

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: 2918
May 2, 2025

To Our Shareholders:

Hideo Tsuji, Representative Director, President
WARABEYA NICHIO HOLDINGS CO., LTD.
13-19, Tomihisa-cho, Shinjuku-ku, Tokyo, Japan

Notice of the 61st Annual General Meeting of Shareholders

We are pleased to announce the 61st Annual General Meeting of Shareholders of WARABEYA NICHIO HOLDINGS CO., LTD. (the “Company”), which will be held as indicated below.

When convening this General Meeting of Shareholders, the Company has taken measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (items subject to measures for electronic provision) in electronic format, and has posted the information on each of the following websites. Please access either of the websites to view the information.

[The Company’s website]

<https://www.warabeya.co.jp/ja/ir/stock/meeting.html> (in Japanese)

[Website for posted informational materials for the general meeting of shareholders]

<https://d.sokai.jp/2918/teiji/> (in Japanese)

[TSE website (Listed Company Search)]

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show> (in Japanese)

(When accessing the TSE website by using the Internet address shown above, enter “WARABEYA NICHIO HOLDINGS” in “Issue name (company name)” or the Company’s securities code “2918” in “Code,” and click “Search.” Then, click “Basic information” and select “Documents for public inspection/PR information.” Under “Filed information available for public inspection,” click “Click here for access” under “[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].”)

If you are unable to attend the Meeting in person, you may exercise your voting rights in writing or via the Internet, etc. Please review Reference Documents for General Meeting of Shareholders, and then exercise your voting rights by 6:00 p.m. on Wednesday, May 21, 2025 (JST).

1. Date and Time: Thursday, May 22, 2025 at 10:00 a.m. (JST)

(Reception starts at 9:00 a.m.)

2. Venue: Royal Hall I, 3rd Floor, Rihga Royal Hotel Tokyo
1-104-19 Totsuka-machi, Shinjuku-ku, Tokyo, Japan

3. Purpose of the Meeting

Matters to be reported:

1. The Business Report and the Consolidated Financial Statements for the 61st fiscal year (from March 1, 2024 to February 28, 2025), and the results of audits of the Consolidated Financial Statements by the Financial Auditor and the Audit & Supervisory Committee
2. The Non-consolidated Financial Statements for the 61st fiscal year (from March 1, 2024 to February 28, 2025)

Matters to be resolved:

Proposal No. 1 Appropriation of Surplus

Proposal No. 2 Election of Six Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

Proposal No. 3 Election of Four Directors Who Are Audit & Supervisory Committee Members

4. Other Decisions on the Convocation

(1) Voting by proxy

If you are unable to attend the Meeting in person, you can have another shareholder with voting rights attend the Meeting as a proxy. However, please note that it is necessary to submit a document certifying proxy authority.

- (2) If you exercise your voting rights in writing (by mail) and do not indicate your approval or disapproval of the proposals on the voting form, it shall be treated as if you indicated approval of the proposals.
- (3) Please note if you exercise your voting rights both in writing and via the Internet, your voting via the Internet shall prevail.
- (4) If you exercise your voting rights more than once via the Internet, only the last vote shall be deemed effective.

- If you attend the Meeting in person, please submit the voting form at the reception desk.
- Among the items subject to measures for electronic provision, in accordance with the provisions of laws and regulations and Article 15 of the Articles of Incorporation of the Company, the following items are not provided in the paper-based documents delivered to shareholders who have made a request for delivery of such documents.
 - i) “Company Structure and Policies” in the Business Report
 - ii) “Consolidated Statements of Changes in Net Assets” and “Notes to Consolidated Financial Statements” in the Consolidated Financial Statements
 - iii) “Non-consolidated Statements of Changes in Net Assets” and “Notes to Non-consolidated Financial Statements” in the Non-consolidated Financial Statements

Note: The items listed above are available in Japanese only.

Accordingly, the documents that are delivered to shareholders who have made a request for delivery of paper-based documents are part of the documents included in the scope of audits by the Audit & Supervisory Committee and the Financial Auditor when they create their respective audit reports.

