Note: This document has been translated from a part of the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Securities code: 4439
November 11, 2026
Start date of measures for electronic provision: November 1, 2026

To our shareholders:

Naoto Hibino CEO
TOUMEI CO., LTD.
2-1-39, Hatta, Yokkaichi-shi, Mie

Notice of the 29th Annual General Meeting of Shareholders

We are pleased to announce the 29th Annual General Meeting of Shareholders of TOUMEI CO., LTD. (the "Company"), which will be held as described below.

When 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 for which the measures for providing information in electronic format will be taken) in electronic format, and it has posted this information on the websites listed below. Please access either of the websites to view the information.

The Company's website:
https://www.toumei.co.jp/ir/investor/meeting/ (in Japanese)

TSE 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 "TOUMEI" in "Issue name (company name)" or the Company's securities code "4439" 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 not attending the meeting in person on the day, please review the Reference Documents for the General Meeting of Shareholders, indicate your approval or disapproval for each of the proposals on the voting form, and return the form to us no later than 6:00 p.m. on Wednesday, November 25, 2026 (JST). If you prefer to exercise your voting rights via the internet, please refer to "Information About Exercising Your Voting Rights via the Internet" on Page 4 (Japanese only), access the dedicated website for exercising voting rights (https://www.web54.net) (in Japanese), and enter your vote for each of the proposals no later than 6:00 p.m. on Wednesday, November 25, 2026 (JST).

1. Date and Time: Thursday, November 26, 2026, at 10:00 a.m. (JST) (Reception starts at 9:00 a.m.)

2. Place: Diamond Hall, 3rd floor, Platon Hotel Yokkaichi
7-3 Nishishinchi, Yokkaichi-shi, Mie

3. Purpose of the Meeting

Items to be reported:

1. The Business Report and the Consolidated Financial Statements for the 29th fiscal year (from September 1, 2025 to August 31, 2026), and the results of audits of the Consolidated Financial Statements by the Financial Auditor and the Audit & Supervisory Board
2. The Non-consolidated Financial Statements for the 29th fiscal year (from September 1, 2025 to August 31, 2026)

Items to be resolved:

Proposal No. 1 Election of Six Directors
Proposal No. 2 Election of Three Auditors

4. Information on Exercise of Voting Rights

Please refer to the "Information on Exercise of Voting Rights" on page 3 (Japanese only).

- If there are any revisions to the items for which the measures for providing information in electronic format will be taken, a notice of the revisions and the details of the items before and after the revisions will be posted on the Company's website and the Tokyo Stock Exchange's website.
  The Company's website: https://www.toumei.co.jp/ir/investor/meeting/ (in Japanese)
  Tokyo Stock Exchange's website: https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show (in Japanese)
- Among the items for which the measures for providing information in electronic format will be taken, in accordance with the provisions of laws and regulations and Article 17 of the Articles of Incorporation of the Company, the following items are not provided in the paper-based documents delivered to shareholders who have made a request for delivery of such documents.
  1. "Systems for Ensuring the Propriety of Business Activities and the Status of its Implementation" in the Business Report
  2. The "Consolidated Statements of Changes in Net Assets" and "Notes to Consolidated Financial Statements" of the Consolidated Financial Statements
  3. The "Statements of Changes in Net Assets" and "Notes to Non-consolidated Financial Statements" of the Non-consolidated Financial Statements

  Therefore, the Business Report, Consolidated Financial Statements, and Non-consolidated Financial Statements provided in the documents are part of the documents that have been audited by the Financial Auditor and the Audit & Supervisory Board Members when the Financial Auditor prepared the accounting audit report and the Audit & Supervisory Board Members prepared the audit report.
- For those attending the meeting in person on the day, please submit the voting form to the reception desk. We also ask that you bring this Notice of the Annual General Meeting of Shareholders for reference during the meeting.

