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To Shareholders with Voting Rights

Securities Code 3046
November 12, 2025

Hitoshi Tanaka
CEO and President
JINS HOLDINGS Inc.
26-4 Kawaharamachi 2-chome,
Maebashi-shi, Gunma
(Measures for electronic
provision start on: November 5,
2025)

NOTICE OF THE 38TH ANNUAL GENERAL MEETING OF SHAREHOLDERS

Dear Shareholders:

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

We hereby notify you that the 38th Annual General Meeting of Shareholders of the Company will be held as described below.

In convening this General Meeting of Shareholders, the Company has taken measures for electronic provision, and matters to be provided electronically are posted on the Company's website on the Internet.

The Company's website:

<https://jinsholdings.com/jp/en/ir/library/stockholdersmeeting/>

Matters to be provided electronically are also posted on the website of the Tokyo Stock Exchange (TSE). Please access the TSE website (Listed Company Search), enter the issue name (JINS HOLDINGS) or the stock exchange code (3046) (single-byte) to search, and select "Basic information" and then "Documents for public inspection/PR information" to confirm the information.

TSE website (Listed Company Search):

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

If you are not attending the meeting in person, you can exercise your voting rights in writing or via the Internet. Please review the Reference Documents for the General Meeting of Shareholders described in matters to be provided electronically, and exercise your voting rights by 6:30 p.m., Wednesday, November 26, 2025 in accordance with the Guide to Exercising Voting Rights in Advance on page 3.

Date and Time: Thursday, November 27, 2025, at 10:00 a.m. (Reception opens at 9:00 a.m.)

Place: 2nd floor, Yasuda Sequence Tower, 3-1 Kandanishiki-cho, Chiyoda-ku, Tokyo

Agenda of the Meeting:

Matters to be reported:

1. The Business Report and the Consolidated Financial Statements for the 38th term (from September 1, 2024 to August 31, 2025) and the results of audits by the Accounting Auditor and the Audit and Supervisory Committee of the Consolidated Financial Statements
2. The Non-Consolidated Financial Statements for the 38th term (from September 1, 2024 to August 31, 2025)

Proposals to be resolved: **Proposal No. 1:** Dividends of Surplus

Proposal No. 2: Partial Amendment to the Articles of Incorporation

Proposal No. 3: Election of Five Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

No souvenirs will be offered to shareholders at the 38th Annual General Meeting of Shareholders. We appreciate your understanding.

1. When attending the meeting in person, please submit the enclosed Voting Rights Exercise Form at the reception.
2. Any revisions to matters to be provided electronically will be provided on each website listed above.
3. The paper copy sent to shareholders who requested the delivery of such paper copy does not contain the following items in accordance with laws and regulations as well as Article 15 of the Company's Articles of Incorporation. The following items constitute part of documents audited by the Audit and Supervisory Committee and the Accounting Auditor in preparing their respective audit reports.
 - Business Report (Employees, Major lenders, Shares, Status of Share Acquisition Rights, Accounting Auditor, System and Policy of the Company)
 - Consolidated Financial Statements (Consolidated Balance Sheets, Consolidated Statements of Income, Consolidated Statements of Changes in Net Assets, Notes to Consolidated Financial Statements)
 - Non-Consolidated Financial Statements (Non-Consolidated Balance Sheets, Non-Consolidated Statements of Income, Non-Consolidated Statements of Changes in Net Assets, Notes to Non-Consolidated Financial Statements)

Guide to Exercising Voting Rights in Advance

Please review the Reference Documents for the General Meeting of Shareholders and exercise your voting rights. The following two methods are available for the exercise of voting rights in advance.

TYPE A

Exercising voting rights in writing

Please indicate your vote for or against each proposal on the enclosed Voting Rights Exercise Form, and return the form so that it arrives by the exercise deadline.

If there is no indication of a vote for or against each proposal on the Voting Rights Exercise Form, it shall be treated as an indication of intention to vote for the proposal.

Exercise deadline: 6:30 p.m. on Wednesday, November 26, 2025

TYPE B

Exercising voting rights via the Internet

- 1) By scanning a QR Code (Smart Exercise) or
- 2) By entering an ID / password

* Please refer to the following page for details.

Exercise deadline: 6:30 p.m. on Wednesday, November 26, 2025

Guide to Exercising Voting Rights via the Internet

When exercising voting rights via the Internet, please take note of the following.

Method (1)

Scanning a QR Code (Smart Exercise)

1. Please scan the QR Code® shown at the bottom-right corner of the enclosed Voting Rights Exercise Form with your smartphone to access Smart Exercise, and follow the on-screen instructions to enter your votes. (No IDs or passwords are required)
2. You may exercise your voting rights via Smart Exercise only once. If you wish to amend your votes, please refer to the following method: Entering ID and password, Method (2).

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

Method (2)

Entering ID and password

1. Please access the Voting Rights Exercise Website at the following URL, log in with the Voting Rights Exercise Code and password shown on the enclosed Voting Rights Exercise Form, and follow the on-screen instructions to enter your votes. For security purposes, you will be required to change your password when you log in for the first time.

<https://soukai.mizuho-tb.co.jp/>
2. Passwords (including those set by shareholders) are valid only for this General Meeting of Shareholders.

If you exercise your voting rights more than once

- If you exercise your voting rights more than once both in writing and via the Internet, the exercise of voting rights via the Internet shall be deemed valid.
- If you exercise your voting rights multiple times via the Internet, the latest exercise shall be deemed valid.

Other notes

- Shareholders will be responsible for the Internet-related expenses (e.g.: Internet service provider fees, communication charges).
- Please note that, while you may exercise your voting rights in advance in writing or via the Internet, if you attend the meeting in person, the advance exercise shall be deemed withdrawn.

Enquiries

Internet Help Desk, Stock Transfer Agency Department, Mizuho Trust & Banking Co., Ltd.