- If revisions to the items subject to measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on each of the websites listed on page 1.
- Note that gifts will not be provided to shareholders who attend the General Meeting of Shareholders.
We would appreciate your understanding in advance.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal No. 1 Appropriation of Surplus

The Warabeya Nichiyo Group (the “Group”) regards the appropriate return of profit to its shareholders as an important management policy and its basic policy is to implement stable and continuous dividends with a targeted consolidated dividend payout ratio of 40%. The Company proposes to pay year-end dividends for the fiscal year as follows:

Year-end dividends

- (1) Type of dividend property
To be paid in cash.
- (2) Allotment of dividend property to shareholders and their aggregate amount
¥45 per common share of the Company
Total payment: ¥792,606,600
The annual dividends for the fiscal year will be ¥90 per share, including the interim dividends of ¥45 per share already paid.
- (3) Effective date of dividends of surplus
May 23, 2025

Proposal No. 2 Election of Six Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

The terms of office of all currently serving Directors (excluding Directors who are Audit & Supervisory Committee Members; the same is applicable to the rest of this proposal) will expire at the conclusion of this annual general meeting of shareholders. Therefore, the Company proposes the election of six Directors.

In addition, having considered this proposal, the Company's Audit & Supervisory Committee has determined that all of the candidates for Directors are appropriate.

The candidates for Directors are as follows:

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	Hiroyuki Otomo (January 30, 1962) Re-election	<p>Jan. 1988 Joined NICHIO CO., LTD.</p> <p>May 1991 Director and Assistant General Manager of Gourmet Business Dept. of the Company</p> <p>Mar. 1992 Director and General Manager in charge of Delicatessen, Sales Dept.</p> <p>May 1998 Managing Director</p> <p>May 2003 Managing Director and Head of Administrative Management Headquarters</p> <p>Oct. 2005 Director</p> <p> Representative Director, President of NICHIO CO., LTD.</p> <p>May 2009 Managing Director and Head of General Business Headquarters of the Company</p> <p>Aug. 2011 Executive Director and Head of General Business Headquarters</p> <p>Mar. 2012 Executive Director and Head of Production Headquarters</p> <p>Apr. 2014 Representative Director, Vice President and Head of Production Headquarters</p> <p>May 2015 Representative Director, President</p> <p>Mar. 2022 Representative Director, Chairperson (current position)</p>	520,800 shares
<p>[Reasons for nomination]</p> <p>Hiroyuki Otomo has accumulated experience and achievements in various fields including sales, production and management in the Group, and has been involved in business management. He has served as Representative Director and President of the Company since 2015 and has served as Representative Director and Chairperson of the Company since 2022, and has abundant experience in business and corporate management of the Company. The Company proposes his election because it is expected that he will utilize his experience to contribute to the further growth of the Group and the improvement of corporate value.</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
2	Hideo Tsuji (January 21, 1964) Re-election	Feb. 1997	Joined NICHIO CARRY CO., LTD. (currently BESTRANS CO., LTD.)	5,352 shares
		May 2003	Director, Head of Sales Headquarters and General Manager of Business Promotion Dept.	
		May 2006	Managing Director	
		May 2011	Representative Director, President of WARABEYA HOKKAIDO CO., LTD.	
		Mar. 2013	Representative Director, President of WARABEYA TOKAI CO., LTD.	
		May 2016	Representative Director, President of WARABEYA KANSAI CO., LTD.	
		Sept. 2016	Director, Executive Officer and Head of Western Japan Business Headquarters of WARABEYA NICHIO CO., LTD.	
		June 2017	Director, Executive Officer and General Manager of Overseas Business Dept., supervising Quality Assurance Dept.	
		May 2018	Director, Managing Executive Officer, in charge of Overseas Business and supervising Corporate Planning Dept. and Quality Assurance Dept. of the Company	
		Mar. 2019	Director, Senior Managing Executive Officer, in charge of Overseas Business and supervising Corporate Planning Dept. and Quality Assurance Dept.	
		Mar. 2020	Director, Executive Vice President, in charge of Overseas Business and supervising Corporate Planning Dept. and Quality Assurance Dept.	
		May 2021	Representative Director, Vice President, in charge of Overseas Business and supervising Corporate Planning Dept. and Quality Assurance Dept.	
		Sept. 2021	Representative Director, Vice President, Head of Overseas Business and supervising Corporate Planning Dept. and Quality Assurance Dept.	
			Representative Director, President of WARABEYA NICHIO INTERNATIONAL CO., LTD.	
		Mar. 2022	Representative Director, President of the Company (current position)	
[Reasons for nomination] Hideo Tsuji has been involved in sales, production, quality assurance, and overseas business in the Group, and has accumulated experience and achievements in various fields. He has served as Representative Director and Vice President of the Company since 2021, and Representative Director and President since 2022, and has knowledge and experience necessary for the sound and appropriate management of the Group. The Company proposes his election because it is expected that he will utilize his experience to contribute to the further growth of the Group and the improvement of corporate value.				

