

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: 2004
June 3, 2026

To our shareholders

President and CEO Hideyuki Tsukagoshi
Showa Sangyo Co., Ltd.
2-2-1, Uchikanda, Chiyoda-ku, Tokyo

Notice of the 125th Annual General Meeting Of Shareholders

We would like to take this opportunity to express our sincere gratitude for your continued support of our Company.

Notice is hereby given that the 125th Annual General Meeting of Shareholders of Showa Sangyo Co., Ltd. (the “Company”) will be held as set forth below.

In 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. (matters for which measures for providing information in electronic format are to be taken) in electronic format, and has posted the information on the Company website. Please access the following website to view the information.

The Company’s website:

<https://www.showa-sangyo.co.jp/en/ir/stock/meeting/>

In addition to the Company’s website mentioned above, the matters subject to measures for electronic provision are also posted on the Tokyo Stock Exchange (TSE) website below.

TSE website (Listed Company Search):

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

Confirm by accessing the above website, entering “Showa Sangyo” in the “Issue name (company name)” field or “2004” in the “Code” field, and clicking “Search;” then clicking “Basic information” and selecting “Documents for public inspection/PR information;” and then checking the “Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting” in “Filed information available for public inspection.”

If you are unable to attend the meeting, you may exercise your voting rights via the Internet, etc. or in writing, so please review the reference documents for the General Meeting of Shareholders shown below and exercise your voting rights by 5:50 p.m. on Wednesday, June 24, 2026 (JST).

- 1. Date and time:** **Thursday, June 25, 2026 at 10:00 a.m. (registration starts at 9:00 a.m. (JST))**
- 2. Venue:** **Nikkei Building 3F Nikkei Hall**
1-3-7, Otemachi, Chiyoda-ku, Tokyo
(Please refer to the Guide Map to the Venue for the Annual General Meeting of Shareholders attached at the end.) (available in Japanese only)

3. Purpose of the meeting

Matters to be reported:

1. Business Report and Consolidated Financial Statements for the 125th fiscal year (from April 1, 2025 to March 31, 2026) and audit results of the Consolidated Financial Statements by the financial auditor and the Audit and Supervisory Committee
2. Report on the Non-consolidated Financial Statements for the 125th fiscal year (from April 1, 2025 to March 31, 2026)

Matters to be resolved:

- | | |
|-------------------|---|
| Proposal 1 | Appropriation of Surplus |
| Proposal 2 | Amendment to the Articles of Incorporation |
| Proposal 3 | Election of Eight Directors (Excluding Directors Who are Audit and Supervisory Committee Members) |
| Proposal 4 | Election of One Director Who is a Substitute Audit and Supervisory Committee Member |
| Proposal 5 | Introduction of a Performance-linked Stock-based Remuneration Plan for Directors |

4. Matters to be decided upon convocation

- (1) Please note that should you exercise your voting rights in writing (by post), in the event it is not indicated whether you approve or disapprove of a proposal on your voting form, it will be deemed that approval was indicated.
 - (2) If exercising your voting rights by proxy, you may appoint one other shareholder with voting rights to attend the General Meeting of Shareholders as your proxy. Please note, however, that you will be required to submit a written document certifying the proxy's authority.
- If attending the meeting in person, please present your voting form at the reception desk.
 - If revisions to the matters subject to measures for electronic provision arise, a notice of the revisions and the details of the matters before and after the revisions will be posted on the above websites.
 - Paper-based documents stating matters subject to measures for electronic provision 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 Article 15 of the Company's Articles of Incorporation.
 - (i) "System for ensuring the appropriateness of business operations and status of operation" and "Basic Policy on Control of the Company" in the Business Report
 - (ii) "Consolidated Statement of Changes in Equity" and "Notes to Consolidated Financial Statements" of the Consolidated Financial Statements
 - (iii) "Non-consolidated Statement of Changes in Equity" 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 stated in these documents are a part of the scope of documents audited by the financial auditor

in preparing the financial audit report and the Audit and Supervisory Committee in preparing the Audit Report.

Information on Exercise of Voting Rights

Exercise of voting rights at the Company's General Meeting of Shareholders is shareholders' important right.

Please exercise your voting rights after reviewing the Reference Documents for the General Meeting of Shareholders below.

There are three methods to exercise your voting rights as indicated below.

Exercise of voting rights by attending the Annual General Meeting of Shareholders

You are kindly requested to exercise your voting rights by submitting a voting form to the reception desk at the meeting.

Date and time: **Thursday, June 25, 2026, at 10:00 a.m. (registration starts at 9:00 a.m. (JST))**

Exercising voting rights by postal mail

Please indicate on the voting form your approval or disapproval of each proposal and return the completed form. Deadline for exercise of voting rights: **No later than Wednesday, June 24, 2026, at 5:50 p.m. (JST)**

Exercise of voting rights via the Internet, etc.

Please indicate whether you approve or disapprove of each proposal following the instructions on the next page. Deadline for exercise of voting rights: **All data entry to be completed no later than Wednesday, June 24, 2026, at 5:50 p.m. (JST)**

How to Fill Out Your Voting Form

Please indicate whether you approve or disapprove of each proposal.

Proposals 1, 2, 4 and 5

- If you approve, **put a circle in the box marked 賛[Approve].**
- If you disapprove, **put a circle in the box marked 否[Disapprove].**

Proposal 3

- To mark your approval for all candidates, **put a circle in the box marked 賛[Approve].**
- To mark your disapproval for all candidates, **put a circle in the box marked 否 [Disapprove].**
- To mark your disapproval for certain candidates, **put a circle in the box marked 賛[Approve] and write the number of the candidate(s) you wish to disapprove.**

Institutional investors may use the Electronic Voting Platform for institutional investors operated by ICJ, Inc.

Method of Exercise of Voting Rights via the Internet, etc.

Deadline for exercise of voting rights via the Internet: Wednesday, June 24, 2026, at 5:50 p.m. (JST)

Method of Exercise of Voting Rights via Smartphone, etc.

1. Please scan QR Code provided on the voting form.

* “QR Code” is a registered trademark of DENSO WAVE INCORPORATED.

2. Please tap the “Exercise Voting Rights” button on the Portal of Shareholders’ Meeting site screen.

3. The Smart Vote® screen will appear. Please follow the directions that appear on the screen to input approval or disapproval to each proposal.

Method of Exercise of Voting Rights via PC, etc.

Please gain access by entering the login ID and password given on the voting form from the following URL. After logging in, please follow the directions that appear on the screen to input approval or disapproval to each proposal.