Tel: 0120-768-524 (Toll free)

Business hours: 9:00 a.m. – 9:00 p.m. (closed on year-end and New Year's holidays)

(Shareholders Only) Guide to Live Streaming of the 38th Annual General Meeting of Shareholders via the Internet

Only for our shareholders, the Company will live stream the General Meeting of Shareholders via the Internet.

1. Streaming date: From 10:00 a.m., Thursday, November 27, 2025 to the conclusion of the meeting
* Please understand that some delays may occur due to the communication environment or other reasons.

2. Viewing method:

URL for connection: Stated in the notice of the meeting which is sent by mail to shareholders.

- Please enter the above URL or scan the QR code and follow the guidance on the page to access the live stream page.
- The ID and password shown below are required to access the live stream page.

ID	Stated in the notice of the meeting which is sent by mail to shareholders.
Password	Stated in the notice of the meeting which is sent by mail to shareholders.

3. Notes on viewing the live streaming

- (i) Please note that depending on the environment of your device or the Internet connection, you may not be able to view the live streaming or other problems with video or audio may arise.
- (ii) Shareholders will be responsible for communication charges, etc. for viewing the live streaming.
- (iii) Shareholders viewing the live streaming are not considered to be attending this General Meeting of Shareholders under the Companies Act and therefore, not able to exercise the voting rights on the day of the meeting. In addition, asking questions, making comments, or making a motion is not permitted during the meeting. Accordingly, if viewing the live streaming, you are advised to exercise your voting rights in advance in writing or via the Internet.
- (iv) We accept questions in advance via the Internet.
- (v) You are not allowed to record, film, save, or provide or disclose the live streaming to a third party. Also, you are asked to refrain from disclosing the URL for connection and your ID and password externally.

4. FAQ and answers

Q1: I cannot access the URL.

⇒ You may have incorrectly entered the URL. If using a smartphone or tablet, you are advised to access the website via the QR code shown in the notice of the meeting.

Q2: I cannot view the live streaming or it stopped playing.

⇒ When using a PC, we recommend Google Chrome for viewing. Please note that you may not view the streaming depending on your Web browser.

⇒ There will be no re-streaming after the live streaming.

Q3: I lost the notice of the meeting and cannot access the live streaming.

⇒ Please ask by e-mail to soukai@jins.com with your shareholder number, name and address by 3:00 p.m., Wednesday, November 26, 2025.

(Shareholders only) Acceptance of Advance Questions

We will accept questions from shareholders in advance on the following website.

URL for connection	Stated in the notice of the meeting which is sent by mail to shareholders.
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* For accessing the advance question page, you are required to enter the questionnaire code below.

Questionnaire code	Stated in the notice of the meeting which is sent by mail to shareholders.
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Question acceptance deadline: 6:00 p.m., Friday, November 21, 2025

Among the questions accepted in advance, matters of high interest to shareholders will be answered at the General Meeting of Shareholders. However, please understand that we will not answer individual questions.

Reference Documents for the General Meeting of Shareholders

Proposal No. 1: Dividends of Surplus

The Company proposes to pay dividends of surplus as follows.

Matters regarding the year-end dividend

Recognizing that a mid- to long-term increase of shareholder value is its most important mandate, the Company pays interim and year-end dividends according to its first- and second-half results respectively, aiming for a consolidated dividend payout ratio of 30%, with a basic policy to maintain sufficient retained earnings for supporting future business development as well as to provide continuous and stable dividend payouts for its shareholders. Based on this policy and each results, the Company paid ¥50 per share as an interim dividend, and proposes to pay ¥59 share as a year-end dividend.

Details of the year-end dividend are as follows.

1. Type of dividend property
Cash
2. Matters concerning the allotment of dividend property and the total amount thereof
The Company proposes ¥59 per share of the common stock.
In this case, the total amount of dividends would be ¥1,394,751,681.
3. Effective date of dividends of surplus
November 28, 2025

Proposal No. 2 Partial Amendment to the Articles of Incorporation

1. Reason for amendment

In order to establish a management structure capable of responding swiftly and flexibly to changes in the business environment, and in conjunction with the adoption of a multiple-representative system, certain provisions of Article 14 (Persons Entitled to Convene Meetings and Chairpersons) and Article 22 (Persons Entitled to Convene Board of Directors Meetings and Chairpersons) of the current Articles of Incorporation shall be partially amended.

2. Details of the amendment

The amendments are as follows.

(Underlines indicate changes.)

Current Articles of Incorporation	Proposed Amendments
Chapter 3 General Meeting of Shareholders (Persons Entitled to Convene Meetings and Chairpersons) Article 14 1. The General Meeting of Shareholders shall be convened by the President, and shall be chaired by them. 2. In the event of an accident involving <u>the President</u>, another Director shall convene the General Meeting of Shareholders and preside over it in accordance with the order predetermined by the Board of Directors.	Chapter 3 General Meeting of Shareholders (Persons Entitled to Convene Meetings and Chairpersons) Article 14 1. The General Meeting of Shareholders shall be convened by <u>either the Chairman or the President, as resolved by the Board of Directors</u>, and shall be chaired by them. 2. In the event of an accident involving <u>either of the Directors referred to in the preceding paragraph</u>, another Director shall convene the General Meeting of Shareholders and preside over it in accordance with the order predetermined by the Board of Directors.
Chapter 4 Directors and Board of Directors (Persons Entitled to Convene Board of Directors Meetings and Chairpersons) Article 22 1. The Board of Directors Meetings shall be convened by the President, unless otherwise provided by law, and shall be chaired by them. 2. In the event of a vacancy or an accident involving <u>the President</u>, another Director shall convene the Board of Directors Meeting and preside over it in accordance with the order predetermined by the Board of Directors.	Chapter 4 Directors and Board of Directors (Persons Entitled to Convene Board of Directors Meetings and Chairpersons) Article 22 1. The Board of Directors Meetings shall be convened by <u>either the Chairman or the President</u>, unless otherwise provided by law, and shall be chaired by them. 2. In the event of a vacancy or an accident involving <u>either of the Directors referred to in the preceding paragraph</u>, another Director shall convene the Board of Directors Meeting and preside over it in accordance with the order predetermined by the Board of Directors.