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	Naoshi Asano (August 7, 1962) Re-election	Jan. 2004	Joined the Company	4,031 shares
		May 2007	General Manager of Accounting and Finance Dept., Administrative Management Headquarters	
		May 2009	Director and General Manager of Accounting and Finance Dept., Administrative Management Headquarters	
		Sept. 2016	Director, Managing Executive Officer, supervising Group General Affairs Dept. and Financial Planning Dept. Director, Managing Executive Officer of WARABEYA NICHIO CO., LTD.	
		Mar. 2019	Director, Managing Executive Officer, supervising General Affairs Dept., Human Resources Dept. and Financial Planning Dept. of the Company	
		Aug. 2019	Director, Managing Executive Officer, General Manager of Financial Planning Dept., supervising General Affairs Dept. and Human Resources Dept.	
		Sept. 2021	Director, Managing Executive Officer, Head of Administrative Management Division and General Manager of Financial Planning Dept.	
		Mar. 2022	Director, Senior Managing Executive Officer, Head of Administrative Management Division and General Manager of Financial Planning Dept.	
		June 2022	Director, Senior Managing Executive Officer and Head of Administrative Management Division (current position)	
		[Reasons for nomination] Naoshi Asano has been involved in accounting, finance, and general affairs in the Group, and has accumulated experience and achievements in various fields. He has served as Director and Managing Executive Officer of the Company since 2016, and as Director and Senior Managing Executive Officer since 2022, and has knowledge and experience necessary for the sound and appropriate management of the Group. The Company proposes his election because it is expected that he will utilize his experience to contribute to the further growth of the Group and the improvement of corporate value.		

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
4	Koji Mori (April 25, 1971) Re-election	Nov. 1994 Joined the Company May 2016 Representative Director, President of WARABEYA U.S.A., INC. Sept. 2019 Director, Executive Officer and General Manager of Overseas Business Dept. of WARABEYA NICHIO CO., LTD. (currently WARABEYA NICHIO INTERNATIONAL CO., LTD.) Jan. 2021 Director, Executive Officer, General Manager of Overseas Business Dept. and General Manager of New Products Development Dept. Sept. 2021 Executive Officer, Deputy Head of Overseas Business of the Company Mar. 2022 Managing Executive Officer, Head of Overseas Business and supervising Quality Assurance Dept. Representative Director, President of WARABEYA NICHIO INTERNATIONAL Co., LTD. (current position) May 2024 Director, Managing Executive Officer, Head of Overseas Business and supervising Quality Assurance Dept. of the Company Feb. 2025 Representative Director, President of WARABEYA NICHIO FOODS CO., LTD. (current position) Director, Managing Executive Officer in charge of Food Products Business of the Company (current position) (Significant concurrent positions outside the Company) Representative Director, President of WARABEYA NICHIO FOODS CO., LTD. Representative Director, President of WARABEYA NICHIO INTERNATIONAL CO., LTD.	651 shares
[Reasons for nomination] Koji Mori has been involved in the overseas business in the Group, and has accumulated experience and achievements in the field. The Company proposes his election because it is expected that he will utilize his experience to contribute to the further growth of the Group and the improvement of corporate value.			

