no special interests between any candidate for director and the Company.
2. Mr. Masao Sakurai is Outside Director at the Company and will be in office for three years at the close of this general shareholders' meeting. He was previously an Outside Company Auditor of the Company.
3. Attendance of Mr. Yoshikatsu Tamura is attendance since he took office as Director.
4. The Company has concluded an agreement with Mr. Masao Sakurai that limits the liability for damages prescribed in Article 423, Paragraph 1 of the Companies Act to the amount prescribed by laws in accordance with the provisions of the Company's Articles of Incorporation and Article 427, Paragraph 1 of the Companies Act. If Mr. Sakurai is reelected a Director, the Company will renew its agreement with him.
5. The Company has filed Mr. Masao Sakurai as an independent officer with Tokyo Stock Exchange in accordance with the provisions of Tokyo Stock Exchange.
6. The Company has concluded an indemnification agreement as stipulated in Article 430-2, paragraph 1 of the Companies Act with the incumbent Directors. Under the terms of this indemnification agreement, the Company will indemnify expenses defined in Item 1 of said paragraph and losses defined in Item 2 of said paragraph within the limits stipulated by laws and regulations. If the election of candidates is approved, the Company plans to renew the above indemnification agreement with them.
7. The Company has concluded a directors' and officers' liability insurance agreement with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act. Directors are all included in the insured persons under this insurance agreement. This insurance agreement covers compensation for damages and litigation expenses incurred by insured persons as a result of claims made against them for action taken by them (or inaction) within the scope of their role as officer, etc. of the Company and all premiums of the insured persons are paid by the Company in full. If the appointment of each candidate is approved, they will be included as an insured person under the insurance agreement. The Company plans to renew this insurance agreement without any significant changes during their term of office.

Item 2: Appointment of Five Directors who are Audit & Supervisory Committee Members

The terms of office of all five (5) Directors who are Audit & Supervisory Committee Members will expire at the conclusion of this general shareholders' meeting. Accordingly, the Company proposes the election of five Directors who are Audit & Supervisory Committee Members including three Outside Directors. The consent of the Audit & Supervisory Committee to this Item has been obtained.

The candidates for Directors who are Audit & Supervisory Committee Members are as follows:

Candidate Number	Name (Date of Birth)	Career History, Position and Responsibility in the Company (Status of Important Concurrent Posts)	Number of Shares of the Company Owned (Attendance at Board of Directors' meetings) (Attendance at Audit & Supervisory Committee meetings)
1	Nobuyoshi Oki (February 15, 1967) Reappointment	Apr. 1989 Joined the Company Apr. 2005 Director of Fukuri Kousei Club Chugoku Co., Ltd. May 2015 CEO of Relo Club (Shanghai) Co., Ltd. Apr. 2022 Internal Audit Unit of the Company Jun. 2023 Company Auditor of the Company Jun. 2024 Director of the Company [Standing Audit & Supervisory Committee Member] (current post) **Reason for appointment as Audit & Supervisory Committee Member** Mr. Nobuyoshi Oki has extensive knowledge, an excellent track record and deep insight in Group management gained mainly from working in the Company Fringe Benefit Business, including establishing operations overseas. Additionally, he has experience overseeing management as a staff member of the Internal Audit Unit and as a Company Auditor. The Company expects Mr. Nobuyoshi Oki to make full use of his experience and track record in strengthening the management functions of the Company's Board of Directors. The Company re-nominated him as a candidate Director who is an Audit & Supervisory Committee Member, because he is actively collecting internal information and is properly executing his duties as a standing member of the Audit & Supervisory Committee.	222,600 shares (100% (16/16 meetings)) (100% (20/20 meetings))
2	Akane Tsutsumitake (September 16, 1965) Reappointment	Apr. 1988 Joined the Company Jul. 2008 Executive Officer of Relocation Japan, Limited Apr. 2014 Director of Diamond Jutaku Co., Ltd. Director of Diamond Management Co., Ltd. Director of DJ Home Service Co., Ltd. Jun. 2024 Director of the Company [Standing Audit & Supervisory Committee Member] (current post) **Reason for appointment as Audit & Supervisory Committee Member** Ms. Akane Tsutsumitake has worked at the Company for over 30 years, primarily in the Leased Corporate Housing Management Business. During this period, she served as a director and a corporate officer at subsidiaries. She has extensive knowledge, an excellent track record and deep insight in Group management, particularly in development and operations in the management business. The Company expects Ms. Akane Tsutsumitake to make full use of her experience and track record in strengthening the management functions of the Company's Board of Directors. The Company re-nominated her as a candidate Director who is an Audit & Supervisory Committee Member, because she is actively collecting internal information and is properly executing her duties as a standing member of the Audit & Supervisory Committee.	311,500 shares (100% (16/16 meetings)) (100% (20/20 meetings))

<table>
<tr><th>Candidate Number</th><th>Name
(Date of Birth)</th><th>Career History, Position and Responsibility in the Company
(Status of Important Concurrent Posts)</th><th>Number of Shares of the Company Owned
(Attendance at Board of Directors’ meetings)
(Attendance at Audit & Supervisory Committee meetings)</th></tr>
<tr><td rowspan="4">3</td><td rowspan="4">Kaori Sato