Proposal No. 3: Election of Five Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

The terms of office of all (five) Directors will expire upon the conclusion of this Annual General Meeting of Shareholders.

Accordingly, the Company proposes the election of five Directors (excluding Directors who are Audit and Supervisory Committee members).

The candidates for Director (excluding Directors who are Audit and Supervisory Committee members) are as follows. There are no special interests between the Company and each of the candidates for Director. Each candidate for Director is selected appropriately by the Nomination and Compensation Committee, an advisory body to the Board of Directors, after comprehensively considering their experience, insight, expertise, background, and other qualifications, and is then confirmed by a resolution of the Board of Directors.



Candidate No. 1 Reelection

Hitoshi Tanaka

Date of birth

January 25, 1963

Number of the Company's shares held

8,104,500

Attendance at Board of Directors meetings

93% (13 times/14 times)

Career summary and positions and responsibilities at the Company (significant concurrent positions)

- July 1988 Established the Company; President and Representative Director (incumbent)
- June 2011 President, Brand New Day Inc.
- February 2013 Chairman, JINS SHANGHAI CO., LTD.
- December 2013 CEO, JINS US Holdings, Inc.
- May 2015 President, JINS norma CO., LTD. (incumbent)
- June 2015 Director, JINS TAIWAN CO., LTD.
- June 2015 External Director, Oisix Inc. (currently Oisix ra daichi Inc.) (incumbent)
- December 2015 Director, JINS CAYMAN Limited
- February 2016 Director, JINS ASIA HOLDINGS Limited
- May 2018 CEO and President, JINS Japan Co., Ltd. (currently JINS Inc.)
- December 2018 Chairman, JINS TAIWAN CO., LTD.
- June 2021 Outside Director, Japan Communications Inc. (incumbent)
- October 2022 Director, Mebuku Ground Inc. (incumbent)
- December 2023 Director, JINS Inc. (incumbent)

Reasons for nomination as a candidate for Director

As a founder of the Company, Mr. Hitoshi Tanaka has been playing a role in driving development of the Group by leveraging his strong leadership and wealth of experience and knowledge regarding management, and the Company therefore proposes his continued election as Director.

(Note) The number of shares of the Company held by the candidate for Director includes the number of shares held by the Company's Officers' Stock Ownership Association as of August 31, 2025.



Candidate No. 2 Reelection

Ryo Tanaka

Date of birth

August 6, 1985

Number of the Company's shares held

200,666

Attendance at Board of Directors meetings

100% (14 times/14 times)

Career summary and positions and responsibilities at the Company (significant concurrent positions)

- April 2008 Joined Mizuho Bank, Ltd.
- March 2011 Joined Brand New Day Inc.
- September 2012 Division Director, Brand New Day Inc.
- April 2017 Joined the Company
- September 2017 General Manager, Brand Management Office, the Company
- December 2020 Executive Officer (in charge of the domestic eyewear business), the Company
- November 2021 Director, the Company
- October 2022 Director, Yamato Technical Co., Ltd. (incumbent)
- November 2022 Executive Vice President, the Company (incumbent)
- January 2023 Director, JINS SHANGHAI CO., LTD.
- January 2023 CFO, JINS US Holdings, Inc.
- December 2023 President and Representative Director, JINS Inc. (incumbent)
- December 2024 Executive Officer COO, the Company (incumbent)

Reasons for nomination as a candidate for Director

Since joining the Group, Mr. Ryo Tanaka has accumulated a wealth of experience and achievements as a business manager. The Company has determined that his participation will be beneficial for fulfilling the decision-making and oversight functions of the Board of Directors of the Company, and therefore proposes his continued election as Director.

(Note) The number of shares of the Company held by the candidate for Director includes the number of shares held by the Company's Officers' Stock Ownership Association as of August 31, 2025.



Candidate No. 3	Reelection
	Outside
	Independent

Noboru Kotani

Date of birth

November 13, 1956

Number of the Company's shares held

20,000

Attendance at Board of Directors meetings

100% (14 times/14 times)

Length of service as of conclusion of this meeting

19 years

Career summary and positions and responsibilities at the Company (significant concurrent positions)

- June 2000 Representative Director, Dream Incubator Inc.
- March 2005 Representative Director, Vehicle Inc. (incumbent)
- June 2005 Outside Director, Combi Corporation
- November 2006 Outside Director, the Company (incumbent)
- March 2013 Outside Director, SanBio, Inc. (incumbent)
- March 2018 Outside Director, Medley, Inc.
- June 2022 Outside Director, Santen Pharmaceutical Co., Ltd.
- January 2025 Independent Director, toggle holdings Inc. (incumbent)

Reasons for nomination as a candidate for Outside Director and expected roles

Mr. Noboru Kotani has a wealth of experience as a corporate manager and broad insight. The Company expects him to reflect this experience in the Company's management and oversee management from an objective standpoint independent from business executors, and therefore proposes his continued election as Outside Director.



Candidate No. 4	Reelection
	Outside
	Independent

Jiro Kokuryo

Date of birth
July 19, 1959

Number of the Company's
shares held
1,466

Attendance at Board of
Directors meetings
93% (13 times/14 times)

Length of service as of
conclusion of this meeting
8 years

Career summary and positions and responsibilities at the Company (significant concurrent positions)

- April 1982 Joined Nippon Telegraph and Telephone Public Corporation (currently NTT, Inc.)
- June 1992 Doctor of Business Administration, Harvard University
- April 1993 Associate Professor, Graduate School of Business Administration, Keio University
- April 2000 Professor, Graduate School of Business Administration, Keio University
- April 2003 Professor, Faculty of Environmental Information, Keio University
- May 2005 Executive Director, Keio Research Institute at SFC
- April 2006 Professor, Faculty of Policy Management, Keio University
- April 2009 Dean, Faculty of Policy Management, Keio University
- May 2013 Executive Trustee, Keio University
- November 2017 Outside Director, the Company (incumbent)
- July 2019 Outside Director, QON, Inc. (incumbent)
- August 2022 Outside Director, Hacobu, Inc. (incumbent)
- October 2022 Director, Mebuku Ground Inc. (incumbent)
- April 2025 Professor, Institute for Business and Finance, Waseda University (incumbent)

Reasons for nomination as a candidate for Outside Director and expected roles

Mr. Jiro Kokuryo has experience of working in a major telecommunication company and broad experience in management, IT and others as an academic. The Company expects him to leverage this experience and oversee management from an objective standpoint independent from business executors, and therefore proposes his continued election as Outside Director.

