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To Shareholders

Hiroshi Sakata, President and Representative Director
SAKATA SEED CORPORATION
2-7-1 Nakamachidai, Tsuzuki-ku, Yokohama-City,
Kanagawa

Notice of Convocation of the 84th General Meeting of Shareholders

We are pleased to announce the 84th General Meeting of Shareholders of Sakata Seed Corporation (the “Company”), which will be held as described below.

In convening this General Meeting of Shareholders, the Company takes measures for providing in an electronic format the information that constitutes the content of reference documents for the general meeting of shareholders, etc. (matters for which measures for providing information in an electronic format are taken) and posts the information on the following websites. Please visit either of these websites to confirm details.

The Company’s website:

<https://corporate.sakataseed.co.jp/en/ir/stock/meeting.html>

Tokyo Stock Exchange website (Listed Company Search):

<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

*After accessing the website, enter and search for the “Issue name (company name)” (SAKATA SEED CORPORATION) or the “Code” (1377), then select “Basic information” followed by “Documents for public inspection/PR information.”

Time/Date	10:00 a.m., Tuesday, August 26, 2025
Place	Room Nichirin, 5th Floor, Yokohama Bay Sheraton Hotel & Towers 1-3-23 Kitasaiwai, Nishi-ku, Yokohama, Kanagawa
Agenda items	<p>Matters to be reported</p> <ol style="list-style-type: none">1. Business report and consolidated financial statements for the 84th fiscal year (from June 1, 2024 to May 31, 2025), and the audit reports of the consolidated financial statements for the same fiscal year by the financial auditor and the Audit & Supervisory Board2. Non-consolidated financial statements for the 84th fiscal year (from June 1, 2024 to May 31, 2025) <p>Matters to be resolved</p> <p>Proposal No. 1 Appropriation of Surplus</p> <p>Proposal No. 2 Partial Amendment to the Articles of Incorporation</p> <p>Proposal No. 3 Election of Seven Directors</p> <p>Proposal No. 4 Election of One Substitute Audit & Supervisory Board Member</p>

- Paper-based documents stating matters for which measures for providing information in an electronic format are taken are sent to shareholders who have requested the delivery of paper-based documents however those documents do not include the following matters in accordance with the provisions of laws and regulations and the Company’s Articles of Incorporation. The Audit & Supervisory Board Members and the financial auditor have audited the documents subject to audit, including the following matters.
(1) Notes to the Consolidated Financial Statements
(2) Notes to the Non-Consolidated Financial Statements
- For this general meeting of shareholders, we have delivered paper-based documents stating the matters subject to measures for electronic provision to all shareholders, regardless of whether or not they have requested them.

- If revisions to the matters for which measures for providing information in an electronic format are taken arise, a notice of the revisions and the details of the matters before and after the revisions will be posted on the Company's aforementioned website and the Tokyo Stock Exchange website.
- Please note that non-shareholders such as proxies and those who accompany shareholders are not allowed to attend the meeting.
- In principle, photography as well as audio and/or video recording are not permitted at the venue of the general meeting of shareholders. Thank you for your cooperation.

Reference Documents for the General Meeting of Shareholders

Proposal No. 1 Appropriation of Surplus

The Company considers returning profits to its shareholders as a management priority. The Company's basic policy is to strengthen returns stably and continuously. In addition, in order to conduct this policy more objectively, the Company newly adopts the dividend on shareholders' equity ratio as an indicator and aims for 2.5% for the time being.

With regard to the year-end dividend for the 84th fiscal year, based on the above basic policy, and because the profit attributable to owners of parent exceeded the forecast, the Company proposes to increase the dividend by ¥10 to ¥45 per share from the forecast of ¥35 per share.

Combined with the interim dividend of ¥30 per share already paid, the annual dividend per share will be ¥75, an increase of ¥10 from the previous fiscal year.

Year-end dividends

Form of dividend distribution	To be paid in cash
Distribution of dividends and the total amount	¥45 per common share of the Company Total dividend payout: ¥1,948,636,035
Effective date of dividend distribution	August 27, 2025

Proposal No. 2 Partial Amendment to the Articles of Incorporation

1. Reasons for proposed amendment

In order to enable the flexible management of the general meetings of shareholders and meetings of the Board of Directors and to improve the objectivity and transparency of decision-making by the Board of Directors, the Company proposes to partially amend the provisions of Article 15 (Person Authorized to Convene the General Meetings of Shareholders and Chairperson) and Article 23 (Person Authorized to Convene Meetings of the Board of Directors and Chairperson) of the current Articles of Incorporation.