The Portal of Shareholders’ Meeting site URL (available in Japanese only):

<https://www.soukai-portal.net>

It is still possible to use the Voting website (available in Japanese only):

<https://www.web54.net>

Guide to Accepting Questions in Advance

Deadline for accepting questions in advance: Wednesday, June 17, 2026, at 11:59 p.m. (JST)

At this General Meeting of Shareholders, the Company will accept questions relating to agenda items in advance from shareholders via the Portal of Shareholders’ Meeting site. Of the questions received, those deemed to be of significant interest to shareholders will be addressed at the General Meeting of Shareholders. Similarly to the methods of exercise of voting rights above, please access the Portal of Shareholders’ Meeting site, tap or click on the “Go to advance questions” button on the screen to display the “Enter advance questions” screen. Please follow the directions on the screen to enter your question.

* Please note that we will not respond to questions individually.

Cautions

- If you need to make a correction to the content of your vote after you have exercised your voting rights, it is necessary to enter your voting code and password printed on the voting form.
- If you exercise your voting rights both via the Internet, etc. and in writing, the vote made via the Internet, etc. shall be deemed effective. If you exercise your voting rights more than once via the Internet, etc., only the last vote shall be deemed effective.

Inquiries

Sumitomo Mitsui Trust Bank, Limited, Stock Transfer Agency Web Support Hotline

0120-652-031

(Business hours: 9:00 a.m. – 9:00 p.m. (JST))

Please also refer to the Q&A section.

Reference Documents for the General Meeting of Shareholders

Proposals and Reference Information

Proposal 1 Appropriation of Surplus

The Company proposes the appropriation of surplus as follows:

Year-end dividends

The Company recognizes the return of profits to shareholders as one of its important management issues, along with growth investment and capital investment, which will be the source of corporate value in the future, and its basic policy is to stabilize the management base while aiming to maintain stable dividends over the long term.

Taking into consideration factors such as the fiscal year's business results and strong financial standing, future business development, as well as the maintenance of stable dividends, the Company proposes a year-end dividend of ¥65 per share for the fiscal year as follows. Accordingly, including the interim dividend of ¥50 per share, the annual dividend will total ¥115 per share, an increase of ¥15 per share from the previous fiscal year.

- (1) Type of dividend property
To be paid in cash.
- (2) Allotment of dividend property to shareholders and their aggregate amount
¥65 per common share of the Company
Total payment: ¥2,113,982,845
- (3) Effective date of dividends of surplus
June 26, 2026

Proposal 2 Amendment to the Articles of Incorporation

1. Reasons for the Amendment

The Company introduced the “Measures to Respond to a Large-Scale Purchase of the Company’s Shares, Etc. (Takeover Defense Measures)” (hereinafter, the “Plan”) with the approval of shareholders at the 107th Annual General Meeting of Shareholders held on June 27, 2008. Most recently, the Plan had been continued, with partial amendments, following approval by shareholders at the 122nd Annual General Meeting of Shareholders held on June 23, 2023.

Now, as the Plan reaches the end of its effective period, the Company has come to recognize that the steady implementation of its management strategies and shareholder returns are the best measures to secure and enhance the Company’s corporate value and the common interests of shareholders. Accordingly, at a meeting of the Board of Directors held on May 14, 2026, the Company resolved not to continue the Plan and to abolish it.

Going forward, even in the event of a large-scale purchase of the Company’s shares, the Company will take appropriate and suitable measures as necessary in accordance with the circumstances at the time and pursuant to the Financial Instruments and Exchange Act, the Companies Act, and other relevant laws and regulations. Accordingly, Chapter 8 and Article 43 of the current Articles of Incorporation relating to takeover defense measures will be deleted.

2. Details of the Amendments

The details of the amendments are as follows. The amendments to the Articles of Incorporation set forth in this proposal will become effective upon the conclusion of this General Meeting of Shareholders.

(Amendments are underlined)

Current Articles of Incorporation	Proposed amendments
<p style="text-align: center;"><u>Chapter 8</u> <u>Takeover Defense Measures</u></p>	<p style="text-align: center;">(Deleted)</p>
<p><u>Article 43 (Takeover Defense Measures)</u></p>	<p style="text-align: center;">(Deleted)</p>
<p><u>1. The Company may introduce, continue or amend takeover defense measures by resolution of the General Meeting of Shareholders.</u> <u>2. Abolition of the takeover defense measures referred to in the preceding paragraph may be carried out by a resolution of the General Meeting of Shareholders or the Board of Directors.</u></p>	

Proposal 3 Election of Eight Directors (Excluding Directors Who are Audit and Supervisory Committee Members)

At the conclusion of this General Meeting of Shareholders, the terms of office of all nine Directors (excluding Directors who are Audit and Supervisory Committee Members; the same shall apply to this proposal), Kazuhiko Niitsuma, Hideyuki Tsukagoshi, Takaaki Suzuki, Tatsuya Yamaguchi, Masashi Ohno, Yoshihiro Hosoi, Naoko Mikami, Akira Karasawa, and Mami Taira, will expire.

Therefore, the Company proposes the election of eight Directors, decreasing the number of Directors by one, in order to enable strategic and flexible decision-making by the Board of Directors.

With respect to the submission of this proposal, the Audit and Supervisory Committee of the Company has determined that all the candidates for Directors are appropriate in light of each candidate's business execution and performance during the current fiscal year.

The candidates for Director are as follows:

Candidate No.	Name	Current positions and responsibilities in the Company	Candidate attributes
1	Kazuhiko Niitsuma Reelection	Chairman	
2	Hideyuki Tsukagoshi Reelection	President and CEO	
3	Takaaki Suzuki Reelection	Director Senior Managing Officer In charge of Business Management & Sales Division	
4	Michiyo Senba New election	Managing Officer In charge of Technical Division	
5	Kiyoshi Shirai New election	Managing Officer In charge of Corporate Division	
6	Naoko Mikami Reelection	Outside Director	Outside Director Independent Officer
7	Akira Karasawa Reelection	Outside Director	Outside Director Independent Officer
8	Mami Taira Reelection	Outside Director	Outside Director Independent Officer

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
1	Kazuhiko Niitsuma (October 1, 1957) [Reelection]	Apr. 1981 Joined the Company June 2001 General Manager, Sales Integration Department Nov. 2006 General Manager, Flour Milling Department June 2009 Officer June 2012 Managing Director June 2014 Senior Managing Director Apr. 2016 President Apr. 2020 President and CEO Apr. 2023 Chairman (Representative Director) Apr. 2026 Chairman (Non-Representative Director) (current position)	83,055 shares
		Reasons for nomination as candidate for Director The Company has nominated Kazuhiko Niitsuma as a candidate to continue as Director because he has appropriately fulfilled his role as Chairman of the Company, and the Company judges that he is a candidate who will contribute to the sustainable growth and enhancement of the corporate value of the Company.	
2	Hideyuki Tsukagoshi (December 19, 1965) [Reelection]	Feb. 1992 Joined the Company June 2013 General Manager, Fukuoka Branch Apr. 2015 General Manager, Management Planning Department Apr. 2018 Officer Apr. 2021 Managing Officer June 2021 Director Managing Officer Apr. 2023 President and CEO (current position)	31,860 shares
		Reasons for nomination as candidate for Director The Company has nominated Hideyuki Tsukagoshi as a candidate to continue as Director because he has appropriately fulfilled his role as President and CEO of the Company, and the Company judges that he is a candidate who will contribute to the sustainable growth and enhancement of the corporate value of the Company.	