(Note) The number of shares of the Company held by the candidate for Director includes the number of shares held by the Company's Officers' Stock Ownership Association as of August 31, 2025.



Candidate No. 5 Reelection
Outside
Independent

Chiaki Hayashi

Date of birth
August 8, 1971

Number of the Company's
shares held
333

Attendance at Board of
Directors meetings
100% (14 times/14 times)

Length of service as of
conclusion of this meeting
4 years

Career summary and positions and responsibilities at the Company (significant concurrent positions)

- April 1994 Joined Kao Corporation
- June 1999 Joined New York Bureau, K.K.Kyodo News
- February 2000 Established Loftwork Inc. as Representative Director
- April 2012 Assistant Director, MIT Media Lab
- April 2014 Chief Executive Officer, Hidakuma Co., Ltd.
- April 2019 Chairperson, Hidakuma Co., Ltd. (incumbent)
- March 2020 Outside Director, Pigeon Corporation (incumbent)
- October 2020 Outside Director, Yayoi Co., Ltd. (incumbent)
- February 2021 Chairperson, Loftwork Inc.
- November 2021 Outside Director, the Company (incumbent)
- August 2022 Established Hachi Hachi Inc. as Representative Director (incumbent)
- September 2022 Established Q0 Inc. as Representative Director (incumbent)
- June 2024 Director, Consumer Co-operative Co-op Sapporo (incumbent)
- June 2025 Executive Director, Japan Institute of Design Promotion (incumbent)

Reasons for nomination as a candidate for Outside Director and expected roles

Ms. Chiaki Hayashi founded Loftwork Inc., engaged in the development of web-based services and content planning, and has experience in managing a variety of projects. In addition, she established Hidakuma Co., Ltd., where she is working to revitalize the local economy with the forest resources of Hida, Gifu. The Company expects that she will leverage her deep insight and wealth of experience in providing appropriate advice on the Company's business and sustainability measures, and therefore proposes her continued election as Outside Director.

(Note) The number of shares of the Company held by the candidate for Director includes the number of shares held by the Company's Officers' Stock Ownership Association as of August 31, 2025.

(Note 1) Mr. Noboru Kotani, Mr. Jiro Kokuryo and Ms. Chiaki Hayashi are candidates for Outside Director.

(Note 2) The Company has filed notifications to designate Mr. Noboru Kotani, Mr. Jiro Kokuryo and Ms. Chiaki Hayashi as Independent Officers as stipulated by the Tokyo Stock Exchange. If this proposal is approved as originally drafted, the three individuals will continue to serve as Independent Officers.

(Note 3) The Company has concluded liability limitation agreements with Mr. Noboru Kotani, Mr. Jiro Kokuryo and Ms. Chiaki Hayashi to limit their liability for damages under Article 423, Paragraph 1 of the Companies Act. The maximum amount of liability for damages under this agreement will be the minimum liability amount stipulated in Article 425, Paragraph 1 of the Companies Act. If this proposal is approved as originally drafted, the Company plans to continue the above liability limitation agreements with each individual.

(Reference) Skill Matrix of the Company's Officers (subject to approval at this General Meeting of Shareholders)

Name	Gender	Attributes		Knowledge and experience for which the Company has particular expectations								
		Inside/ outside	Independence (Outside Officers only)	Corporate management/ management strategies	ESG/ sustainability	Brand strategies/ marketing	R&D/ innovation	Finance	Legal/ compliance	IT	HR/HR strategy	Global
Hitoshi Tanaka	Male	Inside		•	•	•	•					•
Ryo Tanaka	Male	Inside		•	•	•					•	•
Noboru Kotani	Male	Outside	•	•		•						•
Jiro Kokuryo	Male	Outside	•	•	•		•			•		•
Chiaki Hayashi	Female	Outside	•	•	•	•					•	•
Masatoshi Arimura (Audit and Supervisory Committee member)	Male	Outside	—					•	•			
Tetsuya Oi (Audit and Supervisory Committee member)	Male	Outside	•						•	•		•
Tsuguya Ota (Audit and Supervisory Committee member)	Male	Outside	•	•				•				

JINS 38th Term Topics (Global)

January 2025

“JINS Abbot Kinney Store” opened as a starting point for accelerated global expansion



A new test store utilizing digital technology to create innovative customer experiences has opened in Los Angeles, USA. Additionally, as support for areas affected by the wildfires in Los Angeles, the Company donated its entire sales proceeds from four stores in the Los Angeles area between January 17 and 19 to local relief organizations.

August 2025

Opened first store in Mongolia



Through a franchise agreement with UBP LLC, a subsidiary of the Tavan Bogd Group, the Company opened “JINS Galleria Ulaanbaatar,” our first store in Ulaanbaatar, the capital city of Mongolia, where the economy is rapidly growing.

June 2025

Opened pop-up store ahead of first store in Vietnam



Prior to opening the Company’s first store in Vietnam, we launched a pop-up store for a limited time at Saigon Center, a symbolic landmark in Ho Chi Minh City. This marked the first step in building trust with local customers.

August 2025

Established a subsidiary in the Republic of the Philippines



The Company established a subsidiary in the Republic of the Philippines in August 2025, where we operate eight stores (as of the end of August 2025)*. By deepening our involvement in store management, we aim to achieve swifter business expansion locally.

*Under franchise

JINS 38th Term Topics (Products and Services)

December 2024

Commemorative campaign for the release of special movie “JINS with WONWOO”



A special movie featuring WONWOO from the globally active 13-member group “SEVENTEEN” was released. To commemorate this, we held a special campaign for fans.