2. Amendment details

The amendment details are as follows:

(Underlined parts indicate amendment)	
Current Articles of Incorporation	Proposed Amendment
Article 15 (Person Authorized to Convene the General Meetings of Shareholders and Chairperson) The <u>President</u> shall convene and act as chairperson of the general meetings of shareholders. 2. In the event that the <u>President</u> is unable to act, another Director shall convene and act as chairperson of the general meetings of shareholders in accordance with the order previously determined by the Board of Directors.	Article 15 (Person Authorized to Convene the General Meetings of Shareholders and Chairperson) The <u>Representative Director</u> shall convene and act as chairperson of the general meetings of shareholders. <u>If there are two or more Representative Directors, the convener and chairperson of the general meetings of shareholders shall be determined by resolution of the Board of Directors from among the Representative Directors.</u> 2. In the event that the <u>Representative Director specified in the preceding paragraph</u> is unable to act, another Director shall convene and act as chairperson of the general meetings of shareholders in accordance with the order previously determined by the Board of Directors.
Article 23 (Person Authorized to Convene Meetings of the Board of Directors and Chairperson) Unless otherwise provided for by laws and regulations, <u>the President shall convene and act as chairperson of meetings of the Board of Directors.</u> 2. In the event that the <u>President</u> is unable to act, another Director shall convene and act as chairperson of meetings of the Board of Directors in accordance with the order previously determined by the Board of Directors.	Article 23 (Person Authorized to Convene Meetings of the Board of Directors and Chairperson) Unless otherwise provided for by laws and regulations, meetings of the Board of Directors <u>shall be convened and chaired by a Director elected by resolution of the Board of Directors from among Directors.</u> 2. In the event that the <u>Director specified in the preceding paragraph</u> is unable to act, another Director shall convene and act as chairperson of meetings of the Board of Directors in accordance with the order previously determined by the Board of Directors.

Proposal No. 3 Election of Seven Directors

The terms of office for all nine Directors will expire at the conclusion of this General Meeting of Shareholders. Therefore, the Company proposes the election of seven Directors.

The candidates for Directors are as follows.

Candidate No.	Attribute	Name	Tenure	Current position and responsibilities in the Company
1	Reelection	Hiroshi Sakata	27 years	President and Representative Director
2	Reelection	Tsutomu Kagami	14 years	Director, Managing Executive Officer Supervisor for Overseas Sales & Marketing Div.
3	Reelection	Toshihiko Furuki	10 years	Director, Managing Executive Officer Supervisor for Research & Development Div. Supervisor for Supply Chain Div.
4	Reelection	Zen Takamiya	2 years	Director, Managing Executive Officer Supervisor for General Administration Div.
5	Reelection Outside Independent officer	Kunihiko Sugahara	12 years	Outside Director (Independent officer)
6	Reelection Outside Independent officer	Yukimasa Ozaki	6 years	Outside Director (Independent officer)
7	Reelection Outside Independent officer	Masako Watanabe	4 years	Outside Director (Independent officer)

Reelection: candidate for Director to be reelected

Outside: candidate for Outside Director

Independent officer: independent officer as defined by the securities exchange, etc.