Reference Documents for the General Meeting of Shareholders

Proposal No. 1 Election of Six Directors

The terms of office of all six Directors will expire at the conclusion of this annual general meeting of shareholders. Therefore, the Company proposes the election of six Directors.
The candidates for Director are as follows:

Candidate No.	Name	Position and responsibility in the Company	
1	Fumihiko Yamamoto	Chairman and Representative Director	Reelection
2	Naoto Hibino	CEO	Reelection
3	Jun Mizushima	Director General Manager of Sales Division	Reelection
4	Masaharu Ito	Outside Director	Reelection, Outside, Independent
5	Hiroshi Iida	Outside Director	Reelection, Outside, Independent
6	Hideki Yamamoto	–	New Election, Outside, Independent

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th colspan="2">Career summary, and position and responsibility in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">1</td><td>Fumihiko Yamamoto

Reelection

(December 22, 1969)

Attendance at Board of Directors meetings:
17/17</td><td colspan="2">Apr. 1993 Joined HIKARI TSUSHIN, Inc.
Dec. 1997 Established TOUMEI MIE CO., LTD. (currently the Company)
CEO
Apr. 2005 Representative Director and President of GIFU RECOMM CO., LTD. (currently TOUMEI TECHNOLOGIES CO., LTD.) (current position)
Nov. 2014 Director of Com’z Co., Ltd. (merged by absorption-type merger with TOUMEI CO., LTD. in September 2021)
Sept. 2024 Director of TOUMEI GREEN ENERGY CO., LTD.
Director of ECOLOGICAL ELECTRICAL SERVICE CO., LTD. (merged by absorption-type merger with TOUMEI GREEN ENERGY CO., LTD. in September 2025)
Director of DIGITAL CREATORS CO., LTD.
Nov. 2024 Chairman and Representative Director of the Company (current position)
(Significant concurrent positions outside the Company)
Representative Director and President of TOUMEI TECHNOLOGIES CO., LTD.</td><td>11,692,800 shares</td></tr>
<tr><td colspan="4">Reasons for nomination as candidate for Director
Fumihiko Yamamoto, as the founder, former CEO, and current Chairman and Representative Director of the Company, has led the growth in the Company’s business performance and has sufficiently fulfilled his role in making decisions on important management matters and supervising the execution of business. The Company expects him to utilize this knowledge and insight to continue contributing to improving the corporate value of the Company. Therefore, the Company requests his reelection.</td></tr>
</table>

Candidate No.	Name (Date of birth)	Career summary, and position and responsibility in the Company (Significant concurrent positions outside the Company)		Number of the Company's shares owned
2	Naoto Hibino Reelection (August 24, 1973) Attendance at Board of Directors meetings: 17/17	Apr. 1992	Joined Mitsubishi Rayon Co., Ltd.	1,753,000 shares
		Aug. 1992	Joined HIKARI TSUSHIN, Inc.	
		Jan. 2000	Joined the Company, General Manager of Gifu Branch Office	
		Nov. 2000	Director	
		Feb. 2001	Director and General Manager of Sales Department	
		Nov. 2004	Director and General Manager of Sales Division	
		Apr. 2005	Director of GIFU RECOMM CO., LTD. (currently TOUMEI TECHNOLOGIES CO., LTD.) (current position)	
		May 2005	Managing Director and General Manager of Sales Division of the Company	
		Nov. 2014	Representative Director and President of Com'z Co., Ltd. (merged by absorption-type merger with TOUMEI CO., LTD. in September 2021)	
		Nov. 2022	Managing Director and General Manager of Administrative Division	
		Nov. 2024	CEO (current position)	
		Apr. 2025	Director of TOUMEI GREEN ENERGY CO., LTD. (current position)	
		June 2025	Director of Proagent Co., Ltd. (current position)	
		Nov. 2025	Director of DIGITAL CREATORS CO., LTD. (current position)	
		(Significant concurrent positions outside the Company) Director of TOUMEI TECHNOLOGIES CO., LTD. Director of TOUMEI GREEN ENERGY CO., LTD. Director of DIGITAL CREATORS CO., LTD. Director of Proagent Co., Ltd.		
	Reasons for nomination as candidate for Director Naoto Hibino has a wealth of experience and achievements as CEO of the Company, after serving as General Manager of the Sales and Administrative Divisions, and then as Managing Director, and has been involved in the Company's growth. The Company expects him to utilize this knowledge and insight to continue contributing to improving the corporate value of the Company. Therefore, the Company requests his reelection.			