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
3	Takaaki Suzuki (July 24, 1967) [Reelection]	Apr. 1990 Joined the Company June 2014 General Manager, Sales Integration Department Apr. 2020 Officer Apr. 2024 Managing Officer Apr. 2025 Senior Managing Officer Apr. 2025 In charge of Business Management & Sales Division (current position) June 2025 Director Senior Managing Officer (current position)	10,843 shares
		Reasons for nomination as candidate for Director The Company has nominated Takaaki Suzuki as a candidate to continue as Director because he has appropriately fulfilled his role as Director Senior Managing Officer in charge of the Business Management & Sales Division, and the Company judges that he is a candidate who will contribute to the sustainable growth and enhancement of the corporate value of the Company.	
4	Michiyo Senba (August 22, 1965) [New election]	Apr. 1988 Joined the Company Apr. 2016 General Manager, Quality Assurance Department Apr. 2018 General Manager, CSR Promotion Department Apr. 2020 Officer Apr. 2026 In charge of Technical Division (current position) Apr. 2026 Managing Officer (current position)	13,499 shares
		Reasons for nomination as candidate for Director The Company has nominated Michiyo Senba as a new candidate for Director because she has appropriately fulfilled her role as Managing Officer in charge of Technical Division, and the Company judges that she is a candidate who will contribute to the sustainable growth and enhancement of the corporate value of the Company.	

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
5	Kiyoshi Shirai (November 30, 1969) [New election]	Apr. 1992 Joined the Company Apr. 2020 General Manager, Auditing Department Apr. 2023 General Manager, Finance & Accounting Department Apr. 2025 Officer Apr. 2026 In charge of Corporate Division (current position) Apr. 2026 Managing Officer (current position)	100 shares
<p>Reasons for nomination as candidate for Director</p> <p>The Company has nominated Kiyoshi Shirai as a new candidate for Director because he has appropriately fulfilled his role as Managing Officer in charge of the Corporate Division, and the Company judges that he is a candidate who will contribute to the sustainable growth and enhancement of the corporate value of the Company.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
6	<p style="text-align: center;">Naoko Mikami (March 12, 1961) [Reelection] [Outside]</p>	<p>Apr. 1983 Joined Ajinomoto Co., Inc. Apr. 2007 Visiting Professor of Musashino University Jan. 2010 Joined C'BON COSMETICS Co., Ltd. June 2011 Executive Officer, in charge of Production Department June 2012 Director, in charge of Production Department Apr. 2017 In charge of Administration Division June 2017 Managing Director and Executive Officer June 2019 Representative Director, Vice President, and Executive Officer Jan. 2020 Representative Director, Vice President, in charge of Product Development Division June 2021 Outside Director of the Company (current position) Mar. 2022 Outside Director of Earth Corporation (current position) Mar. 2024 Outside Director of Kuraray Co., Ltd. (current position) Mar. 2025 Outside Director of Kirin Holdings Company, Limited (current position)</p>	1,900 shares
<p>Reasons for nomination as candidate for Outside Director and outline of expected role Naoko Mikami has been nominated as a candidate for Outside Director because she has experience in corporate management and extensive knowledge, and the Company expects her to continue to contribute to strengthening the decision-making function and supervisory function of the Board of Directors by utilizing her knowledge. If she is elected, she is expected to be involved in the selection of candidates for the Company's officers and decisions on officers' remuneration, etc. from an objective and neutral standpoint as Chairman of the Management Advisory Committee and the Remuneration Advisory Committee.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
7	<p>Akira Karasawa (January 19, 1960) [Reelection] [Outside]</p>	<p>Apr. 1983 Joined the Ministry of Agriculture, Forestry and Fisheries</p> <p>Apr. 2010 Director-General of Fisheries Policy Planning Department, Fisheries Agency</p> <p>July 2014 Director-General of Crop Production Policy Department, Agricultural Production Bureau</p> <p>Oct. 2015 Director-General of Crop Production Bureau</p> <p>July 2019 Ambassador Extraordinary and Plenipotentiary residing in the Republic of Palau</p> <p>Feb. 2023 Executive Advisor of The Norinchukin Bank</p> <p>June 2024 Outside Director of the Company (current position)</p> <p>June 2025 Outside Director of Genki Global Dining Concepts Corporation (current position)</p>	500 shares
<p>Reasons for nomination as candidate for Outside Director and outline of expected role</p> <p>Akira Karasawa has been nominated as a candidate for Outside Director because he has experience serving as Director-General of Crop Production Bureau of the Ministry of Agriculture, Forestry and Fisheries, and as an Ambassador Extraordinary and Plenipotentiary, he has special knowledge related to policies for agriculture, forestry and fisheries, and the food industry. The Company expects that he will continue to contribute to strengthening the decision-making function and supervisory function of the Board of Directors by utilizing his knowledge. If he is elected, he is expected to be involved in the selection of candidates for the Company's officers and decisions on officers' remuneration, etc. from an objective and neutral standpoint as a member of the Management Advisory Committee and the Remuneration Advisory Committee. Although he has never been involved in company management other than as an outside officer, for the reasons mentioned above, the Company has determined that he is capable of properly carrying out his duties as an Outside Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
8	Mami Taira (February 20, 1962) [Reelection] [Outside]	<p>Oct. 1987 Joined Tohmatsu Awoki & Sanwa (currently Deloitte Touche Tohmatsu LLC)</p> <p>Oct. 1990 Joined Yoshio Hayakawa Tax Accountant Office</p> <p>Sept. 1991 Registered as a certified public accountant</p> <p>Apr. 1992 Registered as a tax accountant</p> <p>Oct. 2002 Partner of Hayakawa/Taira Tax Accountant Office (current position)</p> <p>May 2011 Outside Audit and Supervisory Board Member of Aeon Mall Co., Ltd.</p> <p>May 2014 Outside Director</p> <p>Mar. 2016 Outside Audit and Supervisory Board Member of ISEKI & CO., LTD.</p> <p>June 2016 Outside Director, Audit and Supervisory Committee Member, Suzuden Corporation (current position)</p> <p>June 2020 Outside Director, Audit and Supervisory Committee Member, Sushiro Global Holdings Co., Ltd. (currently FOOD & LIFE COMPANIES Ltd.) (current position)</p> <p>June 2024 Outside Director of the Company (current position)</p>	600 shares
<p>Reasons for nomination as candidate for Outside Director and outline of expected role</p> <p>Mami Taira has been nominated as a candidate for Outside Director based on her experience as a certified public accountant and tax accountant, expertise related to finance and accounting, and deep understanding of corporate governance. The Company expects that she will continue to contribute to strengthening the decision-making function and supervisory function of the Board of Directors by utilizing her knowledge. If she is elected, she is expected to be involved in the selection of candidates for the Company's officers and decisions on officers' remuneration, etc. from an objective and neutral standpoint as a member of the Management Advisory Committee and the Remuneration Advisory Committee. Although she has never been involved in company management other than as an outside officer, for the reasons mentioned above, the Company has determined that she is capable of properly carrying out her duties as an Outside Director.</p>			