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	Masahide Ebata (September 25, 1973) Re-election	Jan. 2010	Joined the Company	1,773 shares
		Mar. 2015	General Manager of Beijing Want-Yang Foods Ltd.	
		May 2018	Executive Officer, General Manager of Corporate Planning Dept. of the Company	
		Sept. 2019	Representative Director, President of PROSYSTAS CO., LTD.	
		May 2020	Director, Executive Officer and General Manager of Corporate Planning Dept. of the Company	
		June 2021	Representative Director, President of WARABEYA NICHIO FOODS CO., LTD.	
		Mar. 2022	Director, Executive Officer and General Manager of Corporate Planning Dept. and in charge of Sustainability of the Company (current position)	
		Dec. 2022	Director, Executive Officer, supervising Chinese Business of WARABEYA NICHIO INTERNATIONAL CO., LTD. (current position)	
[Reasons for nomination] Masahide Ebata has been involved in the overseas business and corporate planning of the Group, and has accumulated experience and achievements in various fields. The Company proposes his election because it is expected that he will utilize his experience to contribute to the further growth of the Group and the improvement of corporate value.				
6	Atsushi Inoue (July 8, 1967) Re-election	Oct. 2022	Joined the Company, General Manager of Financial Planning Dept.	1,185 shares
		Mar. 2023	Executive Officer, General Manager of Financial Planning Dept.	
		May 2024	Director, Executive Officer and General Manager of Financial Planning Dept. (current position)	
[Reasons for nomination] Atsushi Inoue has been involved in finance and accounting in the Group, and has accumulated experience and achievements in these fields. The Company proposes his election because it is expected that he will utilize his experience to contribute to the further growth of the Group and the improvement of corporate value.				

- (Notes)
- There is no special interest between any of the candidates and the Company.
 - The Group has entered into a directors and officers liability insurance policy as stipulated in Article 430-3, paragraph (1) of the Companies Act with an insurance company, with Directors and Audit & Supervisory Board Members of the Group companies as the insureds, and plans to renew the policy in June 2025. If the election of each candidate is approved and adopted in this proposal, they will continue to be insured.
 - Summary of insurance incidents covered
The policy covers losses that may arise from the insured's assumption of liability incurred in the course of the performance of duties as an officer or such like, or receipt of claims pertaining to the pursuit of such liability.
 - Insurance premiums
Insurance premiums are paid in full by the Company.
 - Shown herein are the numbers of shares of WARABEYA NICHIO HOLDINGS CO., LTD. owned by candidates at the end of the fiscal year (February 28, 2025), including shares owned in the WARABEYA NICHIO HOLDINGS CO., LTD. Officers Share Ownership Association.

Proposal No. 3 Election of Four Directors Who Are Audit & Supervisory Committee Members

Of the five Audit & Supervisory Committee Members, the terms of office of Directors Yasuyuki Nagahama, Takashi Himeda, Hidetora Yoshimine, and Shio Harada will expire at the conclusion of this annual general meeting of shareholders. Therefore, the Company proposes the election of four Directors who are Audit & Supervisory Committee Members.

In addition, the consent of the Audit & Supervisory Committee has been obtained for this proposal.

The candidates for Director who is an Audit & Supervisory Committee Member are as follows:

