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Securities code: 2207

June 9, 2026

(Start date of measures for electronic provision: June 3, 2026)

To Shareholders with Voting Rights:

Masuo Mitsuya
Representative Director and
President
MEITO CO., LTD.
2-41 Sasazukacho, Nishi-ku,
Nagoya, Japan

**NOTICE OF
THE 84th ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

We would like to express our appreciation for your continued support and patronage.

We hereby inform you that the 84th Annual General Meeting of Shareholders of MEITO CO., LTD. (the “Company”) will be held as described below.

When convening this General Meeting of Shareholders, the Company has taken measures to provide information electronically and posted the matters subject to the measures for electronic provision on the following websites on the Internet.

The Company’s website:

<https://www.meito-abc.co.jp/ir/>

Tokyo Stock Exchange website:

<https://www2.jpx.co.jp/tseHpFront/JJK020030Action.do>

Please access the above website, enter the name or securities code of the Company to search for the Company and select “Basic information” and then “Documents for public inspection/PR information” to view the information.

The Portal of Shareholders’ Meeting (Sumitomo Mitsui Trust Bank):

<https://www.soukai-portal.net> (Japanese only)

Please scan the QR code on the enclosed voting form or access the above URL and enter the ID and initial password written on your voting form.

If you are unable to attend the meeting, you can exercise your voting rights via the Internet, etc. or in writing. Please review the Reference Documents for the General Meeting of Shareholders and exercise your voting rights by 5:30 p.m. on Wednesday, June 24, 2026.

- 1. Date and Time:** Thursday, June 25, 2026 at 10:00 a.m. Japan time
(Reception begins at 9:30 a.m.)
- 2. Place:** Large Conference Rooms 406 and 407, 4F, Nagoya Convention Hall,
Global Gate, 4-60-12 Hiraikecho, Nakamura-ku, Nagoya, Japan
**Gifts and refreshments will not be provided.*
- 3. Meeting Agenda:**
Matters to be reported:
1. Business Report and Consolidated Financial Statements for the Company's 84th Fiscal Year (April 1, 2025 - March 31, 2026) and results of audits by the Accounting Auditor and the Audit and Supervisory Committee of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company's 84th Fiscal Year (April 1, 2025 - March 31, 2026)
- Proposals to be resolved:**
- Proposal 1:** Appropriation of Surplus
- Proposal 2:** Election of Four (4) Directors (excluding Directors who are Audit and Supervisory Committee Members)
- Proposal 3:** Election of Three (3) Directors who are Audit and Supervisory Committee Members

- ◎ Shareholders who have not requested a paper copy of materials will still receive a paper copy of the Reference Documents for the General Meeting of Shareholders and other materials among the matters subject to the measures for electronic provision, for convenient access to the proposals for the General Meeting of Shareholders.
- ◎ The following matters are not included in the paper copy to be sent to shareholders who have requested a paper copy of materials, as stipulated by laws and regulations as well as Article 15 of the Company's Articles of Incorporation. Accordingly, the paper copy received by these shareholders constitutes a part of the documents audited by the Audit and Supervisory Committee and the Accounting Auditor for the preparation of audit reports.
 - Systems for Ensuring the Propriety of Business Activities
 - Operation of the Systems for Ensuring the Propriety of Business Activities
 - Consolidated Statements of Changes in Equity
 - Notes to the Consolidated Financial Statements
 - Statements of Changes in Equity
 - Notes to the Non-consolidated Financial Statements
- ◎ Any revisions to the matters subject to the measures for electronic provision will be posted on each of the websites on which such information is provided.
- ◎ The results of the resolutions will be posted on the Company's website in lieu of sending a written resolution notification. We appreciate your kind understanding.

Information on the Business Report available on our website

The Business Report is available on the Company's website (Japanese only).
For further information, please access the Company's website after the General Meeting of Shareholders.

URL: <https://www.meito-abc.co.jp/ir/>

Please select [IR Information] > [Business Report] > [Report for the Fiscal Year Ended March 31, 2026].

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# Reference Documents for the General Meeting of Shareholders

## Proposals and References

### Proposal 1: Appropriation of Surplus

The basis of the Company's profit distribution policy is to maintain and continuously pay stable dividends to shareholders, while making investments for future growth and striving to enhance profitability and improve capital efficiency. The Company intends to pay progressive dividends continuously.

Regarding the appropriation of surplus, the Company's proposal is as follows.