- Notes:
1. There is no special interest between any of the candidates and the Company.
 2. Ms. Michiyo Senba's name in her family register is recorded as Michiyo Ochiai.
 3. Naoko Mikami, Akira Karasawa, and Mami Taira are candidates for Outside Directors and independent officers as stipulated by Tokyo Stock Exchange, Inc. because they are judged to ensure the soundness of management from an outside perspective that is not controlled or interfered with by management. .
 4. At the conclusion of this meeting, Naoko Mikami's tenure as Outside Director of the Company will have been five years. At the conclusion of this meeting, Akira Karasawa and Mami Taira's tenures as Outside Directors of the Company will each have been two years.
 5. The Company has entered into limited liability agreements with Naoko Mikami, Akira Karasawa, and Mami Taira with respect to their liability in relation to Article 423, paragraph (1) of the Companies Act, pursuant to the provisions of the Articles of Incorporation of the Company, which limits the amount of liability to the amount prescribed by laws and regulations. If their elections are approved, the Company plans to continue the said limited liability agreements with them.
 6. The Company has entered into a liability insurance agreement with an insurance company for officers, etc., as provided for in Article 430-3, paragraph (1) of the Companies Act, which provides that the insured, including Directors of the Company, shall not be liable for any loss or damage

that may be incurred as a result of being held liable for the execution of their duties or being subject to a claim for the pursuit of such liability (excluding, however, those that fall under the exemption grounds stipulated in the said insurance policy). The full amount of the insurance premiums for this insurance agreement is borne by the Company. In the event that each candidate is elected and assumes office as a Director, he or she will become an insured under this insurance agreement. The insurance agreement is scheduled to be renewed with the same terms and conditions upon resolution of the Board of Directors at the next renewal.

Proposal 4 Election of One Director Who is a Substitute Audit and Supervisory Committee Member

The Company proposes the election of one Director who is a Substitute Audit and Supervisory Committee Member to fill the vacancy in the number of Directors who are Audit and Supervisory Committee Members stipulated in laws and regulations.

The validity of the election can be nullified by resolution of the Board of Directors if the consent of the Audit and Supervisory Committee Board has been obtained; provided, however, that it is only in a time before assuming office. In addition, the consent of the Audit and Supervisory Committee has been obtained for the submission of this proposal.

The candidate for the role of Director who is a Substitute Audit and Supervisory Committee Member is as follows:

Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
Yoshiki Takahashi (April 13, 1959) [Outside]	Apr. 1993 Registered as a lawyer Sept. 2011 Established Daiju Law Office (current position)	0 shares
Reasons for nomination as candidate for Outside Director who is a Substitute Audit and Supervisory Committee Member and outline of expected role The Company has nominated Yoshiki Takahashi as a candidate for Outside Director who is a Substitute Audit and Supervisory Committee Member because he has legal expertise and a high level of insight into corporate governance as a lawyer, and the Company expects him to contribute to the sound management of the Company and the maintenance and improvement of its social credibility. If he is elected as Outside Director who is an Audit and Supervisory Committee Member, he is expected to be involved in the selection of candidates for the Company's officers and decisions on officers' remuneration, etc. from an objective and neutral standpoint as a member of the Management Advisory Committee and the Remuneration Advisory Committee. Although he has never been involved in company management other than as an outside officer, for the reasons mentioned above, the Company has determined that he is capable of properly carrying out his duties as an Outside Director who is an Audit and Supervisory Committee Member.		

- Notes: 1. There is a legal advisory agreement between the candidate and the Company.
2. In the event that Yoshiki Takahashi assumes the office of Outside Director who is an Audit and Supervisory Committee Member, the Company plans to enter into a limited liability agreement with him to limit his liability in relation to Article 423, paragraph (1) of the Companies Act to the amount prescribed by laws and regulations in accordance with the Company's Articles of Incorporation.
3. The Company has entered into a liability insurance agreement with an insurance company for officers, etc., as provided for in Article 430-3, paragraph (1) of the Companies Act, which provides that the insured shall not be liable for any loss or damage that may be incurred as a result of being held liable for the execution of their duties or being subject to a claim for the pursuit of such liability (excluding, however, those that fall under the exemption grounds stipulated in the said insurance policy). The full amount of the insurance premiums for this insurance agreement is borne by the Company. In the event that Yoshiki Takahashi is elected and assumes office as a Director who is an Audit and Supervisory Committee Member, he will become an insured under this insurance agreement. The insurance agreement is scheduled to be renewed with the same terms and conditions upon resolution of the Board of Directors at the next renewal.

Proposal 5 Introduction of a Performance-linked Stock-based Remuneration Plan for Directors

1. Reasons for the Proposal and Rationale for Considering it Appropriate

The Company proposes the introduction of a performance-linked stock-based remuneration plan, “Board Benefit Trust-Restricted Stock (BBT-RS)” (hereinafter, the “Plan”) for the Company’s Directors (excluding Directors Who are Audit and Supervisory Committee Members and Outside Directors from among other Directors; hereinafter, the same shall apply in this proposal unless otherwise specified) and Officers (hereinafter, the “Directors, etc.”).

The proposal aims to further clarify the linkage between remuneration for Directors, etc. and the Company’s business performance and share value, and to raise awareness among Directors, etc. of contributing to the improvement of the Company’s medium- to long-term business performance and the enhancement of its corporate value by sharing not only the benefits arising from increases in the Company’s share price but also the risks associated with decreases in the share price with shareholders. Furthermore, the Company has received a recommendation from the Remuneration Advisory Committee stating that the introduction of the Plan is appropriate in light of its purpose and effectiveness in providing incentives for improving medium- to long-term business performance. The proposal is also consistent with the Company’s Policy on Determination of Details of Remuneration, etc. for Directors (as stated below), which is to be amended subject to approval of this proposal as originally proposed. Accordingly, the Company believes that the content of this proposal is appropriate.