Candidate No.	Name (Date of birth)	Career summary, and position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
3	Jun Mizushima Reelection (May 14, 1982) Attendance at Board of Directors meetings: 17/17	July 1999 Joined Santo Kensetsu Co., Ltd. Mar. 2002 Joined SAS Corporation Apr. 2005 Joined the Company Mar. 2008 Manager of Network Department Sept. 2016 General Manager of Marketing Solutions Department Sept. 2019 Executive Officer and General Manager of Network Solutions Department Sept. 2021 Executive Officer and General Manager of Office Solutions Department Sept. 2022 Executive Officer and General Manager of Sales Management Division Nov. 2023 Director and General Manager of Sales Management Division Sept. 2024 Director and General Manager of Sales Division (current position) Director of DIGITAL CREATORS CO., LTD. (current position) June 2025 Director of Proagent Co., Ltd. (current position) (Significant concurrent positions outside the Company) Director of DIGITAL CREATORS CO., LTD. Director of Proagent Co., Ltd.	115,000 shares
	Reasons for nomination as candidate for Director Jun Mizushima has been involved in the growth of the entire sales division as Director of the Company and as the General Manager of Sales Division after serving as the General Manager of Sales Management Division. The Company expects him to utilize this knowledge and insight to continue contributing to improving the corporate value of the Company. Therefore, the Company requests his reelection.		

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th colspan="2">Career summary, and position and responsibility in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">4</td><td>Masaharu Ito

Reelection
Outside
Independent

(September 15, 1980)

Number of years in office: At the conclusion of this meeting, Mr. Ito’s tenure as outside Director of the Company will have been eight years.

Attendance at Board of Directors meetings: 17/17</td><td colspan="2">Dec. 2009 Registered as attorney
Apr. 2011 Part-time Lecturer of Nagoya University Graduate School of Law
Feb. 2018 Established Glanz Law Office, Director (current position)
Nov. 2018 Outside Director of the Company (current position)
Apr. 2019 Part-time Lecturer of Aichi Law School (current position)
(Significant concurrent positions outside the Company)
Director of Glanz Law Office</td><td>- shares</td></tr>
<tr><td colspan="4">Reasons for nomination as candidate for outside Director and overview of expected role
Although Masaharu Ito has never in the past been involved in the management of a company except as an outside officer, he has a high level of professional knowledge and insight as an attorney. As an outside Director of the Company, at meetings including the Board of Directors meetings and as a member of the voluntary Nomination and Compensation Committee, he has been providing opinions to enhance corporate value. We expect that he will continue to utilize this knowledge and insight in the management of the Company and have therefore nominated him again as a candidate for outside Director.</td></tr>
</table>

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th colspan="2">Career summary, and position and responsibility in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">5</td><td>Hiroshi Iida

Reelection
Outside
Independent

(March 23, 1955)

Number of years in office: At the conclusion of this meeting, Mr. Iida’s tenure as outside Director of the Company will have been one year.

Attendance at Board of Directors meetings:
13/13</td><td>Apr. 1977
May 1982
Apr. 1990
June 2009
Jan. 2011
Aug. 2015
Nov. 2017
July 2022
June 2025
Nov. 2025
Aug. 2026