Matters regarding the year-end dividend

To reciprocate the support that we regularly receive from shareholders, regarding the year-end dividend, we plan to pay ¥35 per share. As a result, the annual dividend for the fiscal year under review will be ¥55 per share, including the interim dividend of ¥20 per share. This represents an increase of ¥20 from the previous fiscal year.

Matters regarding year-end dividend

(1) Type of dividend property

Cash

(2) Matters regarding allocation of dividend property to shareholders and the total amount thereof

¥35.00 per share of the Company's common stock      Total amount: ¥570,589,285

(Annual dividend of ¥55.00 per share      Total amount: ¥909,403,265)

(3) Effective date of dividends of surplus

June 26, 2026

**Proposal 2:** Election of Four (4) Directors (excluding Directors who are Audit and Supervisory Committee Members)

The terms of office of all five (5) Directors (excluding Directors who are Audit and Supervisory Committee Members; hereinafter the same applies in this proposal) will expire at the conclusion of this General Meeting. Accordingly, the Company proposes the election of four (4) Directors.

After evaluating the status of business execution, business performance, etc. of each candidate in the fiscal year under review, the Audit and Supervisory Committee has deemed that all candidates are qualified to be Directors of the Company.

The candidates for Directors are as follows.

| Candidate No. | Name          |                 | Current positions and responsibilities at the Company                                                                           |
|---------------|---------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------|
| 1             | Reappointment | Masuo Mitsuya   | Representative Director and President, and Group Representative                                                                 |
| 2             | Reappointment | Tetsuya Io      | Director, General Manager of Food Sales Division, and Manager of Food Sales Department; in charge of Food Business              |
| 3             | Reappointment | Hiroyuki Naiki  | Director, General Manager of Administrative Division, and Manager of General Affairs Department                                 |
| 4             | Reappointment | Kazunori Harada | Director, Manager of Fine Chemicals Department, Manager of Fine Chemicals Sales Department, and Plant Manager of Hachioji Plant |

| No.                                                                                                                                                                                                                                                                                                                                                                                                                                               | Name<br>(Date of birth)                                          | Career summary, positions, responsibilities,<br>and significant concurrent positions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  | Number of<br>shares of the<br>Company held |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------|
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Masuo Mitsuya<br>(September 3, 1959)<br><br><u>Reappointment</u> | April 1982      Joined the Company<br>June 2011      Executive Officer<br>June 2013      Director<br>June 2018      Managing Director<br>April 2020      Representative Director and Managing Director<br>June 2020      Representative Director and President<br>June 2024      Representative Director and President, and<br>Group Representative (current position)                                                                                                                                                                                                                                                    |  | 18,146                                     |
| [Significant concurrent positions]<br>• Representative Director and Vice President of Meito Adams Co., Ltd.<br>• Representative Director and President of ACE BAKERY Co., Ltd.<br>• Representative Director and President of Prince Golf Co., Ltd.                                                                                                                                                                                                |                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |                                            |
| [Reason for nomination as candidate for Director]<br>Through engaging in operations of the administrative and development departments at the Company, Mr. Mitsuya has accumulated a wealth of experience and developed deep insight into the workings of the Company's businesses. The Company has judged that he is capable of appropriately performing the duties of a Director, and has continued to nominate him as a candidate for Director. |                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |                                            |
| 2                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Tetsuya Io<br>(November 29, 1965)<br><br><u>Reappointment</u>    | April 1989      Joined the Company<br>June 2020      Manager of Food Sales Department<br>April 2022      Deputy General Manager of Food Sales<br>Division and Manager of Food Sales<br>Department<br>June 2022      Executive Officer, General Manager of Food<br>Sales Division, and Manager of Food Sales<br>Department<br>June 2023      Senior Executive Officer, General Manager of<br>Food Sales Division, and Manager of Food<br>Sales Department<br>June 2024      Director, General Manager of Food Sales<br>Division, and Manager of Food Sales<br>Department; in charge of Food Business<br>(current position) |  | 4,487                                      |
| [Reason for nomination as candidate for Director]<br>Through engaging in operations of the food sales department at the Company, Mr. Io has accumulated a wealth of experience and developed deep insight into the workings of the Company's businesses. The Company has judged that he is capable of appropriately performing the duties of a Director, and has continued to nominate him as a candidate for Director.                           |                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |                                            |