Candidate No.	Name (Date of birth)	Career summary, position and responsibilities in the Company		Number of the Company's shares owned			
1	Hiroshi Sakata (February 14, 1952) Reelection Tenure as Director: 27 years Attendance at Board of Directors meetings 20/20	May 1981	Joined the Company	157,929 shares			
		Mar. 1990	Managing Director of Sakata Seed Europe B.V. (Currently European Sakata Holding S.A.S.)				
		Apr. 1995	General Manager of Horticultural Supply Business Dept. of the Company				
		Aug. 1997	General Manager of Administrative Office				
		Aug. 1998	Director				
		Aug. 2005	Managing Director, Senior General Manager of General Administration Div.				
		Jun. 2007	President and Representative Director, President and Executive Officer				
		Jun. 2017	President and Representative Director (current position)				
		Significant concurrent positions outside the Company					
		Representative Director and Chairman of The Japan Home Garden Association					
		Senior Advisor of Japan Seed Trade Association					
		Chairman of Kanagawa Prefecture Seed and Seedlings Cooperative Association					
		Representative Director of The Sakata Foundation					
Representative Director of The Sakata Agriculture Foundation							
Reasons for nomination as a candidate for Director Hiroshi Sakata has been involved in the operations of the General Administration Division, including the Corporate Planning Department, and in the management of overseas subsidiaries, and currently serves as President and Representative Director. Mr. Sakata is nominated as a candidate for Director because he has abundant business experience in the Company and knowledge relating to global management and administrative operations of a seed company and is expected to continue to fulfill the responsibilities of a Director.							
2	Tsutomu Kagami (January 17, 1962) Reelection Tenure as Director: 14 years Attendance at Board of Directors meetings 20/20	Apr. 1987	Joined the Company	9,679 shares			
		Aug. 2002	General Manager of Research & Development Div.				
		Jun. 2007	Executive Officer Senior General Manager of Research & Development Div.				
		May 2008	Senior General Manager of Research & Development Div., Manager of Genetic Resources Dept.				
		Aug. 2011	Director, Executive Officer				
		Aug. 2013	Managing Director, Managing Executive Officer				
		Aug. 2015	Chief Assessment Officer of Internal Control				
		Aug. 2016	Supervisor for Overseas Sales & Marketing Div. (current position)				
		Jun. 2021	Director, Managing Executive Officer (current position)				
		Significant concurrent positions outside the Company					
		Vice Chairman of The Japan Association for Techno-innovation in Agriculture, Forestry and Fisheries					
		Reasons for nomination as a candidate for Director Tsutomu Kagami has been involved in the operations of the Research & Development Division and the Overseas Sales & Marketing Division, as well as the evaluation of internal controls, and currently serves as Director, Managing Executive Officer. Mr. Kagami is nominated as a candidate for Director because he has abundant business experience in the Company and knowledge relating to R&D and overseas business based on a global perspective and is expected to continue to fulfill the responsibilities of a Director.					