February 2025

Released “JINS x TAKAGI TAKUYA” collection



JINS × *Takagi Takuya*

An original eyewear collection supervised by Takuya Takagi, hairstylist and representative of OCEAN TOKYO. Meticulously designed to complement various hairstyles, this collection offers eyewear that can be selected to match the customer’s desired impression, presenting a fresh perspective on “eyewear x hairstyle.”

February 2025
Launched “JINS ASSIST”



“JINS ASSIST” enables hands-free PC operation with minimal head movements. It expands opportunities for those who previously found PC operation difficult to freely connect with digital technology, enriching their activities in daily life.

April 2025
Introduced “JINS 360°,” the most durable eyewear^{*1} in JINS history



This features JINS’s proprietary^{*2} “Multi-Directional Movement Hinge™” technology for the hinge, which was identified as the most common point of damage in user surveys. It has proven its durability through load-bearing tests of approximately 150 kg and 100,000 temple rotation tests. We aim to make the commonplace notion that eyewear is fragile a thing of the past.

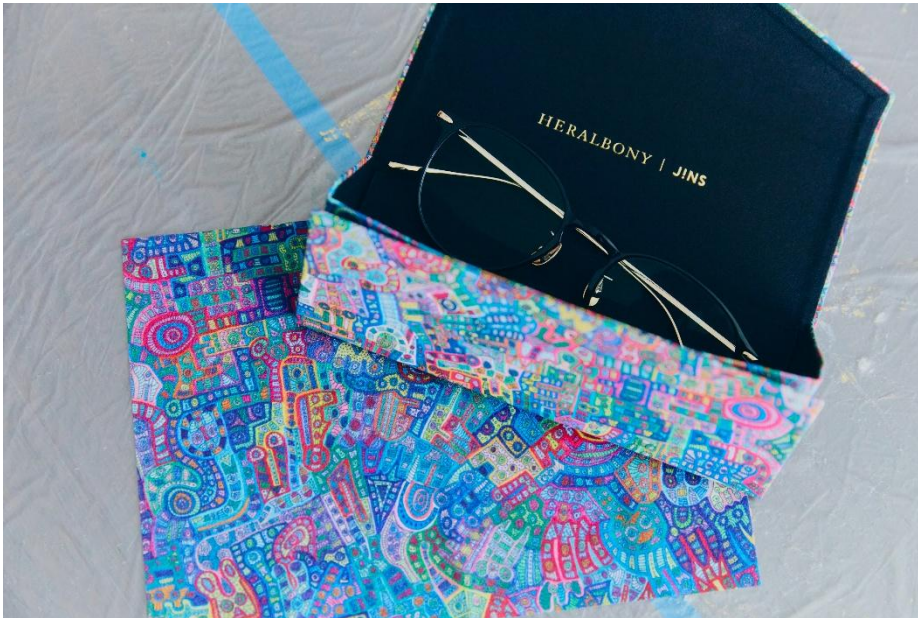
^{*1}: Although this hinge offers a wide range of motion, it may break if subjected to rotational movement, strong force, or impact. This does not guarantee protection against all impacts.

^{*2}: In cylindrical design (design registered)

JINS 38th Term Topics (Products and Services)

June 2025

“HERALBONY | JINS case and cleaning cloth” that illuminates the world and the future



Case and cleaning cloth featuring artist Mika Kamijo's work “A Colorful Brain in a Dream” in collaboration with HERALBONY Co., Ltd. This masterpiece illuminates the potential of artists with disabilities, coloring both the world and the future with brilliance and vibrant hues.

June 2025

Full-scale implementation of proof-of-concept testing for in-house developed generative AI, “JINS AI”

JINS AI



“JINS AI,” a multilingual interactive customer service solution powered by generative AI, provides answers and suggestions to customers’ questions and concerns about purchasing eyewear, just as our store staff would when assisting customers. The Company is actively expanding the number of stores participating in the pilot program of this service.

July 2025

“JINS with ENHYPEN” campaign



We launched a campaign featuring the global group “ENHYPEN,” driven by our desire for people to enjoy eyewear more freely, whether for vision correction, fashion eyewear, or sunglasses as part of fashion.

July 2025

Released “Okinawa FamilyMart Exclusive JINS SUNGLASSES”



Sunglasses created in collaboration with Okinawa FamilyMart Co., Ltd. as a savior for those who “accidentally forgot their sunglasses” while traveling, released exclusively at FamilyMart stores in Okinawa Prefecture.

JINS 38th Term Topics (Corporate Information)

June 2025

Japan's first* clinical research conducted in collaboration with The University of Osaka Graduate School of Medicine



By leveraging JINS's big data on eyewear sales, we aim to provide valuable insights into changes in the epidemiological characteristics of refractive errors and the associated risks of visual impairment, thereby contributing to ophthalmic healthcare. In June of this year, findings from the collaborative research were presented at "The 7th Annual Meeting of Japan Myopia Society."

* Clinical study utilizing big data on eyewear sales is the first of its kind in Japan according to our own research.

September 2025

Invest in human resources to drive global expansion and growth strategies



Starting this September, base salary for full-time store employees*¹ increased for the third consecutive year. Starting April next year, the starting monthly salary for new graduates*² will be revised to ¥300,000 or more, making our new graduate starting salary the highest*³ in the industry. Through this, we aim to strengthen our recruitment and development of global talent.

*1: Full-time store employees exclude associate employees and part-time employees, and include area directors, store directors, creators (general staff), and trainers.

*2: Excluding high school graduate new hires.

*3: Based on our research of publicly available job postings of 13 major eyewear companies as of March 25, 2025.

JINS Current Term Topics

Spring 2026

“JINS Ginza Store,” the first global flagship store, to open next spring



In spring 2026, JINS will open its first global flagship store, “JINS Ginza Store,” on Chuo-dori (“Central Street”), the symbol of Tokyo’s Ginza district. Based in Ginza, we will transmit Japan’s creativity and innovation to the world and embark on new challenges as a global brand.