| No.                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Name<br>(Date of birth)                                     | Career summary, positions, responsibilities,<br>and significant concurrent positions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Number of<br>shares of the<br>Company held |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 3                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Hiroyuki Naiki<br>(May 5, 1964)<br><br><u>Reappointment</u> | April 1987      Joined the Company<br>June 2017      Plant Manager of Nagoya Plant<br>June 2018      Executive Officer and Plant Manager of<br>Nagoya Plant<br>August 2018    Executive Officer, Plant Manager of Nagoya<br>Plant, and Plant Manager of Seto Plant<br>June 2019      Director, Plant Manager of Nagoya Plant, and<br>Plant Manager of Seto Plant<br>October 2019   Director, General Manager of Production<br>Division, and Plant Manager of Seto Plant<br>June 2020      Director, General Manager of Production<br>Division, and Manager of Operations<br>Department<br>April 2022      Director, General Manager of Production<br>Division, Manager of Operations Department,<br>and Manager of Food Development<br>Department<br>May 2023      Director, General Manager of Production<br>Division, and Manager of Food Development<br>Department<br>April 2024      Director, General Manager of Administrative<br>Division, and Manager of General Affairs<br>Department (current position) | 8,409                                      |
| [Reason for nomination as candidate for Director]<br>Through engaging in operations of the administrative, production and development departments at the Company, Mr. Naiki has accumulated a wealth of experience and developed deep insight into the workings of the Company's businesses. The Company has judged that he is capable of appropriately performing the duties of a Director, and has continued to nominate him as a candidate for Director. |                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                            |

| No.                                                                                                                                                                                                                                                                                                                                                                                                                                        | Name<br>(Date of birth)                                             | Career summary, positions, responsibilities,<br>and significant concurrent positions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Number of<br>shares of the<br>Company held |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 4                                                                                                                                                                                                                                                                                                                                                                                                                                          | Kazunori Harada<br>(September 10, 1968)<br><br><u>Reappointment</u> | <p>April 1991      Joined the Company</p> <p>June 2018      Director of Tokyo Research Laboratory</p> <p>August 2020    Executive Officer, Manager of Fine Chemicals Department, Manager of Fine Chemicals Sales Department, and Director of Tokyo Research Laboratory</p> <p>June 2023      Senior Executive Officer, Manager of Fine Chemicals Department, Manager of Fine Chemicals Sales Department, and Director of Tokyo Research Laboratory</p> <p>June 2024      Senior Executive Officer, Manager of Fine Chemicals Department, Manager of Fine Chemicals Sales Department, and Plant Manager of Hachioji Plant</p> <p>June 2025      Director, Manager of Fine Chemicals Department, Manager of Fine Chemicals Sales Department, and Plant Manager of Hachioji Plant (current position)</p> | 3,537                                      |
| <p>[Reason for nomination as candidate for Director]</p> <p>Through engaging in operations of the fine chemicals department at the Company, Mr. Harada has accumulated a wealth of experience and developed deep insight into the workings of the Company's businesses. The Company has judged that he is capable of appropriately performing the duties of a Director, and has continued to nominate him as a candidate for Director.</p> |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                            |

- Notes:
1. There are no special interests between the Company and any of the candidates.
  2. The Company has concluded compensation agreements, as stipulated in Article 430-2, Paragraph 1 of the Companies Act, with Messrs. Masuo Mitsuya, Tetsuya Io, Hiroyuki Naiki, and Kazunori Harada. The Company plans to continue the agreement with each of them if their reelection is approved. The agreement states that the Company shall compensate each Director within the range stipulated by laws and regulations for all or part of the expenses set forth in Article 430-2, Paragraph 1, Item 1 of the Companies Act and the losses set forth in Item 2 of the same paragraph.
  3. The Company has concluded a directors and officers liability insurance contract (D&O contract), as stipulated in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company. Damages that may arise due to an insured person incurring liability in their execution of duties, or from receiving a claim for the pursuit of such liability, which will be borne by the insured person, will be compensated by the insurance contract. All candidates for Directors will be included as insured persons under the insurance contract, which will be renewed during their terms of office.

**Proposal 3:** Election of Three (3) Directors who are Audit and Supervisory Committee Members

The terms of office of three (3) of four (4) Directors who are Audit and Supervisory Committee Members, Messrs. Hirotaka Wanami, Hironori Miya, and Shoji Miyamoto, will expire at the conclusion of this General Meeting. Accordingly, the Company proposes the election of three (3) Directors who are Audit and Supervisory Committee Members.

The consent of the Audit and Supervisory Committee has been obtained for this proposal.