(Significant concurrent positions outside the Company)
Chairman & President of IK HOLDINGS Co., Ltd.</td><td>Joined Dai-Tokyo Fire Insurance (currently Aioi Nissay Dowa Insurance Co., Ltd.)
Established I.K Trading LLC (currently IK HOLDINGS Co., Ltd.)
President of IK HOLDINGS Co., Ltd.
Representative Director and President of Food Cosmetic Co., Ltd.
Representative Director of AlfaCom, Ltd.
Chairman & CEO of IK HOLDINGS Co., Ltd.
Chair of LB (SHANGHAI) COSMETICS Co., Ltd.
CEO of IK Split Preparatory Company (currently I.K Co., Ltd.)
Chairman of IK HOLDINGS Co., Ltd.
Outside Director of the Company (current position)
Chairman & President of IK HOLDINGS Co., Ltd. (current position)</td><td>6,000 shares</td></tr>
<tr><td colspan="4">Reasons for nomination as candidate for outside Director and overview of expected role
Hiroshi Iida has a wealth of management experience, including corporate management, marketing, and the utilization of organizational and human resources, as he established IK HOLDINGS Co., Ltd. and, after serving as chairman & president, then as its chairman. As an outside Director of the Company, at meetings including the Board of Directors meetings, he has been providing opinions to enhance corporate value. We expect that he will continue to utilize this knowledge and insight in the management of the Company and have therefore nominated him again as a candidate for outside Director.</td></tr>
</table>

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th>Career summary, and position and responsibility in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">6</td><td>Hideki Yamamoto

New Election
Outside
Independent

(August 21, 1968)</td><td>Apr. 1992 Joined Chubu Electric Power Co., Inc.
Oct. 1996 Joined Tohmatsu & Co.
Mar. 2000 Registered as Certified Public Accountant
Apr. 2000 Established Hideki Yamamoto Certified Public Accountant Office, Director (current position)
Dec. 2000 Registered as Certified Public Tax Accountant
Apr. 2003 Established Alpha Consulting Ltd. (currently Alpha Consulting Co., Ltd.), Representative Director (current position)
July 2007 Established Alpha Tax Accountant Corporation, Representative Partner (current position)
June 2010 Outside Audit & Supervisory Board Member of Chuo Spring Co., Ltd. (current position)
May 2016 External Director of Gifu landscape architect Co., Ltd. (current position)
(Significant concurrent positions outside the Company)
Director of Hideki Yamamoto Certified Public Accountant Office
Representative Director of Alpha Consulting Co., Ltd.
Representative Partner of Alpha Tax Accountant Corporation
Outside Audit & Supervisory Board Member of Chuo Spring Co., Ltd.
External Director of Gifu landscape architect Co., Ltd.</td><td>- shares</td></tr>
<tr><td colspan="3">Reasons for nomination as candidate for outside Director and overview of expected role
Hideki Yamamoto has knowledge as a certified public accountant and a tax accountant and a wealth of management experience, as he established Hideki Yamamoto Certified Public Accountant Office, Alpha Consulting Co., Ltd., and Alpha Tax Accountant Corporation and has provided support for the management of various small and medium-sized enterprises. We believe that by utilizing such knowledge and experience, his involvement in the management of the Company will further strengthen its management structure, and therefore, we request his election as a new outside Director.</td></tr>
</table>

(Notes)
1. There is no special interest between the Company and any of the candidates.
2. The number of shares held includes shares held by the TOUMEI Directors’ Shareholding Association.
3. Attendance at Board of Directors meetings of Hiroshi Iida only includes meetings that have been held since his appointment on November 27, 2025.
4. Masaharu Ito, Hiroshi Iida, and Hideki Yamamoto are candidates for outside Director.
5. Pursuant to the provisions of the Company’s Articles of Incorporation and Article 427, paragraph (1) of the Companies Act, the Company has entered into limited liability agreements with Masaharu Ito and Hiroshi Iida to limit their liability for damages under Article 423, paragraph (1) of the same Act. If their reelections are approved, the Company plans to continue these agreements. The Company also intends to enter into the same agreement with Hideki Yamamoto if he is elected. Limits on liability for damages under these agreements are set at the amounts provided for by laws and regulations.
6. The Company has submitted notification to the Tokyo Stock Exchange and the Nagoya Stock Exchange that Masaharu Ito and Hiroshi Iida have been designated as independent officers as respectively provided for by the aforementioned exchanges. If their reelections are approved, the Company plans to maintain their positions as independent officers. Hideki Yamamoto meets the requirements for independent directors provided for by the Tokyo Stock Exchange and the Nagoya Stock Exchange. If his election is approved, we intend to designate him as an independent director.
7. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company, with the Company bearing the full amount of the insurance premiums. A summary of the contents of this insurance policy can be found in the Business Report (Japanese only). If the election of candidates for Director of the Company is approved, they will be included as the insured under the relevant insurance contract. When the policy is renewed, the Company plans to renew the policy with the same terms.