Summer 2026

The world’s largest flagship store, “JINS Shinjuku Store,” to open in early summer 2026



Next summer, JINS will open its flagship store, “JINS Shinjuku Store,” featuring the world’s largest store area* of approximately 1,000 square meters, bringing together everything JINS has to offer. This is a special space where customers can experience everything the brand is about, featuring JINS’ largest product lineup and cutting-edge eyewear services.

* The largest store area among all JINS locations, including overseas stores

Business Report

Fiscal year ended August 31, 2025 (September 1, 2024 to August 31, 2025)

Current State of the Corporate Group

(1) Business progress and results

During the fiscal year ended August 31, 2025 (September 1, 2024 to August 31, 2025), consumer sentiment has been sluggish due to concerns about rising prices and interest rates, and the improvement has been slow. On the other hand, there have been signs of a pick-up in private consumption and a moderate recovery in the economy, helped by wage increases that were higher than last year and an increase in capital investment on the back of firm business performance.

In the domestic retail eyewear market, there is a shift from low-cost competition to high-value-added products, and the market is expanding on the back of rising unit prices.

Looking at the global economy, against the backdrop of uncertainty caused by the United States' trade policy, there is concern about its impact on each country. In China in particular, in addition to the tariff issues between the United States and China, the prolonged real estate slump and sluggish consumer sentiment continue to worsen business confidence. As the Chinese economy is expected to take time for a full-fledged recovery, we are closely monitoring the impact on the global economy going forward. The outlook around the world is expected to remain uncertain due to increasing geopolitical risks and policy uncertainty in major countries around the world.

Under this market environment, in the eyewear business, the Company and its consolidated subsidiaries (collectively, the "Group") took such initiatives as strengthening development of innovative products and advancing store development, which they identified as management issues. With regard to product development, we are working from a global perspective to develop products that are both functional and fashionable in accordance with customer needs and usage scenarios. As for store strategies, we have promoted store openings at locations taking into account customer convenience based on the market environment. In Japan, in addition to rolling out our stores in shopping malls and station buildings, we are accelerating store openings at roadside shops in order to further improve our services to family customers who frequently visit our stores by car. For overseas locations, based on the Japanese store model, we are developing stores tailored to the market environment and competitive situation in each region. At the same time, aiming to achieve rapid growth in each country and each region, we are strengthening our store opening strategy and continuing to move forward with closing unprofitable stores and establishing our dominant position.

In terms of store development, the number of stores as of August 31, 2025, was 789, including 540 stores in Japan and 249 stores overseas (156 in China, 78 in Taiwan, 10 in Hong Kong, and 5 in the United States).

As a result, for the fiscal year ended August 31, 2025, the Company posted net sales of ¥97,215 million (up 17.1% year on year) mainly due to higher net sales at existing stores in the domestic eyewear business. Operating profit was ¥12,093 million (up 54.3% year on year) due to an increase in net sales among others, ordinary profit came to ¥12,121 million (up 56.7% year on year), and profit attributable to owners of parent was ¥8,330 million (up 78.3% year on year).

Domestic Eyewear Business

In the domestic eyewear business, our business performance remained strong driven by strong sales of high-priced lenses and frames due to continuous sales promotion campaigns along with the acceleration in store openings, and our efforts to capture inbound demand as well as seasonal products.

In terms of store development, the number of stores in Japan was 540 (49 openings and 4 closures).

As a result, net sales of the domestic eyewear business were ¥76,659 million (up 19.2% year on year), and segment operating profit was ¥11,348 million (up 45.7% year on year).

Overseas Eyewear Business

In the overseas eyewear business, in China, our business restructuring efforts progressed, leading the Company's business performance to recover steadily.

In Taiwan, we continued to perform well and are accelerating the opening of stores not only in central parts of cities but also in rural areas.

In Hong Kong, earnings were lower than expected due to the economic downturn and an increase in outbound sales to China and Japan caused by the impact of foreign exchange rates.

In the United States, we opened new customer experience-oriented stores and existing stores performed well, but operating results fell below

expectations due to factors such as the timing of opening stores.

In terms of store development, the total number of stores overseas was 249 as of the end of the period under review, including 156 stores in China (12 openings and 23 closures), 78 in Taiwan (18 openings and 1 closure), 10 in Hong Kong (1 opening and no closures), and 5 in the United States (1 opening and no closures).

As a result, net sales of the overseas eyewear business were ¥20,556 million (up 9.9% year on year), and segment operating profit was ¥745 million (¥44 million in the previous fiscal year).

Net sales by business segment are as follows.

Business name / term	38th term (Fiscal year ended August 31, 2025; fiscal year under review)		
	Amount	Percentage to the Company's net sales	Year-on-year change
Domestic eyewear business	¥76,659 million	78.9%	19.2%
Overseas eyewear business	¥20,556 million	21.1%	9.9%
Total	¥97,215 million	100.0%	17.1%

(2) Financing

On August 26, 2022, the Company entered into loan commitment agreements totaling ¥8.0 billion with counterparty banks and has continued the same agreement to flexibly and stably procure working capital and funding for capital investments mainly for new store openings.

(3) Capital investment

Capital investment during the fiscal year under review included new store openings and store renovations, and the total amount of capital investment including leasehold and guarantee deposits amounted to ¥9,896 million. The breakdown by business segment is as follows.

[Domestic eyewear business]

The Group conducted investments totaling ¥8,710 million mainly due to opening 49 new eyewear specialty stores and renovating 22 stores, as well as system development.

[Overseas eyewear business]

The Group conducted investments totaling ¥1,185 million mainly due to opening 32 new eyewear specialty stores outside of Japan.

(4) Business transfers, absorption-type company splits, or incorporation-type company splits

Not applicable.

(5) Receiving business transfers from other companies

Not applicable.

(6) Succeeding rights and obligations of businesses of other entities from absorption-type mergers or absorption-type company splits

Not applicable.

(7) Acquisitions or disposals of shares, equities, or share acquisition rights of other companies

Not applicable.