Candidate No.	Name (Date of birth)	Career summary, position and responsibilities in the Company	Number of the Company's shares owned
3	<p>Toshihiko Furuki (February 15, 1966)</p> <p>Reelection</p> <p>Tenure as Director: 10 years</p> <p>Attendance at Board of Directors meetings 20/20</p>	<p>Apr. 1988 Joined the Company</p> <p>Dec. 2001 Seconded to Sakata Seed America, Inc.</p> <p>Aug. 2006 General Manager of Kakegawa Research Center Breeding Dept. I</p> <p>Jun. 2007 General Manager of Kakegawa Research Center, Manager of Kakegawa Research Center Breeding Section I</p> <p>Jun. 2013 Executive Officer Deputy Senior General Manager of Research & Development Div., General Manager of Kakegawa Research Center, Manager of Kakegawa Research Center Breeding Section I</p> <p>Aug. 2015 Director, Executive Officer</p> <p>Jun. 2016 Senior General Manager of Research & Development Div.</p> <p>Jun. 2017 Director, Senior Executive Officer</p> <p>Jun. 2018 Chief Assessment Officer of Internal Control</p> <p>Jun. 2021 Director, Managing Executive Officer, Supervisor for Research & Development Div. (current position)</p> <p>Aug. 2021 Supervisor for General Administration Div.</p> <p>Aug. 2023 Supervisor for Supply Chain Div. (current position)</p> <p>Significant concurrent positions outside the Company</p> <p>—</p>	6,539 shares
<p>Reasons for nomination as a candidate for Director</p> <p>Toshihiko Furuki has served overseas for a long period of time and been involved in the operations of the Research & Development Division, the General Administration Division, and the Supply Chain Division, and currently serves as Director, Managing Executive Officer. Mr. Furuki is nominated as a candidate for Director because he has abundant business experience in the Company and knowledge relating to R&D and the supply chain based on a global perspective and is expected to continue to fulfill the responsibilities of a Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibilities in the Company		Number of the Company's shares owned
4	Zen Takamiya (February 26, 1964) Reelection Tenure as Director: 2 years Attendance at Board of Directors meetings 20/20	Apr. 1986 Jan. 1998 Apr. 2012 Jun. 2015 Jan. 2017 Nov. 2018 Jun. 2021 Jun. 2022 Aug. 2023 Significant concurrent positions outside the Company —	Joined the Company Seconded to Sakata Seed America, Inc. General Manager of General Affairs Dept. of the Company Executive Officer General Manager of Human Resource Planning Dept. Deputy Senior General Manager of General Administration Div., General Manager of Human Resource Planning Dept. Senior Executive Officer, Senior General Manager of General Administration Div., General Manager of Human Resource Planning Dept. Senior Executive Officer, Senior General Manager of General Administration Div. Director, Managing Executive Officer, Supervisor for General Administration Div. (current position)	3,149 shares
	Reasons for nomination as a candidate for Director Zen Takamiya has served overseas for a long period of time and been involved in the operations of the General Administration Division, including the Human Resource Planning Department, and currently serves as Director, Managing Executive Officer. Mr. Takamiya is nominated as a candidate for Director because he has abundant business experience in the Company and knowledge relating to administrative operations based on a global perspective and is expected to continue to fulfill the responsibilities of a Director.			
5	Kunihiko Sugahara (March 8, 1952) Reelection Outside Independent officer Tenure as Director: 12 years Attendance at Board of Directors meetings 20/20	Mar. 1979 Jun. 1997 Aug. 2013 May 2023 Significant concurrent positions outside the Company Representative of Sugahara & Co. Outside Corporate Auditor of Takashimaya Company, Limited	Registered as a Certified Public Accountant Representative Member of Deloitte Touche Tohmatsu International (currently Deloitte Touche Tohmatsu LLC) Representative of Sugahara & Co. (current position) Director of the Company (current position) Outside Corporate Auditor of Takashimaya Company, Limited (current position)	10,000 shares
	Reasons for nomination as a candidate for Outside Director and overview of expected role Kunihiko Sugahara has a deep knowledge of management through his professional duties as a Certified Public Accountant for many years, and in addition to his experience relating to areas such as finance, accounting, and auditing, he has many years of experience at an accounting firm with international presence. Mr. Sugahara is nominated as a candidate for Outside Director because he is considered to be capable of providing appropriate advice and recommendations to ensure the adequacy and appropriateness of the Board of Directors' decision-making based on his global perspective and experience. If reelected, Mr. Sugahara will be involved in an objective and neutral capacity as a member of the Nominating Committee and Chairperson of the Compensation Committee in matters such as the selection of candidates for Director, the formulation of succession plans, and the determination of compensation for Directors.			

Candidate No.	Name (Date of birth)	Career summary, position and responsibilities in the Company		Number of the Company's shares owned
6	Yukimasa Ozaki (September 2, 1959) Reelection Outside Independent officer Tenure as Director: 6 years Attendance at Board of Directors meetings 20/20	Apr. 1989	Admitted as Attorney in Japan Joined Ozaki Law Office	– shares
	Aug. 1993	Attorney of Ozaki Law Office (current position)		
		Mar. 2015	Outside Director of Oenon Holdings, Inc. (current position)	
		Apr. 2017	Vice President of Daiichi Tokyo Bar Association, Executive Governor of the Japan Federation of Bar Associations	
		Aug. 2019	Director of the Company (current position)	
		Significant concurrent positions outside the Company Attorney of Ozaki Law Office Outside Director of Oenon Holdings, Inc.		
Reasons for nomination as a candidate for Outside Director and overview of expected role Yukimasa Ozaki has a deep knowledge of management through his professional duties as an attorney for many years, as well as specialized knowledge and extensive experience in legal matters. Mr. Ozaki is nominated as a candidate for Outside Director because he is considered to be capable of providing appropriate advice and recommendations to ensure the adequacy and appropriateness of the Board of Directors' decision-making from a perspective independent of management. If reelected, Mr. Ozaki will be involved in an objective and neutral capacity as a member of the Nominating Committee and the Compensation Committee in matters such as the selection of candidates for Director, the formulation of succession plans, and the determination of compensation for Directors.				
7	Masako Watanabe (January 29, 1962) Reelection Outside Independent officer Tenure as Director: 4 years Attendance at Board of Directors meetings 20/20	Apr. 1984	Joined The Fuji Bank, Ltd. (currently Mizuho Bank, Ltd.)	– shares
	Oct. 1990	Joined Deloitte Touche Tohmatsu International (currently Deloitte Touche Tohmatsu LLC)		
		Aug. 1994	Registered as a Certified Public Accountant	
		Jul. 2007	Partner of Deloitte Touche Tohmatsu International (currently Deloitte Touche Tohmatsu LLC)	
		Aug. 2020	Representative of Masako Watanabe Certified Public Accountant Office (current position)	
		Jun. 2021	Outside Audit & Supervisory Board Member of Daiichi Sankyo Company, Limited (current position)	
		Aug. 2021	Director of the Company (current position)	
		Significant concurrent positions outside the Company Representative of Masako Watanabe Certified Public Accountant Office Outside Audit & Supervisory Board Member of Daiichi Sankyo Company, Limited		
Reasons for nomination as a candidate for Outside Director and overview of expected role Masako Watanabe has a deep knowledge of management through her work experience at financial institutions and her professional duties as a Certified Public Accountant for many years, as well as knowledge and experience relating to various areas including finance, accounting, and auditing. Ms. Watanabe is nominated as a candidate for Outside Director because she is judged to be able to supervise and provide advice, etc. on the execution of duties by Directors from a professional viewpoint utilizing her knowledge and experience. If reelected, Ms. Watanabe will be involved in an objective and neutral capacity as a member of the Nominating Committee and the Compensation Committee in matters such as the selection of candidates for Director, the formulation of succession plans, and the determination of compensation for Directors.				