The candidates for Directors who are Audit and Supervisory Committee Members are as follows.

| No. | Name<br>(Date of birth)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Career summary, positions, responsibilities,<br>and significant concurrent positions |                                                                                                             | Number of<br>shares of the<br>Company held |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 1   | Hirotaka Wanami<br>(January 24, 1964)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | April 1987                                                                           | Joined the Company                                                                                          | 5,320                                      |
|     | Reappointment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | June 2020                                                                            | Manager of General Affairs Department                                                                       |                                            |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | June 2024                                                                            | Director (Full-time Audit and Supervisory Committee Member) (current position)                              |                                            |
|     | <p>[Reason for nomination as candidate for Director]</p> <p>Through engaging in operations of the administrative, production and sales departments at the Company, Mr. Wanami has accumulated a wealth of experience and developed deep insight into the workings of the Company's businesses. The Company has judged that he is capable of appropriately performing the duties of a Director who is an Audit and Supervisory Committee Member, and has continued to nominate him as a candidate for Director who is an Audit and Supervisory Committee Member.</p>                                                                                                                                                                |                                                                                      |                                                                                                             |                                            |
| 2   | Shoji Miyamoto<br>(February 8, 1956)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | October 1985                                                                         | Joined Ito Accountants Audit Firm                                                                           | 0                                          |
|     | Reappointment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | March 1989                                                                           | Registered as a Certified Public Accountant                                                                 |                                            |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | July 2005                                                                            | Senior Partner of Chuo Aoyama PwC                                                                           |                                            |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | August 2007                                                                          | Senior Partner of Azusa Audit Firm (today's KPMG AZSA LLC)                                                  |                                            |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | September 2010                                                                       | Director of KPMG AZSA LLC                                                                                   |                                            |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | September 2014                                                                       | Auditor of KPMG AZSA LLC                                                                                    |                                            |
|     | Outside                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | July 2018                                                                            | Opened Shoji Miyamoto CPA Office (current position)                                                         |                                            |
|     | Independent                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | June 2019                                                                            | Outside Audit and Supervisory Board Member of Aica Kogyo Company, Limited                                   |                                            |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | June 2020                                                                            | Outside Director (Audit and Supervisory Committee Member) of Aica Kogyo Company, Limited (current position) |                                            |
|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                      | Outside Director (Audit and Supervisory Committee Member) of the Company (current position)                 |                                            |
|     | <p>[Reason for nomination as candidate for Outside Director and expected role]</p> <p>Although Mr. Miyamoto has never been directly involved in corporate management, as a Certified Public Accountant, he is well versed in corporate financial and legal affairs, has a high level of insight into corporate management, and is expected to strengthen the decision-making and supervisory functions of the Board of Directors. Therefore, the Company has judged that he is capable of appropriately performing the duties of an Outside Director who is an Audit and Supervisory Committee Member, and has continued to nominate him as a candidate for Outside Director who is an Audit and Supervisory Committee Member.</p> |                                                                                      |                                                                                                             |                                            |

| No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Name<br>(Date of birth)                                                              | Career summary, positions, responsibilities,<br>and significant concurrent positions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Number of<br>shares of the<br>Company held |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Keiko Hasegawa<br>(August 13, 1965)<br><br>New appointment<br>Outside<br>Independent | <p>April 1997 Registered as an attorney-at-law<br/>Jointed Hasegawa Law Office</p> <p>November 2006 Managing Attorney of Hasegawa Law Office<br/>(current position)</p> <p>June 2016 Director of Aichi Victim Support Center<br/>(current position)</p> <p>July 2023 Director of Chukyo Law College (current<br/>position)</p> <p>July 2024 Outside Auditor of Aichi Nursing Association<br/>(current position)</p> <p>May 2026 Outside Director of Aichi Real Estate<br/>Transaction Association (current position)</p> <p>[Significant concurrent positions]</p> <ul style="list-style-type: none"> <li>• Director of Aichi Victim Support Center</li> <li>• Director of Chukyo Law College</li> <li>• Outside Auditor of Aichi Nursing Association</li> <li>• Outside Director of Aichi Real Estate Transaction Association</li> </ul> | 0                                          |
| <p>[Reason for nomination as candidate for Outside Director and expected role]</p> <p>Although Ms. Hasegawa has never been directly involved in corporate management, as an attorney-at-law, she is well versed in corporate legal affairs, has specialized knowledge and experience, and is expected to strengthen the decision-making and supervisory functions of the Board of Directors. Therefore, the Company has judged that she is capable of appropriately performing the duties of an Outside Director who is an Audit and Supervisory Committee Member, and has nominated her as a new candidate for Outside Director who is an Audit and Supervisory Committee Member.</p> |                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                            |