Proposal No. 2 Election of Three Auditors

The terms of office of all three Auditors will expire at the conclusion of this annual general meeting of shareholders. Therefore, the Company proposes the election of three Auditors.
The approval of the Audit & Supervisory Board has been obtained regarding this proposal.
The candidates for Auditor are as follows:

Candidate No.	Name	Position in the Company	
1	Shigeto Watanabe	Outside Auditor	Reelection, Outside, Independent
2	Norio Hayama	Outside Auditor	Reelection, Outside, Independent
3	Yoshihiro Ishihama	General Manager of Internal Audit Office	New Election

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th colspan="2">Career summary and position in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">1</td><td>Shigeto Watanabe

Reelection
Outside
Independent

(February 4, 1962)

Number of years in office: At the conclusion of this meeting, Mr. Watanabe’s tenure as outside Auditor of the Company will have been 21 years.

Attendance at Board of Directors meetings: 17/17
Attendance at Audit & Supervisory Board meetings: 14/14</td><td>Oct. 1990

Aug. 1992

Sept. 1992

Apr. 2001

Apr. 2005

Nov. 2005

June 2010

June 2013

(Significant concurrent positions outside the Company)
Director of Shigeto Watanabe Certified Public Accountant Office
Representative Partner of ACT Certified Public Tax Accountant Corporation
Auditor of Taiyo Kagaku Co., Ltd.</td><td>Joined SAN-AI Audit Corporation (currently Deloitte Touche Tohmatsu LLC)

Registered as Certified Public Accountant

Registered as Certified Public Tax Accountant

Representative Partner of the Mie Office of Tohmatsu & Co. (currently Deloitte Touche Tohmatsu LLC)

Founder and Director of Shigeto Watanabe Certified Public Accountant Office (current position)
Founding Representative Partner of ACT Certified Public Tax Accountant Corporation (current position)

Outside Auditor of the Company (current position)

Director of Fine Sinter Co., Ltd.

Auditor of Taiyo Kagaku Co., Ltd. (current position)</td><td>2,400 shares</td></tr>
<tr><td colspan="4">Reasons for nomination as candidate for outside Auditor and overview of expected role
Shigeto Watanabe has a high level of professional knowledge and insight as a certified public accountant and tax accountant, and he uses these in performing the Company’s audits as an outside Auditor. We can expect that he will continue to contribute to the enhancement of the Company’s corporate value and therefore nominated him again as a candidate for outside Auditor.</td></tr>
</table>

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th colspan="2">Career summary and position in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">2</td><td>Norio Hayama

Reelection
Outside
Independent

(July 8, 1959)

Number of years in office: At the conclusion of this meeting, Mr. Hayama’s tenure as outside Auditor of the Company will have been 12 years.

Attendance at Board of Directors meetings: 16/17
Attendance at Audit & Supervisory Board meetings: 13/14</td><td colspan="2">Apr. 1984 Joined Jidousha Nippon Shinbunsha
Apr. 1987 Joined Butsuryu Sangyo Shinbunsha
Apr. 1989 Joined CORE Corporation
July 1994 Founder and Representative Partner of Hayama Social Insurance and Labor Consultant Office (currently Social Insurance and Labor Consultant Corporation Hayama Office) (current position)
Nov. 2014 Outside Auditor of the Company (current position)
May 2016 Auditor of Medical Engineering Institute, Inc.
June 2016 Auditor of SHARINGTECHNOLOGY Inc.
June 2018 Outside Director of COPRO-HOLDINGS. Co., Ltd.
Jan. 2020 Director of iCure Corporation
(Significant concurrent positions outside the Company)
Representative Partner of Social Insurance and Labor Consultant Corporation Hayama Office</td><td>- shares</td></tr>
<tr><td colspan="4">Reasons for nomination as candidate for outside Auditor and overview of expected role
Norio Hayama has a high level of professional knowledge and insight as a certified social insurance consultant, and he uses this in performing the Company’s audits as an outside Auditor. We can expect that he will continue to contribute to the enhancement of the Company’s corporate value and therefore nominated him again as a candidate for outside Auditor.</td></tr>
</table>