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	Yasuyuki Nagahama (May 24, 1960) Re-election	<p>May 2015 Joined the Company Representative Director, President of SOCIALINK CO., LTD.</p> <p>Mar. 2017 Deputy General Manager of Group General Affairs Dept. of the Company</p> <p>May 2017 Executive Officer and General Manager of Group General Affairs Dept.</p> <p>May 2018 Director, Executive Officer and General Manager of Human Resources Dept., Administrative Management Headquarters of WARABEYA NICHIO CO., LTD.</p> <p>Mar. 2019 Executive Officer and General Manager of Human Resources Dept. of the Company</p> <p>Sept. 2019 Audit & Supervisory Board Member of PROSYSTAS CO., LTD.</p> <p>Sept. 2021 Director, Executive Officer of WARABEYA NICHIO INTERNATIONAL CO., LTD.</p> <p>Mar. 2022 Auditor of Beijing Want-Yang Foods Ltd. (current position)</p> <p>Sept. 2022 Director, Executive Officer and General Manager of Human Resources Dept. of WARABEYA NICHIO FOODS CO., LTD.</p> <p>May 2023 Audit & Supervisory Board Member of WARABEYA NICHIO INTERNATIONAL CO., LTD. (current position) Director of the Company (Full-Time Audit & Supervisory Committee Member) (current position)</p> <p>(Significant concurrent positions outside the Company) Audit & Supervisory Board Member of WARABEYA NICHIO INTERNATIONAL CO., LTD. Auditor of Beijing Want-Yang Foods Ltd.</p>	1,809 shares
<p>[Reasons for nomination]</p> <p>Yasuyuki Nagahama, in addition to his experience at a financial institution, has been involved in general affairs, legal compliance, occupational safety promotion, and human resources operations in the Group, and has accumulated experience and achievements in these fields. Based on this abundant knowledge and experience, including overseas postings and holding a Master of Business Administration (MBA) and a doctorate in business administration, the Company believes that he is capable of appropriately fulfilling his duties as a Director who is an Audit & Supervisory Committee Member, and proposes his election.</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
2	Hidetora Yoshimine (October 22, 1954) Re-election	Apr. 1978	Joined Ajinomoto Co., Inc.	991 shares
		July 2001	President of Ajinomoto Frozen Foods USA, Inc.	
		Apr. 2008	Executive Officer, General Manager of Food Service Delicatessen Dept. of Ajinomoto Co., Inc.	
		June 2011	Representative Director, President of Ajinomoto Frozen Foods Co., Inc.	
		June 2019	Retired from Ajinomoto Frozen Foods Co., Inc.	
		May 2021	Outside Director of the Company (Audit & Supervisory Committee Member) (current position)	
		July 2023	Auditor of National Federation of Agricultural Cooperative Associations (current position)	
		(Significant concurrent positions outside the Company) Auditor of National Federation of Agricultural Cooperative Associations		
[Reasons for nomination and summary of expected roles as outside Director] Hidetora Yoshimine has been involved in the management of the Ajinomoto Group as an executive for many years, including eight years as Representative Director, President of Ajinomoto Frozen Foods Co., Inc. Based on his extensive knowledge and experience as a manager of a food company, the Group expects him to monitor and supervise the management of the Group from an independent viewpoint.				
3	Shio Harada (May 3, 1974) Re-election	Apr. 2000	Registered as an attorney at law (Daini Tokyo Bar Association) Joined MINORI SOGO LAW OFFICES	608 shares
		Aug. 2012	Established SHIKI-NO-KAZE LAW GROUP (current position)	
		Apr. 2016	Specially Appointed Professor, Law School of Rikkyo University	
		Apr. 2020	Practicing attorney professor for civil advocacy, The Legal Training and Research Institute, Supreme Court of Japan	
		May 2021	Outside Director of the Company (Audit & Supervisory Committee Member) (current position)	
		June 2022	Outside Director of NIHON CHOUZAI Co., Ltd. (Audit & Supervisory Committee Member) (current position)	
		Mar. 2024	Outside Director of JRA SYSTEM SERVICE CO.,LTD. (current position)	
		(Significant concurrent positions outside the Company) Outside Director of NIHON CHOUZAI Co., Ltd. (Audit & Supervisory Committee Member) Outside Director of JRA SYSTEM SERVICE CO.,LTD.		
[Reasons for nomination and summary of expected roles as outside Director] Shio Harada has been active as an attorney at law for many years in the field of corporate compliance, including labor and harassment issues. She has never been directly involved in the management of a company. However, based on her extensive knowledge and experience as a legal expert, the Group expects her to monitor and supervise the management of the Group from an independent viewpoint.				

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
4	Takuo Sukigara (January 22, 1963) New election	Apr. 1987 Joined Ministry of Agriculture, Forestry and Fisheries July 2013 Food Safety Crisis Management Officer of Food Safety and Consumer Policy Division, Food Safety and Consumer Affairs Bureau Apr. 2015 Director of Risk Assessment Division II, Food Safety Commission Secretariat, Cabinet Office July 2017 Director of Food Safety Policy Division, Food Safety and Consumer Affairs Bureau of Ministry of Agriculture, Forestry and Fisheries Apr. 2020 Deputy Director General of the Food Safety Commission Secretariat, Cabinet Office July 2021 Director General Nov. 2023 Counselor of Japan Pork Producers Association June 2024 Executive Director (current position)	– shares
[Reasons for nomination and summary of expected roles as outside Director] Takuo Sukigara has never been directly involved in the management of a company. However, he has played a leading role in the field of food safety at the Ministry of Agriculture, Forestry and Fisheries and the Cabinet Office. Based on his extensive knowledge and experience, the Company expects him to monitor and supervise the management of the Group from an independent viewpoint.			