This proposal requests approval for the specific calculation method and details regarding the amount of remuneration, etc. to be paid to the Company’s Directors, etc. under the Plan, separate from the amount of remuneration, etc. for Directors (excluding Directors Who are Supervisory and Audit Committee Members) approved at the 123rd Annual General Meeting of Shareholders held on June 25, 2024 (not more than 350 million yen annually (of this, not more than 50 million yen for Outside Directors); however, not including the salary of Directors who are also employees). It is further proposed that details of the Plan be entrusted to the Board of Directors within the framework set forth in 2. below.

At the 116th Annual General Meeting of Shareholders held on June 28, 2017, the Company received approval, separate from the maximum amount of remuneration for the Company’s Directors, to set the amount of monetary remuneration claims to be paid to the Company’s Directors corresponding to contributions in kind for the provision of restricted shares at not more than 100 million yen annually, and also received approval for specific details for the provision of said restricted shares, and this has applied until now. However, subject to the approval of this General Meeting of Shareholders, the Company shall abolish the remuneration limits for the provision of restricted shares to Directors established under the above resolution, and shall not allot any new restricted shares in the future. However, restricted shares that have already been allotted to Directors shall remain in effect.

If Proposal 3 is approved as originally proposed, the number of Directors eligible under the Plan shall be five.

The Audit and Supervisory Committee has expressed its opinion that the introduction of the Plan is appropriate, taking into account its purpose and the decision-making process for the proposal, including the recommendations from the Remuneration Advisory Committee.

2. Specific Calculation Method and Details of the Amount of Remuneration, etc. under the Plan

(1) Overview of the Plan

The Plan is a performance-linked stock-based remuneration plan under which the Company’s shares are acquired through a trust established using funds contributed by the Company (the trust established under the Plan is hereinafter referred to as the “Trust”), and the Company’s shares and cash equivalent to the market value of the Company’s shares (hereinafter, the “Company’s Shares, etc.”) are granted to Directors, etc. through the Trust in accordance with the Officer Share Benefit Regulations established by the Company. As a general rule, Directors, etc. are granted the Company’s shares at a fixed time each year, while cash equivalent to the market value of the Company’s shares shall, in principle, be granted upon their retirement or resignation. In cases where Directors, etc. are granted the Company’s shares during their term of office, they shall, prior to such grant, enter into a transfer restriction agreement with the Company as set forth in 3. below. As a result, the Company’s shares granted to Directors, etc. during their term of office shall be subject to restrictions on transfer or other disposition until their retirement or resignation.

(2) Eligibility under the Plan

Directors (Directors Who are Audit and Supervisory Committee Members and Outside Directors from among other Directors are excluded from the Plan.) and Officers

(3) Trust period

The trust period shall extend from August 2026 (scheduled) until the termination of the Trust (no specific termination date has been set for the period of the Trust, and the Trust shall continue as long as the Plan remains in effect. The Plan shall terminate upon the delisting of the Company's shares or the abolition of the Officer Share Benefit Regulations, among other circumstances.).

(4) Trust amount

Subject to the approval of this proposal, the Company shall introduce the Plan for a period of three fiscal years from the fiscal year ending March 31, 2027 to the fiscal year ending March 31, 2029 (hereinafter, said period of three fiscal years shall be referred to as the "Initial Applicable Period," and the Initial Applicable Period and each period of three fiscal years commencing after the Initial Applicable Period shall each be referred to as the "Applicable Period"), and for each subsequent Applicable Period. For the purpose of granting the Company's Shares, etc. to Directors, etc., the Company shall contribute the following funds to the Trust as the source of funds for the acquisition of the Company's shares through the Trust.

As the initial step, the Company shall contribute funds in an amount estimated to be required for the Initial Applicable Period upon the establishment of the Trust (scheduled for August 2026), and shall establish the Trust. As set forth in (6) below, the maximum number of points to be provided to Directors, etc. under the Plan is 36,000 points each fiscal year; therefore, at the time of establishment of the Trust, the Company shall contribute to the Trust funds reasonably expected to be necessary to acquire the maximum number of 108,000 shares, taking into consideration the closing price of the Company's common shares in regular trading on the Tokyo Stock Exchange immediately prior to the establishment of the Trust. For reference, assuming the closing price on May 13, 2026 of 3,020 yen is applied, the abovementioned necessary funds would amount to approximately 326 million yen.

Furthermore, even after the expiration of the Initial Applicable Period, until such time that the Plan is terminated, the Company shall, in principle, reasonably estimate the number of shares necessary to provide grants to Directors, etc. for each Applicable Period under the Plan, and shall make additional contributions to the Trust of the funds reasonably deemed necessary for the Trust to acquire such shares in advance.

However, in the event of such additional contributions, if there remain within the trust assets the Company's shares (excluding the Company's shares equivalent to the number of points provided to Directors, etc. with regard to each Applicable Period up to the immediately preceding Applicable Period, for which grants to Directors, etc. have not yet been completed) and cash (hereinafter, the "Remaining Shares, etc."), such Remaining Shares, etc. shall be used as the source of funds for grants under the Plan in subsequent Applicable Periods, and the amount of additional contributions shall be calculated taking into account such Remaining Shares, etc. In the event that the Company decides to make additional contributions, this shall be disclosed in a timely and appropriate manner.

(Note) The actual amount of funds that the Company shall contribute to the Trust shall be the sum of the abovementioned share acquisition funds and the estimated amount of necessary expenses, such as trust fees.

(5) Method of acquisition of the Company's shares and number of shares to be acquired through the Trust

The Trust shall acquire the Company's shares using the funds contributed pursuant to (4) above, either through the stock exchange market or by subscribing to the disposition of the Company's treasury shares. In addition, since the maximum number of points to be provided to Directors, etc. is 36,000 points per fiscal year, as set forth in (6) below, the maximum number of the Company's shares to be acquired by the Trust for each Applicable Period shall be 108,000 shares. Details of the acquisition of the Company's shares by the Trust shall be disclosed in a timely and appropriate manner.

(6) Maximum number of the Company's Shares, etc. to be granted to Directors, etc.

For each fiscal year, Directors, etc. shall be provided with the number of points determined in accordance with the Officer Share Benefit Regulations, taking into account factors such as their position and level of performance achieved. The total number of points that may be provided to Directors, etc. for a single fiscal year shall be a maximum of 36,000 points (of which 29,000 points are attributable to Directors). This limit has been determined based on a comprehensive consideration of the current level of Director remuneration, trends in the number of Directors, etc., and future projections, and is considered appropriate. When granting the Company's Shares, etc., as set forth in (7) below, each point shall be converted into one share of the Company's common shares (however, in the event that after the approval of this proposal, the Company's shares are subject to a stock split, share allotment without consideration, share consolidation, or any similar action, the maximum number of points and the number of points already provided or the

conversion ratio shall be reasonably adjusted).