- (Notes)
1. There is no special interest between each candidate and the Company.
 2. Kunihiro Sugahara, Yukimasa Ozaki, and Masako Watanabe are candidates for Outside Director.
 3. In accordance with the Company's Articles of Incorporation, the Company has entered into agreements with Kunihiro Sugahara, Yukimasa Ozaki, and Masako Watanabe to limit their liability for damages under Article 423, Paragraph 1 of the Companies Act pursuant to Article 427, Paragraph 1 of the said Act, and the maximum amount of liability for damages under such agreements is the minimum liability amount stipulated in Article 425, Paragraph 1 of the said Act. If the reappointment of the candidates is approved, the aforementioned agreements will be continued.
 4. Kunihiro Sugahara, Yukimasa Ozaki, and Masako Watanabe meet the requirements of the independence criteria stipulated by the Tokyo Stock Exchange, and the Company has designated each of them as independent Outside Directors and notified the Exchange. If the reelection of the candidates is approved, the Company will continue to appoint them as independent Outside Directors.
 5. The Company has concluded a Directors and Officers liability insurance policy with an insurance company pursuant to Article 430-3, Paragraph 1 of the Companies Act, insuring Directors, Audit & Supervisory Board Members, and Executive Officers of the Company and its subsidiaries. The insurance policy provides for compensation for damages and litigation expenses, etc. that may arise from the insured persons being held liable or being sued for such liability in connection with the execution of their duties. All insurance premiums under the aforementioned insurance policy are borne by the Company and its subsidiaries. Each candidate (excluding the newly appointed candidate) is an insured person under the aforementioned policy, and upon election and appointment as a Director, each candidate (including the new candidate) will be included as an insured person under the aforementioned policy. The Company intends to renew the aforementioned insurance policy with the same terms and conditions during the term of office.
 6. Kunihiro Sugahara, Yukimasa Ozaki, and Masako Watanabe have never been involved in corporate management in any manner other than being Outside Directors or Outside Audit & Supervisory Board Members. However, based on the above reasons for nominating them as candidates for Outside Directors, the Company believes that they can appropriately perform their duties as Outside Directors.
 7. In addition to the number of Board of Directors meetings mentioned above, there was one written resolution deemed to have been a resolution of the Board of Directors pursuant to Article 370 of the Companies Act and Article 25 of the Articles of Incorporation of the Company.

Proposal No. 4 Election of One Substitute Audit & Supervisory Board Member

As the appointment of Tamio Nagashima, who was elected as a substitute Audit & Supervisory Board Member at the General Meeting of Shareholders held on August 30, 2023, is effective until the commencement of this General Meeting of Shareholders, the Company proposes the election of one substitute Audit & Supervisory Board Member in case the number of substitute Audit & Supervisory Board Members is insufficient as stipulated by law.

This appointment may be revoked by a resolution of the Board of Directors with the consent of the Audit & Supervisory Board only prior to the assumption of office.