- (Notes)
- There is no special interest between any of the candidates and the Company.
 - Hidetora Yoshimine, Shio Harada and Takuo Sukigara are candidates for outside Director who is an Audit & Supervisory Committee Member.
 - At the conclusion of this annual general meeting of shareholders, Hidetora Yoshimine and Shio Harada's tenure as outside Director of the Company will have been four years.
 - The Company has entered into a limited liability agreement with Yasuyuki Nagahama, Hidetora Yoshimine and Shio Harada, pursuant to the provisions of Article 427, paragraph (1) of the Companies Act and Article 32 of the Company's Articles of Incorporation. The maximum amount of liability for damages under this agreement is the minimum liability amount provided for under laws and regulations, and if they are elected, the Company plans to renew the aforementioned agreement with them.
 - If Takuo Sukigara is elected, the Company plans to enter into an agreement with him to limit his liability for damages under Article 427, paragraph (1) of the Companies Act and Article 32 of the Company's Articles of Incorporation. The maximum amount of liability for damages under this agreement is the minimum liability amount provided for under laws and regulations.
 - The Group has entered into a directors and officers liability insurance policy as stipulated in Article 430-3, paragraph (1) of the Companies Act with an insurance company, with Directors and Audit & Supervisory Board Members of the Group companies as the insureds, and plans to renew the policy in June 2025. If the election of each candidate is approved and adopted in this proposal, the candidate for re-election will continue to be insured, and the candidate for new election will newly become insured.
 - Summary of insurance incidents covered
The policy covers losses that may arise from the insured's assumption of liability incurred in the course of the performance of duties as an officer or such like, or receipt of claims pertaining to the pursuit of such liability.
 - Insurance premiums
Insurance premiums are paid in full by the Company.
 - The Company has submitted notification to the Tokyo Stock Exchange that Hidetora Yoshimine and Shio Harada have been appointed as independent officers as provided for by the aforementioned exchange. If they are elected, the Company plans for their appointment as independent officers to continue.
 - The Company plans to submit notification to the Tokyo Stock Exchange that Takuo Sukigara has been designated as an independent officer as provided for by the aforementioned exchange.
 - Shown herein are the numbers of shares of WARABEYA NICHIO HOLDINGS CO., LTD. owned by candidates at the end of the fiscal year (February 28, 2025), including shares owned in the WARABEYA NICHIO HOLDINGS CO., LTD. Officers Share Ownership Association.

<Reference>

Skill Matrix of Directors (if Proposal No. 2 and Proposal No. 3 are approved)

Name	Experience in corporate manage- ment	Experience in foods business	Experience in sales and marketing	Experience in quality control	Experience in overseas business	Finance and accounting	Legal affairs	IT	Sustain- ability
Hiroyuki Otomo	✓	✓	✓		✓				✓
Hideo Tsuji	✓	✓	✓	✓	✓				✓
Naoshi Asano	✓					✓	✓	✓	
Koji Mori	✓	✓	✓	✓	✓				
Masahide Ebata	✓	✓	✓		✓				✓
Atsushi Inoue			✓			✓			✓
Yasuyuki Nagahama	Audit & Supervisory Committee Member	✓		✓		✓	✓		✓
Hidetora Yoshimine	Audit & Supervisory Committee Member Outside Independent	✓	✓	✓		✓			✓
Shio Harada	Audit & Supervisory Committee Member Outside Independent						✓		✓
Chikako Irie	Audit & Supervisory Committee Member Outside Independent					✓			
Takuo Sukigara	Audit & Supervisory Committee Member Outside Independent		✓		✓	✓	✓		✓