The ratio of the number of voting rights relating to shares corresponding to the maximum number of points provided to Directors, etc. in a single fiscal year; namely, 290 voting rights, to the total number of voting rights of the issued shares of the Company; namely, 324,155 voting rights (as of March 31, 2026), is approximately 0.09%.

The number of points for Directors, etc., used as the basis for granting Company's Shares, etc. set forth in (7) below shall, in principle, be the number of points provided to said Directors, etc. until the determination of beneficiary requirements set forth in (7) below (hereinafter, the points thus calculated are referred to as the "Determined Number of Points").

(7) Specific calculation method for granting the Company's Shares, etc. and Remuneration, etc.

Directors, etc. who satisfy the beneficiary requirements shall, upon completing the prescribed beneficiary requirement procedures, in principle, receive from the Trust at a fixed time each year the grant of the Company's shares in the number corresponding to the Determined Number of Points determined in accordance with (6) above. However, if the requirements stipulated in the Officer Share Benefit Regulations are satisfied, Directors, etc. shall, with respect to a certain percentage of the points, in principle receive cash equivalents of the Company's shares at market value upon their retirement or resignation, in lieu of the granting of the Company's shares. The Trust may sell the Company's shares in order to make such monetary payments.

In cases where Directors, etc. are granted the Company's shares during their term of office, they shall, prior to such grant of the Company's shares, enter into a transfer restriction agreement with the Company as set forth in 3. below. As a result, the Company's shares granted to Directors, etc. during their term of office shall be subject to restrictions on transfer or other disposition until the time of their retirement or resignation.

In addition, even if Directors, etc. are provided with points, they shall not be entitled to receive the grant of the Company's shares in cases where they are dismissed by resolution of a general meeting of shareholders, retire or resign due to certain misconduct during their term of office, or where they have engaged in inappropriate conduct or similar acts during their term of office that cause damage to the Company.

The amount of remuneration, etc. received by Directors, etc. shall be based on the total number of points provided to Directors, etc. at the time of point allocation, multiplied by the book value per share of the Company's shares held by the Trust (however, if the Company's shares are subject to a stock split, share allotment without consideration, share consolidation, or any similar action, such amount shall be reasonably adjusted in accordance with the relevant ratio or other applicable terms). In addition, where cash is exceptionally granted in accordance with the provisions of the Officer Share Benefit Regulations and is deemed appropriate, the abovementioned amount shall be increased accordingly.

(8) Exercise of voting rights

Voting rights associated with the Company's shares held in the Trust account shall not be exercised under any circumstances, in accordance with instructions from the trust administrator. This is intended to ensure the neutrality of the Company's management with respect to the exercise of voting rights pertaining to the Company's shares held in the Trust account.

(9) Treatment of dividends

Dividends from the Company's shares held in the Trust account shall be received by the Trust and applied to the acquisition cost of the Company's shares, the trust fees of the trustee in relation to the Trust, and other fees. In the event of the termination of the Trust, any dividends and other amounts remaining in the Trust shall be distributed to Directors, etc. who are in office at the time, proportionally to the number of points held by each such individual, in accordance with the provisions of the Officer Share Benefit Regulations.

(10) Treatment upon termination of the Trust

The Trust shall be terminated in the event of the delisting of the Company's shares or the abolition of the Officer Share Benefit Regulations, among other circumstances.

Upon the termination of the Trust, all the Company's shares remaining in the Trust shall be acquired by the Company without consideration and subsequently cancelled by resolution of the Board of Directors. With respect to the remaining property within the Trust at the time of termination, the balance remaining after the payment of cash benefits to Directors, etc. pursuant to (9) above shall be granted to the Company.

3. Overview of the transfer restriction agreement related to the Company's shares to be granted to Directors, etc. In cases where Directors, etc. are granted the Company's shares during their term of office, they shall, prior to such grant, enter into a transfer restriction agreement with the Company (hereinafter, the "Transfer Restriction Agreement"), containing, in outline, the following terms (The granting of the Company's shares to Directors, etc. is contingent upon them entering into this Transfer Restriction Agreement.). However, if, at the time of the share grant, Directors, etc. have already retired or resigned, the Company may grant the Company's shares without requiring them to enter into the Transfer Restriction Agreement.

a. Details of transfer restrictions

Directors, etc. may not transfer, establish a security interest on, or otherwise dispose of the Company's shares they have been granted from the date of receipt of the Company's shares until the date of their retirement or resignation from all positions as officers of the Company.

b. Acquisition by the Company without consideration

In the event of certain misconduct or failure to satisfy the requirements for removing the transfer restrictions set forth in c. below, the Company shall acquire said shares without consideration.

c. Removal of transfer restrictions

In the event that Directors, etc. retire or resign from all positions as officers of the Company for justifiable reasons or in the event of death, the transfer restrictions shall be removed at that time.