The Audit & Supervisory Board has given its consent to this proposal.

The candidate for substitute Audit & Supervisory Board Member is as follows.

Name (Date of birth)	Career summary and significant concurrent positions outside the Company	Number of the Company's shares owned
Keiko Hatano (April 21, 1975) Outside Independent Officer	Dec. 2008 Registered as an attorney Sep. 2017 Full-time Outside Audit and Supervisory Board Member of STAR FESTIVAL INC. Nov. 2018 Outside Audit and Supervisory Board Member of TSUKURUBA Inc. Oct. 2021 Full-time Outside Audit and Supervisory Board Member of TRUSTRIDGE, Inc. Feb. 2022 Established Hatano Law Office Apr. 2022 Vice President of Kanagawa Bar Association Jun. 2023 Director, Audit and Supervisory Committee Member of Kidz Smile Holdings Inc. (currently Smile Holdings Inc.) (current position) Jun. 2024 Outside Audit and Supervisory Board Member of Kokopelli Inc. (current position) Dec. 2024 Director, Audit and Supervisory Committee Member of Atrac, Inc. (current position)	– shares
Reasons for nomination as a candidate for substitute Outside Audit & Supervisory Board Member Keiko Hatano has specialized legal knowledge and extensive experience gained through many years of work as an attorney. She has also served as a corporate auditor for a number of companies and has acquired wide-ranging knowledge and broad insight into corporate management. Ms. Hatano is nominated as a candidate for substitute Outside Audit & Supervisory Board Member based on the judgment that she will be able to utilize her knowledge and experience in the Company's auditing system.		

(Notes) 1. Keiko Hatano has no special interest in the Company.

2. Keiko Hatano is a candidate for substitute Outside Audit & Supervisory Board Member.

3. The Company's Articles of Incorporation stipulate that the Company may enter into agreements with Audit & Supervisory Board Members to limit their liability for damages under Article 423, Paragraph 1 of the Companies Act, pursuant to Article 427, Paragraph 1 of the same Act. Therefore, if Keiko Hatano assumes office as an Audit & Supervisory Board Member, the Company will enter into an agreement with her to limit her liability for damages under Article 423, Paragraph 1 of the Companies Act pursuant to Article 427, Paragraph 1 of the same Act, in accordance with the Company's Articles of Incorporation. The maximum amount of liability for damages based on the aforementioned agreement shall be the minimum liability amount stipulated in Article 425, Paragraph 1 of said Act.

4. The Company has concluded a Directors and Officers liability insurance policy with an insurance company pursuant to Article 430-3, Paragraph 1 of the Companies Act, insuring Directors, Audit & Supervisory Board Members, and Executive Officers of the Company and its subsidiaries. The insurance policy provides for compensation for damages and litigation expenses, etc. that may arise from the insured persons being held liable or being sued for such liability in connection with the execution of their duties. All insurance premiums under the aforementioned insurance policy are borne by the Company and its subsidiaries. Upon election and appointment as an Audit & Supervisory Board Member, the candidate will be included as an insured person under the policy.

5. Keiko Hatano satisfies the requirements for independent officer as stipulated by the Tokyo Stock Exchange and will be reported as an independent officer if she is appointed as an Outside Audit & Supervisory Board Member.

Reference materials Skill Matrix for Directors (planned) and Audit & Supervisory Board Members after this General Meeting of Shareholders

To ensure that deliberations are conducted appropriately at the Board of Directors, each Director maintains a diverse skillset including corporate management; global; finance and accounting; sales and marketing; research and development and production; legal affairs and intellectual property; and IT and digital. Additionally, we believe that it is important to ensure a structure with human resources with diverse viewpoints and perspectives and abundant experience regardless of gender, age, nationality, or company history.

The current Board of Directors is structured based on this policy, and by allowing each Director to exercise their knowledge and experience and by striking an overall balance, the system allows the Board of Directors to respond flexibly to various changes in the business environment.