(8) Issues to be addressed

Priority issues to be addressed by the Group in achieving its mid- to long-term management strategies are as follows.

1. Enhancing innovative product development

While the Group has worked on developing products that provide new value to eyewear such as the Airframe series and JINS SCREEN, these products are quickly commoditized in the highly competitive market environment, and we recognize our products losing competitive advantage as an issue.



Despite such an environment, we are working to develop products that meet the needs of our customers depending on their usage scenarios, for example providing new product values such as the “JINS HOME” product line for use at home as well as “JINS 360°,” the most durable eyewear in JINS history, achieving both functionality and fashion appeal. We will also work on stably and continuously developing and offering products that fit the needs of our customers by maintaining two-way communication with them.

2. Rebuilding supply chains

The design and planning of products available at stores are conducted internally by the Group, while manufacturing of frames is mainly outsourced to partner factories in China. Concentration of production at a single manufacturing base in China is exposed to such risks as global economic trends and exchange rate fluctuations, and we recognize that this situation presents issues in the continuous and stable procurement of products in the future.



In order to diversify our manufacturing bases, we are considering overseas manufacturing bases outside of China, while working to shorten the lead time for delivery to storefronts by expanding the framework of domestic subsidiaries, aiming to expand product manufacturing in Japan which is the Group’s principal sales base.

3. Promoting sustainable store development

In terms of store development in Japan, the Group has opened stores mainly in city centers, major regional cities and surrounding neighborhoods, regional shopping centers, department stores, and station buildings while opening some roadside stores in the suburbs to promote diversification of our locations. However, in order to continue to expand our store network in the future, we recognize that developing stores that are both efficient and tailored to the diversification of customer needs is an important issue.



Therefore, we will continue to open stores in areas where we have not yet opened stores or on roadsides in suburbs depending on the situation of store openings in each country and region around the world, while also strengthening our dominance in some areas, in order to provide customers with the optimal shopping experience and to further strengthen our store base by expanding highly productive stores.

4. Responding to changes in the employment environment

In the social environment surrounding the Group, the labor force is shrinking, and labor costs continue to rise, and in order to promote further store development and digitalization, the challenge is to secure highly competent personnel.

We will work to understand the current employment situation and secure the appropriate personnel at the appropriate time, while also working to improve productivity by promoting the automation of various operations.



5. Promoting digitalization

While the Group has promoted sales through e-commerce websites and the use of mobile apps for some time, in the social environment surrounding the Group, commercial transactions are becoming more diverse with the improvement of digital technology.

Amid this environment, we are working to offer a highly convenient purchasing experience tailored to customers' needs by utilizing advanced digital technology not only for e-commerce websites and mobile apps, but also at points of contact with customers, such as product selection, payment, and product delivery.

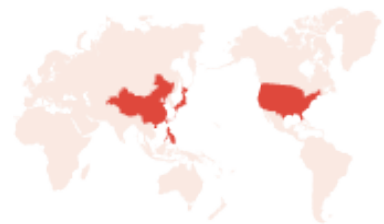
In addition to interaction with our customers, we aim to turn product management and performance management operations at headquarters into advanced digitalized forms through strategic investments as we strive to further increase corporate value through optimization and increased efficiency.



6. Promoting global development

Promoting global development is important for the Group to continue achieving sustainable growth, and we recognize that developing a foundation for expanding overseas business is an important issue.

In addition to promoting further growth in countries and regions where we have already entered, we will also work to strengthen our structure to accelerate overseas expansion, including investigating market environments as well as laws and regulations, and building new business models that are tailored to the conditions of each country, as we consider advancing into new countries.



7. Promoting sustainability activities

The Group has established its Sustainability Statement, “Changing the Future Landscape Through Eyewear,” and upholds its vision, “Magnify Life.” We aim to achieve this vision through our business activities and simultaneously pursue contributions to a sustainable society and enhance our corporate value.

Under the Sustainability Statement, we have established six focus areas for our future efforts: consideration for the environment, human capital maximization and respect for human rights, social contribution, dependable products and services, healthcare and innovation, and sound governance. We will fulfill our social responsibilities and make sustained contributions to society.



(9) Assets and profit or loss

Category	35th term (Fiscal year ended August 31, 2022)	36th term (Fiscal year ended August 31, 2023)	37th term (Fiscal year ended August 31, 2024)	38th term (Fiscal year ended August 31, 2025)
Net sales (million yen)	66,901	73,264	82,999	97,215
Ordinary profit (million yen)	3,789	3,739	7,735	12,121
Profit attributable to owners of parent (million yen)	750	1,762	4,671	8,330
Earnings per share (yen)	32.17	75.50	200.17	356.89
Total assets (million yen)	54,721	44,863	54,045	57,866
Net assets (million yen)	20,406	21,779	25,593	31,742
Net assets per share (yen)	874.33	933.14	1,096.57	1,359.91

(10) Description of main businesses (as of August 31, 2025)

Business segment	Description of business
Domestic eyewear business	Planning, manufacture, distribution, and sales of eyewear (glasses, sunglasses, and other products related to glasses) and associated businesses
Overseas eyewear business	Sales of eyewear (glasses, sunglasses, and other products related to glasses) outside of Japan and associated businesses

(11) Principal subsidiaries (as of August 31, 2025)

Company name	Paid-in capital	Ratio of voting rights (Note)	Description of main businesses
JINS Inc.	¥110,000 thousand	100.0%	Planning, manufacture, distribution, and sales of eyewear in Japan
Yamato Technical Co., Ltd.	¥10,204 thousand	100.0%	Manufacture and sales of eyewear in Japan
JINS SHANGHAI CO., LTD.	USD 22,270 thousand	100.0% (100.0%)	Management of the eyewear business and sales of eyewear in China
JINS US Holdings, Inc.	USD 48,500 thousand	100.0%	Management of the eyewear business in the U.S.
JINS Eyewear US, Inc.	USD 48,480 thousand	100.0% (100.0%)	Sales of eyewear in the U.S.
JINS CAYMAN Limited	USD 3.76	100.0%	Management of the eyewear business in Asia
JINS ASIA HOLDINGS Limited	HKD 220,432 thousand	100.0% (100.0%)	Management of the eyewear business in Asia
JINS TAIWAN CO., LTD.	TWD 81,000 thousand	100.0%	Sales of eyewear in Taiwan
JINS Hong Kong Limited	HKD 45,000 thousand	100.0% (100.0%)	Sales of eyewear in Hong Kong

(Note) Figures in parentheses under the ratio of voting rights column are the ratio of voting rights held by the Company's subsidiaries, etc., which are included in the figures directly above.