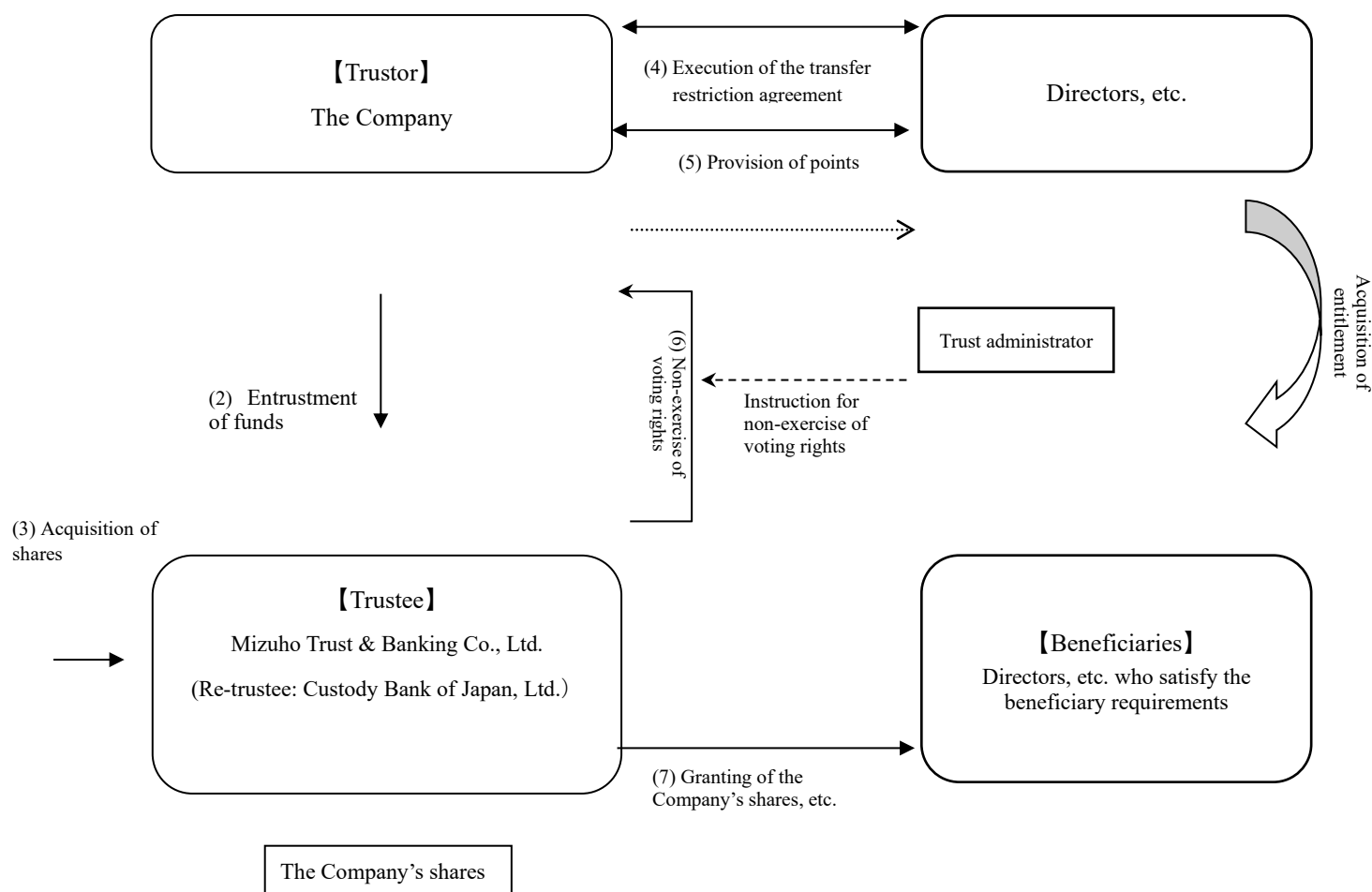
d. Treatment in the event of organizational restructuring, etc.

If, during the transfer restriction period, a merger agreement in which the Company becomes defunct, or any other matter relating to organizational restructuring is approved at the Company's general meeting of shareholders, etc., transfer restrictions may, by resolution of the Board of Directors of the Company, be removed as of the time immediately prior to the business day preceding the effective date of such organizational restructuring.

The Company's shares subject to the transfer restrictions under the Transfer Restriction Agreement shall be managed during the transfer restriction period in a dedicated account opened by relevant Directors, etc. at a securities company designated by the Company, so that a transfer, establishment of a security interest, or other disposition cannot be conducted during the transfer restriction period.

In addition to the above, the methods of expressing intent and providing notice under the Transfer Restriction Agreement, the methods of revising the Transfer Restriction Agreement, and other matters determined by the Board of Directors shall also form part of the Transfer Restriction Agreement.

(Reference) Structure of the Plan



- (1) The Company shall establish the Officer Share Benefit Regulations within the approved framework of the proposal.
- (2) The Company shall entrust funds within the approved framework of the proposal.
- (3) The Trust shall use the funds entrusted in (2) to acquire the Company's shares, either through the stock exchange market or by subscribing to the disposition of the Company's treasury shares.
- (4) Directors, etc. shall enter into the Transfer Restriction Agreement with the Company, which shall restrict the disposal of the Company's shares granted to them during their term of office by transfer or other means until their retirement or resignation, and which includes certain provisions for the Company's acquisition of shares without consideration.
- (5) The Company shall provide points to Directors, etc. based on the Officer Share Benefit Regulations.
- (6) The Trust shall not exercise voting rights with respect to the Company's shares held in the Trust account, in accordance with instructions from the trust administrator who is independent from the Company.

(7) The Trust shall, at a fixed time each year, grant the Company's shares to Directors, etc. who satisfy the beneficiary requirements stipulated in the Officer Share Benefit Regulations (hereinafter, the "Beneficiaries"), in accordance with the number of points provided to said Beneficiaries. However, in the event that Directors, etc. satisfy the requirements stipulated in the Officer Share Benefit Regulations, a certain proportion of the points shall be granted as cash equivalent to the market value of the Company's shares upon their retirement or resignation.

(Reference) Policy on Determination of Details of Remuneration, etc. for Directors

If this proposal is approved as originally proposed, the Policy on Determination of Details of Remuneration, etc. for Directors set forth in the Business Report is scheduled to be amended as follows.

1. Basic Policy

Remuneration (as defined in Article 361, Paragraph 1 of the Companies Act; hereinafter, the “Remuneration”) for the Company’s Directors (excluding Directors Who are Audit and Supervisory Committee Members; hereinafter, the “Directors”) is determined in accordance with the following basic policy, with the aim of functioning as a sound incentive to contribute to the sustainable growth of the Group and enhance its medium- to long-term corporate value, based on the Group’s corporate philosophy. Remuneration shall:

- (1) contribute to the sustainable growth of the Group and the enhancement of its medium- to long-term corporate value;
- (2) contribute to the sharing of value with shareholders and the strengthening of a shareholder-centric management mindset;
- (3) take into account the not only short-term performance but also its linkage with medium- to long-term performance;
- (4) be set at a level that enables the Company to secure and retain highly capable human resources;
- (5) take into consideration the value creation of various stakeholders; and
- (6) be designed with transparency and objectivity, and be determined through an appropriate process to ensure this.

2. Policy on Determination of the Amount or Calculation Method of Remuneration for Directors

1) Remuneration System

Remuneration for Directors consists of “basic remuneration,” determined in accordance with the nature of the position, including job duties, “short-term incentive remuneration,” determined with consideration given to the performance of the Company and the individual director in the previous fiscal year, and “stock-based remuneration” as a medium- to long-term incentive. Outside Directors receive only basic remuneration. The standard composition ratios of this remuneration is as shown in the table below.