Corporate management	Knowledge of corporate management, knowledge and experience to be able to formulate global strategies with a medium- to long-term vision based on the Group's management philosophy
Global	International knowledge, such as experience working overseas; management, such as formulating growth strategies for global businesses and overseeing the management of overseas affiliates; extensive knowledge of the culture and environment of various countries
Finance/Accounting	Knowledge of financial strategies, including building a strong financial base and dialogue with capital markets; extensive knowledge in the areas of financial accounting, finance, and auditing
Sales/Marketing	Knowledge of sales and marketing, wide network of contacts with business partners and industry associations, etc., and negotiation skills and experience to build and maintain relationships
Research and development/ Production	Knowledge of breeding, breeding engineering, pathology, and seed production, and a visionary and objective perspective that enables research and product development based on an understanding of world climates and customs, food habits and other preferences based on traditions and cultures
Legal affairs/Intellectual property	Knowledge of appropriate and effective corporate governance, extensive knowledge of legal affairs and intellectual property, and experience in legal disputes such as civil litigation
IT/Digital	Knowledge of communications, networks, security, etc.; extensive knowledge and experience related to DX (promotion of information strategy) and ICT (information and communication technology)

Name	Position	Committee		Corporate management	Global	Finance/ Accounting	Sales/ Marketing	Research and development/ Production	Legal affairs/ Intellectual property	IT/ Digital
		Nominating Committee	Compensation Committee							
Hiroshi Sakata	Chairman and Representative Director	Chair	●	●	●	●	●		●	
Tsutomu Kagami	President and Representative Director President and Executive Officer	●	●	●	●		●	●	●	●
Toshihiko Furuki	Director, Senior Managing Executive Officer			●	●	●		●	●	
Zen Takamiya	Director, Senior Managing Executive Officer			●	●	●	●		●	
Kunihiko Sugahara	Outside Director (Independent officer)	●	Chair	●	●	●				
Yukimasa Ozaki	Outside Director (Independent officer)	●	●	●	●				●	
Masako Watanabe	Outside Director (Independent officer)	●	●	●		●				●
Jumpei Tsushima	Full-time Audit & Supervisory Board Member				●	●			●	
Akinori Bo	Outside Audit & Supervisory Board Member (Independent officer)			●		●				
Kimiko Tanaka	Outside Audit & Supervisory Board Member (Independent officer)			●	●					

* The above list does not show all of the knowledge and experience possessed by each person listed.

Reference materials

(Independence Standards for Outside Directors and Audit & Supervisory Board Members)

Based on the standards stipulated by the Companies Act and the Tokyo Stock Exchange, we have established our own independence standards. The Company nominates as candidates for Outside Directors and Outside Audit & Supervisory Board Members those who do not fall under any of the following categories.

- (1) A person who is executive director, executive officer or other employee (hereinafter, “Executive”) of the Company and its subsidiaries and associates (hereinafter, “the Company, Etc.”) or had served as Executive of the Company, Etc. within the last ten years before assuming office as Outside Director or Audit & Supervisory Board Member
- (2) A person who is major shareholder (person who holds 10% or higher of the total voting rights at the end of the most recent fiscal year of the Company or its client or supplier) or an Executive thereof
- (3) A person who is an Executive of a company, or its parent company or an important subsidiary thereof that has an important business relationship with the Company, Etc. (where a company to which sales were made accounting for 2% or more of the total annual sales of the Company, Etc. in the most recent fiscal year or a company which made sales to the Company, Etc. accounting for 2% or more of the total annual sales of the company in the most recent fiscal year)
- (4) A person who receives compensation or other property benefits of ¥10 million or more on average over the past three years, in addition to remuneration for the Company’s Directors and Audit & Supervisory Board Members, as an attorney at law, consultant of the Company, Etc. Or if the said person is a corporation or organization, etc., a person who is an Executive of the corporation or organization, etc., which receives 2% or more of the consolidated sales thereof from the Company, Etc.
- (5) A person who is a financial auditor of the Company, Etc. or an employee, etc. of the financial auditor
- (6) A person who receives donations in excess of ¥10 million per year from the Company, Etc. Or if the said person is a corporation or organization, etc., a person who is an Executive of the corporation or organization in which the property obtained from the Company, Etc. exceeds 2% of the annual income
- (7) A person who has fallen under any item of (2) to (6) above in the past five years
- (8) The spouse or a relative within the second degree of kinship of a person falling under any item of (1) to (7) above
- (9) In addition to the preceding items, a person who has special reasons for not being able to perform duties as Outside Director or Outside Audit & Supervisory Board Member who are to be independent, such as a risk of causing a conflict of interest with the Company