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th colspan="2">Career summary and position in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">3</td><td>Yoshihiro Ishihama

New Election

(February 19, 1969)</td><td>Apr. 1992
Aug. 1996
July 2012
Apr. 2017
Mar. 2019
Feb. 2020
May 2021
Nov. 2022</td><td>Joined The Tokai Bank, Limited (currently The Bank of Tokyo-Mitsubishi UFJ, Ltd.)
Joined TOYOTA FINANCE CORPORATION
Joined Central Japan Industries Association
Joined Japan Best Rescue System Co., Ltd.
Joined Plan and D Co., Ltd.
Joined PALEMO HOLDINGS Co., Ltd.
Joined SPACE24 Co., LTD.
Joined the Company, General Manager of Internal Audit Office (current position)

(Significant concurrent positions outside the Company)
There are no relevant items.</td><td>- shares</td></tr>
<tr><td colspan="4">Reasons for nomination as candidate for Auditor
Yoshihiro Ishihama has a wealth of practical experience in auditing operations and has demonstrated commitment to strengthening internal controls and governance as General Manager of Internal Audit Office of the Company. The Company expects him to utilize this experience and knowledge to contribute to further strengthening the auditing system of the Company. Therefore, the Company requests his election as a new Auditor.</td></tr>
</table>

(Notes) 1. There is no special interest between the Company and any of the candidates.

2. Shigeto Watanabe and Norio Hayama are candidates for outside Auditor.

3. Pursuant to the provisions of the Company’s Articles of Incorporation and Article 427, paragraph (1) of the Companies Act, the Company has entered into limited liability agreements with Shigeto Watanabe and Norio Hayama to limit their liability for damages under Article 423, paragraph (1) of the same Act. If their reelections are approved, the Company plans to continue these agreements. The Company also intends to enter into the same agreement with Yoshihiro Ishihama if he is elected. Limits on liability for damages under these agreements are set at the amounts provided for by laws and regulations.

4. The Company has submitted notification to the Tokyo Stock Exchange and the Nagoya Stock Exchange that Shigeto Watanabe and Norio Hayama have been designated as independent officers as respectively provided for by the aforementioned exchanges. If their reelections are approved, the Company plans to maintain their positions as independent officers.

5. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company, with the Company bearing the full amount of the insurance premiums. A summary of the contents of this insurance policy can be found in the Business Report (Japanese only). If the election of candidates for Auditor of the Company is approved, they will be included as the insured under the relevant insurance contract. When the policy is renewed, the Company plans to renew the policy with the same terms.

Director and Auditor Skill Matrix

Name	Position and responsibility	Corporate management Corporate strategy	Sales Marketing	Finance Accounting	Human resources development Diversity	Legal affairs Governance	New business development DX	ESG Sustainability
Fumihiko Yamamoto	Chairman and Representative Director	●	●			●	●	
Naoto Hibino	CEO	●	●		●		●	●
Jun Mizushima	Director General Manager of Sales Division	●	●				●	●
Masaharu Ito	Outside Director (Independent officer)	●				●		
Hiroshi Iida	Outside Director (Independent officer)	●	●		●		●	
Hideki Yamamoto	–	●		●		●		
Shigeto Watanabe	Outside Auditor (Independent officer)	●		●		●		
Norio Hayama	Outside Auditor (Independent officer)	●			●	●		
Yoshihiro Ishihama	General Manager of Internal Audit Office					●		

* The above skill matrix covers the knowledge, experience, and abilities specifically expected of each officer, and does not represent all of their knowledge.