	Basic remuneration	Short-term incentive remuneration	Stock-based remuneration (Medium- to long-term incentives)
Chairman	56%	22%	22%
President and CEO	56%	22%	22%
Director Senior Managing Officer	62%	19%	19%
Director Managing Officer	62%	19%	19%
Outside Director	100%	—	—

2) Remuneration calculation method

i) Basic remuneration

- Determined in accordance with position, job duties and responsibilities
- The annual amount is divided into 12 equal parts and paid monthly in cash

ii) Short-term incentive remuneration

- The amount is determined by multiplying the standard amount for each position by a performance evaluation coefficient calculated based on the previous fiscal year’s company performance evaluation and individual performance evaluation, within a performance-linked range of 50% to 150%. However, the short-term incentive remuneration for the Chairman and for the President and CEO is determined using only the performance evaluation coefficient calculated based on the company performance evaluation.
- The indicators used for the company performance evaluation are the single-year target for consolidated operating profit, the consolidated operating profit and ROE in the Medium-Term Management Plan targets, and the Group’s environmental targets, and the performance

- evaluation coefficient is calculated based on the achievement rate against each target.
- Individual performance is evaluated based on the achievement of targets set in accordance with the roles and responsibilities of each Director.
- The annual amount is divided into 12 equal parts and paid monthly in cash.

iii) Stock-based remuneration (Medium- to long-term incentives)

- As a medium- to long-term incentive aimed at enhancing the Group's medium- to long-term corporate value and sharing value with the Company's shareholders, stock-based remuneration consists of a fixed portion of 80% determined in accordance with position, and a performance-linked portion of 20%, with the performance-linked portion determined within a performance-linked range of 50% to 150%.
- The evaluation indicators for the performance-linked portion are the single-year target for consolidated operating profit and the Group's environmental targets, and the performance evaluation coefficient is calculated based on the achievement rate against each target.
- The number of shares to be granted corresponds to the total number of points consisting of points predetermined by position (fixed portion) and points calculated based on performance evaluation (performance-linked portion).
- Shares are granted, in principle, at a fixed time each year. The granting of said shares is restricted from being transferred or otherwise disposed of until the Director retires or resigns, based on the Transfer Restriction Agreement entered into between the Company and the Director. A portion of the shares to be granted is provided as cash equivalent to the market value of the Company's shares, and this cash is, in principle, to be granted to Directors at the time of their retirement or resignation.

3. Policy on Procedures for Determination of Details of Remuneration for Directors

- 1) In order to ensure transparency and objectivity in the decision-making process and results, Remuneration for Directors is determined by resolution of the Board of Directors following deliberation by the Remuneration Advisory Committee, which is a voluntary advisory body to the Board of Directors. However, the final decision on Remuneration for individual Directors is entrusted to the President and CEO, taking into account the opinions of the Remuneration Advisory Committee.
- 2) The Remuneration Advisory Committee consists solely of Outside Directors and shall comprise at least three members.
- 3) The Board of Directors shall consult with the Remuneration Advisory Committee on the following matters:
 - (1) Amendment or abolition of this policy
 - (2) Appropriateness of the Remuneration for each individual Director
 - (3) Confirmation that the Remuneration for each individual Director is in accordance with this policy

(Reference) Management structure after Proposal 3 is approved (Skill matrix)

Based on the Group’s corporate philosophy of “From an individual grain, we grow possibilities and create happiness together,” the Company has launched a new long-term vision, “SHOWA VISION 2035,” with fiscal 2035 as the final year, and a new four-year plan based on this long-term vision, “Medium-Term Management Plan 26-29.” Through the achievement of these goals, the Group is working to achieve sustainable growth and enhance the corporate value in order to respond to the mandate of all stakeholders.

The Company believes that the Company’s Directors have the necessary expertise, experience, etc. and can be expected to demonstrate their expertise in pursuing this initiative. The skill matrix is as follows.

All of the Directors have the skills to promote ESG management, which aims to enhance corporate value, while the Group achieves solutions to social issues through its business from the perspective of CSV strategy.

	Name	Current positions and responsibilities in the Company	Attributes
Male	Kazuhiko Niitsuma	Chairman	
Male	Hideyuki Tsukagoshi	President and CEO	
Male	Takaaki Suzuki	Director Senior Managing Officer In charge of Business Management & Sales Division	
Female	Michiyo Senba	Director Managing Officer In charge of Technical Division	
Male	Kiyoshi Shirai	Director Managing Officer In charge of Corporate Division	
Female	Naoko Mikami	Outside Director	Outside Director Independent Officer
Male	Akira Karasawa	Outside Director	Outside Director Independent Officer
Female	Mami Taira	Outside Director	Outside Director Independent Officer
Male	Susumu Oyanagi	Director (Standing Audit and Supervisory Committee Member)	
Male	Toshihiro Teshima	Outside Director (Audit and Supervisory Committee Member)	Outside Director Independent Officer
Male	Joji Sugo	Outside Director (Audit and Supervisory Committee Member)	Outside Director Independent Officer

[Skill Matrix Items]

Skill item	Expected knowledge and experience
Corporate management	The Company expects Internal Directors to serve or have served as directors in management positions, including those of the Company's group companies, or to have knowledge of such positions, and to demonstrate their expertise as Directors of the Company. On the other hand, the Company expects Outside Directors to have the knowledge and experience of having served as directors in management positions at other companies and to demonstrate their expertise as Directors of the Company.
Business strategy	The Company, as a "Grain Solution Company," procures material grains from overseas to support the Japanese diet and contributes to society through its business. In addition to its familiarity with overseas material grain conditions and knowledge and experience in close collaboration with national organizations and related organizations, the Company expects Directors to have the knowledge and experience in building relationships with various stakeholders while grasping market trends in the food industry in order for the Company to implement its management strategies, and to demonstrate their expertise as Directors of the Company.
Overseas business	The Company expects Directors to have the knowledge and experience, etc., in negotiating on behalf of a company with an overseas company to enter into a contract for business alliances, etc., and to demonstrate their expertise as Directors of the Company.
Research and development	In order for the Group to implement its management strategies and achieve sustainable growth and increase corporate value, the Company expects Directors not only to be well versed in the relevant fields but also to have the knowledge and experience to properly manage and supervise the Company, and to demonstrate their expertise as Directors of the Company.
Production technology and logistics	
Accounting & finance	
Governance and risk management	
Digital	

* In particular, the skills that are expected to demonstrate their expertise are listed.

	Expected knowledge and experience							
	Corporate Management	Business strategy	Overseas business	Research and development	Production technology and logistics	Accounting & finance	Governance and risk management	Digital
Kazuhiko Niitsuma	●	●	●				●	
Hideyuki Tsukagoshi	●	●					●	
Takaaki Suzuki	●	●	●					
Michiyo Senba	●			●	●			
Kiyoshi Shirai	●					●	●	●
Naoko Mikami	●			●	●			
Akira Karasawa		●	●				●	
Mami Taira	●					●	●	
Susumu Oyanagi	●					●	●	●
Toshihiro Teshima	●					●	●	
Joji Sugo	●					●	●	