(July 30, 1973)

Reappointment
Outside Director
Independent Director</td><td>Oct. 2000 Registered as attorney. Joined Fuji Total Law Offices
Oct. 2001 Joined Torikai Total Law Office (current post)
Sep. 2010 Part-time lecturer at Chiba University Law School (current post)
Jul. 2022 Outside Director of Startline CO., LTD. (current post)
Nov. 2022 Supervisory Officer of Healthcare & Medical Investment Corporation (current post)
Dec. 2022 Temporary Company Auditor of the Company
Mar. 2023 Outside Director of Showcase Inc.
Jun. 2023 Outside Company Auditor of the Company
Jun. 2024 Outside Director of the Company [Audit & Supervisory Committee Member] (current post)</td><td rowspan="4">- shares

(100% (16/16 meetings))

(100% (20/20 meetings))</td></tr>
<tr><td>[Status of Important Concurrent Posts]
Partner of Torikai Total Law Office
Outside Director of Startline CO., LTD.
Supervisory Officer of Healthcare & Medical Investment Corporation</td></tr>
<tr><td>Reason for appointment as Outside Director who is Audit & Supervisory Committee Member and expected roles</td></tr>
<tr><td>Ms. Kaori Sato is an attorney and a lecturer at a law school. She has extensive experience, an excellent track record and valuable knowledge, particularly in the fields of the Companies Act and tax law. Additionally, she has experience as an Outside Company Auditor of the Company. Ms. Kaori Sato has been properly executing her duties as an Outside Director since she took office as an Outside Corporate Auditor of the Company, for example, expressing opinions that are useful to the Board of Directors, etc. The Company re-nominated her as an Outside Director who is an Audit & Supervisory Committee Member, because she is expected to audit and supervise the execution of Directors’ duties from an objective and fair standpoint.
Ms. Kaori Sato has never been involved in company management beyond her roles as an Outside Director and Outside Company Auditor. Nevertheless, the Company has determined that she is capable of effectively carrying out her responsibilities as an Outside Director who is an Audit & Supervisory Committee Member.</td></tr>
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<tr><th>Candidate Number</th><th>Name
(Date of Birth)</th><th>Career History, Position and Responsibility in the Company
(Status of Important Concurrent Posts)</th><th>Number of Shares of the Company Owned
(Attendance at Board of Directors’ meetings)
(Attendance at Audit & Supervisory Committee meetings)</th></tr>
<tr><td rowspan="4">4</td><td rowspan="4">Yoichi Honma

(August 6, 1969)

Reappointment
Outside Director
Independent Director</td><td>Sep. 1994 Joined Junichiro Yamada Certified Public Accountant and Certified Public Tax Accountant Office (now Yamada & Partners)
Apr. 2002 Registered as certified public accountant
Jul. 2002 Partner of YUSEI Audit & Co. (now Grant Thornton Taiyo LLC)
Jul. 2009 Representative Partner of YUSEI Audit & Co.
Oct. 2009 General Manager of Osaka Office of YUSEI Audit & Co.
Jul. 2018 Partner of Grant Thornton Taiyo LLC (current post)
Jun. 2023 Outside Company Auditor of the Company
Jun. 2024 Outside Director of the Company [Audit & Supervisory Committee Member] (current post)</td><td rowspan="4">- shares

(100% (16/16 meetings))

(100% (20/20 meetings))</td></tr>
<tr><td>[Status of Important Concurrent Posts]
Partner of Grant Thornton Taiyo LLC</td></tr>
<tr><td>Reason for appointment as Outside Director who is Audit & Supervisory Committee Member and expected roles</td></tr>
<tr><td>As a certified public accountant, Mr. Yoichi Honma has extensive experience, an excellent track record and valuable knowledge in a wide range of areas including IFRS (International Financial Reporting Standards). Additionally, he has experience as an Outside Corporate Auditor of the Company. Mr. Honma has been properly executing his duties as an Outside Director since he took office as an Outside Corporate Auditor of the Company, for example, expressing opinions that are useful to the Board of Directors, etc. The Company re-nominated him as an Outside Director who is an Audit & Supervisory Committee Member, because he is expected to audit and supervise the execution of Directors’ duties from an objective and fair standpoint.
Mr. Yoichi Honma has never been involved in company management beyond his roles as an Outside Director and Outside Company Auditor. Nevertheless, the Company has determined that he is capable of effectively carrying out his responsibilities as an Outside Director who is an Audit & Supervisory Committee Member.</td></tr>
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<tr><th>Candidate Number</th><th>Name
(Date of Birth)</th><th>Career History, Position and Responsibility in the Company
(Status of Important Concurrent Posts)</th><th>Number of Shares of the Company Owned
(Attendance at Board of Directors’ meetings)
(Attendance at Audit & Supervisory Committee meetings)</th></tr>
<tr><td rowspan="4">5</td><td rowspan="4">Setsuko Yamamoto