- Notes:
1. There are no special interests between the Company and any of the candidates.
  2. Mr. Shoji Miyamoto and Ms. Keiko Hasegawa are candidates for Outside Director who are Audit and Supervisory Committee Members. The Company has designated Mr. Shoji Miyamoto as an independent officer pursuant to the provisions of Tokyo Stock Exchange, Inc. and Nagoya Stock Exchange, Inc., and has registered him with both exchanges. If Ms. Keiko Hasegawa is elected as originally proposed, the Company plans to designate her as a new independent officer.
  3. Pursuant to the provisions of Article 427, Paragraph 1 of the Companies Act, the Company has concluded an agreement with Messrs. Hirotaka Wanami and Shoji Miyamoto that limits their liability for damages under Article 423, Paragraph 1 of the same Act. The maximum amount of liability for damages based on the agreement is the minimum amount of liability stipulated in Article 425, Paragraph 1 of the Companies Act. If the reelection of both candidate is approved, the Company plans to continue the agreement with each of them. If Ms. Keiko Hasegawa is elected as originally proposed, the Company plans to conclude a similar agreement with her.
  4. The Company has concluded a compensation agreement, as stipulated in Article 430-2, Paragraph 1 of the Companies Act, with Messrs. Hirotaka Wanami and Shoji Miyamoto. The Company plans to continue the agreement with each of them if their reelection is approved. This agreement states that the Company shall compensate the Director within the range stipulated by laws and regulations for all or part of the expenses set forth in Article 430-2, Paragraph 1, Item 1 of the Companies Act and the losses set forth in Item 2 of the same paragraph. If Ms. Keiko Hasegawa is elected as originally proposed, the Company plans to conclude a similar agreement with her.
  5. At the conclusion of this General Meeting, Mr. Shoji Miyamoto will have been in office as Outside Director who is an Audit and Supervisory Committee Member for six (6) years.

6. The Company has concluded a directors and officers liability insurance contract (D&O contract), as stipulated in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company. Damages that may arise due to an insured person incurring liability in their execution of duties, or from receiving a claim for the pursuit of such liability, which will be borne by the insured person, will be compensated by the insurance contract. All candidates for Directors who are Audit and Supervisory Committee Members will be included as insured persons under the insurance contract, which will be renewed during their terms of office.

**(Reference) Skills Matrix of Directors (If all candidates are elected at this General Meeting)**

| Name             | Position                                                                                                                        | Expertise and Experience          |            |                      |            |                              |                   |                |                                  |                     |
|------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|------------|----------------------|------------|------------------------------|-------------------|----------------|----------------------------------|---------------------|
|                  |                                                                                                                                 | Corporate Management & Strategies | ESG & SDGs | Finance & Accounting | HR & Labor | Compliance & Risk Management | Marketing & Sales | Global Affairs | Research, Production & Logistics | Information Systems |
| Masuo Mitsuya    | Representative Director and President, and Group Representative                                                                 | ●                                 | ●          | ●                    | ●          | ●                            | ●                 | ●              | ●                                |                     |
| Tetsuya Io       | Managing Director, General Manager of Food Sales Division, and Manager of Food Sales Department; in charge of Food Business     | ●                                 | ●          |                      |            | ●                            | ●                 | ●              |                                  |                     |
| Hiroyuki Naiki   | Director, General Manager of Administrative Division, and Manager of General Affairs Department                                 | ●                                 | ●          | ●                    | ●          | ●                            | ●                 | ●              | ●                                |                     |
| Kazunori Harada  | Director, Manager of Fine Chemicals Department, Manager of Fine Chemicals Sales Department, and Plant Manager of Hachioji Plant | ●                                 | ●          |                      |            | ●                            | ●                 | ●              | ●                                |                     |
| Hiroataka Wanami | Director, Full-time Audit and Supervisory Committee Member                                                                      | ●                                 | ●          |                      | ●          | ●                            | ●                 |                | ●                                |                     |
| Shoji Miyamoto   | Outside Director, Audit and Supervisory Committee Member                                                                        | ●                                 | ●          | ●                    |            | ●                            |                   | ●              |                                  | ●                   |
| Mitsuko Yamamoto | Outside Director, Audit and Supervisory Committee Member                                                                        | ●                                 | ●          |                      | ●          | ●                            | ●                 |                |                                  |                     |
| Keiko Hasegawa   | Outside Director, Audit and Supervisory Committee Member                                                                        | ●                                 | ●          |                      | ●          | ●                            |                   |                | ●                                |                     |