(February 4, 1948)

Reappointment
Outside Director
Independent Director</td><td>Apr. 1968 Joined the Tokyo Head Office of Hankyu Travel International Co., Ltd.
Mar. 1990 Representative Director of The Protocol Ltd.(current post)
Jun. 2023 Outside Director of the Company
Jun. 2024 Outside Director of the Company [Audit & Supervisory Committee Member] (current post)</td><td rowspan="4">9,900 shares

(94% (15/16 meetings))

(90% (18/20 meetings))</td></tr>
<tr><td>[Status of Important Concurrent Posts]
Representative Director of The Protocol Ltd.</td></tr>
<tr><td>Reason for appointment as Outside Director who is Audit & Supervisory Committee Member and expected roles</td></tr>
<tr><td>Ms. Setsuko Yamamoto has a good track record as a consultant and executive and has extensive knowledge. She has experience living overseas for many years as the wife of a Dutch diplomat. She also has experience overseeing management as an Outside Director of the Company. Ms. Yamamoto has been properly executing her duties since she took office as an Outside Director, for example, expressing opinions that are useful to the Board of Directors, etc. The Company re-nominated her as an Outside Director who is an Audit & Supervisory Committee Member, because she is expected to audit and supervise the execution of Directors’ duties from an objective and fair standpoint.</td></tr>
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Notes:

1. There are no special interests between any candidate for director and the Company.
2. Ms. Kaori Sato, Mr. Yoichi Honma and Ms. Setsuko Yamamoto are Outside Directors who are Audit & Supervisory Committee Members at the Company and will be in office for two years at the close of this general shareholders’ meeting. Ms. Kaori Sato and Mr. Yoichi Honma were previously Outside Company Auditors of the Company, and Ms. Setsuko Yamamoto was previously an Outside Director of the Company.
3. The Company has concluded an agreement with Mr. Nobuyoshi Oki, Ms. Akane Tsutsumitake, Ms. Kaori Sato, Mr. Yoichi Honma and Ms. Setsuko Yamamoto that limits the liability for damages prescribed in Article 423, Paragraph 1 of the Companies Act to the amount prescribed by laws in accordance with the provisions of the Company’s Articles of Incorporation and Article 427, Paragraph 1 of the Companies Act. If each of them is appointed Director who is an Audit & Supervisory Committee Member, the Company will renew the agreement with them.
4. The Company has filed Ms. Kaori Sato, Mr. Yoichi Honma Ms. Setsuko Yamamoto as independent officers with Tokyo Stock Exchange in accordance with the provisions of Tokyo Stock Exchange.
5. The Company has concluded an indemnification agreement as stipulated in Article 430-2, Paragraph 1 of the Companies Act with the incumbent Directors and Directors who are Audit & Supervisory Committee Members. Under the terms of this indemnification agreement, the Company will indemnify the expenses defined in Item 1 of said paragraph and losses defined in Item 2 of said paragraph within the limits stipulated by laws and regulations. If a candidate Director who is an Audit & Supervisory Committee Member is elected, the Company plans to either renew the existing indemnification agreement or enter into a new one with them.
6. The Company has concluded a directors’ and officers’ liability insurance agreement with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act. Directors and Directors who are Audit & Supervisory Committee Members are all included in the insured persons under this insurance agreement. This insurance agreement covers compensation for damages and litigation expenses incurred by insured persons as a result of claims made against them for action taken by them (or inaction) within the scope of their role as officer, etc. of the Company and all premiums of the insured persons are paid by the Company in full. If each candidate Director who is an Audit & Supervisory Committee Member is elected, they will be included as an insured person under the insurance agreement. The Company plans to renew this insurance agreement without any significant changes during their term of office.

Skill Matrix of Prospective Directors

Positions at the Company after election	Name	Gender	Nomination and Compensation Advisory Committee ●: Chairperson	Specialization and characteristics of candidate for Director						
				Corporate management	Sales and marketing	Finance and accounting	I T	Human resources	Compliance	ESG and sustainability
Director and Chairman	Masanori Sasada	Male		○	○					
Representative Director and CEO	Kenichi Nakamura	Male	○	○	○					
Director, CFO and CIO	Yasushi Kadota	Male				○	○		○	○
Director and COO	Takeshi Kawano	Male		○	○		○			
Director and CHRO	Katsuhiko Koyama	Male						○	○	
Director	Yoshikatsu Tamura	Male		○	○					○
Outside Director	Masao Sakurai	Male	●			○				
Director (Audit & Supervisory Committee Member)	Nobuyoshi Oki	Male		○	○				○	
Director (Audit & Supervisory Committee Member)	Akane Tsutsumitake	Female		○				○	○	
Outside Director (Audit & Supervisory Committee Member)	Kaori Sato	Female	○						○	
Outside Director (Audit & Supervisory Committee Member)	Yoichi Honma	Male				○				○
Outside Director (Audit & Supervisory Committee Member)	Setsuko Yamamoto	Female		○	○					