(12) Main offices and factories (as of August 31, 2025)

The Company	Location
Head office	26-4 Kawaharamachi 2-chome, Maebashi-shi, Gunma
Tokyo head office	Yasuda Sequence Tower, 3-1 Kandanishiki-cho, Chiyoda-ku, Tokyo

Subsidiary	Location of head office	Number of stores or manufacturing base
JINS Inc.	Maebashi-shi, Gunma	540 stores ^(Note 1)
JINS SHANGHAI CO., LTD.	Shanghai, China	156 stores ^(Note 2)
JINS Eyewear US, Inc.	California, U.S.	5 stores ^(Note 2)
JINS TAIWAN CO., LTD.	Taipei, Taiwan	78 stores ^(Note 2)
JINS Hong Kong Limited	Hong Kong SAR, China	10 stores ^(Note 2)
Yamato Technical Co., Ltd.	Echizen-shi, Fukui	Fukui Factory (Fukui)

(Notes) 1. JINS Inc. Number of company-operated stores by region

Hokkaido	Tohoku	Kanto	Chubu	Kinki	Chugoku / Shikoku	Kyushu / Okinawa	Total
19 stores	38 stores	224 stores	86 stores	83 stores	38 stores	52 stores	540 stores

2. Number of stores as of June 30, 2025.

Company Officers

(1) Directors (as of August 31, 2025)

Name	Position and responsibilities	Significant concurrent positions
Hitoshi Tanaka	CEO and President	Director, JINS Inc. President, JINS norma CO., LTD. Outside Director, Mebuku Ground Inc. External Director, Oisix ra daichi Inc. Outside Director, Japan Communications Inc.
Ryo Tanaka	COO and Executive Vice President	President and Representative Director, JINS Inc. Director, Yamato Technical Co., Ltd.
Noboru Kotani	Director	Representative Director, Vehicle Inc. External Director, SanBio, Inc. Independent Director, toggle holdings Inc.
Jiro Kokuryo	Director	Outside Director, Mebuku Ground Inc. Outside Director, QON Inc. Outside Director, Hacobu, Inc. Professor, Institute for Business and Finance, Waseda University
Chiaki Hayashi	Director	Chairperson and Director, Hidakuma Co., Ltd. Outside Director, Pigeon Corporation Outside Director, Yayoi Co., Ltd. Representative Director, Hachi Hachi Inc. Representative Director and President, Q0 Inc. Director, Consumer Co-operative Co-op Sapporo Executive Director, Japan Institute of Design Promotion
Masatoshi Arimura	Director (Full-time Audit and Supervisory Committee member)	Auditor, Yamato Technical Co., Ltd. Auditor, JINS SHANGHAI CO., LTD.
Tetsuya Oi	Director (Audit and Supervisory Committee member)	Attorney-at-law, TMI Associates External Audit & Supervisory Board Member, MarketEnterprise Co., Ltd. Outside Director of Audit and Supervisory Committee, Techfirm Holdings Inc. Representative Director, TMI PRIVACY AND SECURITY Co., Ltd. Outside Director (audit and supervisory committee member), IMAGE MAGIC Inc.
Tsuguya Ota	Director (Audit and Supervisory Committee member)	President, Spiralll & Company K.K. Senior Partner, Certified Public Tax Accountants Firm Spiralll

(Notes) 1. Directors Noboru Kotani, Jiro Kokuryo, and Chiaki Hayashi, and Directors (Audit and Supervisory

- Committee members) Masatoshi Arimura, Tetsuya Oi, and Tsuguya Ota are Outside Directors.
2. To strengthen the audit and oversight functions of the Audit and Supervisory Committee, we have appointed Mr. Masatoshi Arimura as a full-time Audit and Supervisory Committee member. This enables the collection of information from Directors (excluding Audit and Supervisory Committee members), facilitates information-sharing at important internal meetings, and ensures sufficient coordination between the Internal Audit Office and the Audit and Supervisory Committee.
 3. The Company has designated Directors Noboru Kotani, Jiro Kokuryo, and Chiaki Hayashi, and Directors (Audit and Supervisory Committee members) Tetsuya Oi and Tsuguya Ota as Independent Officers as stipulated by the Tokyo Stock Exchange and notified the Exchange to that effect.
 4. Director (Audit and Supervisory Committee member) Tsuguya Ota is a certified public accountant and has considerable knowledge regarding finance and accounting.

(2) Amounts of remuneration for Directors

Category	Total amount of remuneration (Millions of yen)	Amount by type of remuneration (Millions of yen)		Number of eligible officers
		Basic remuneration	Performance-linked remuneration (phantom stock)	
Directors (excluding Audit and Supervisory Committee members)	430	197	233	5
Directors (Audit and Supervisory Committee members)	22	22	—	3
Auditors	6	6	—	3
Total	459	226	233	8

- (Notes) 1. The Company transitioned to a Company with an Audit and Supervisory Committee upon the conclusion of the 37th Annual General Meeting of Shareholders held on November 28, 2024. Remuneration for “Auditors” pertains to the period prior to this transition, while remuneration for “Directors (Audit and Supervisory Committee members)” pertains to the period after this transition.
2. At the 37th Annual General Meeting of Shareholders held on November 28, 2024, it was resolved that the maximum amount of remuneration for Directors (excluding Directors who are Audit and Supervisory Committee members) shall be no more than ¥1,000 million per year (including ¥300 million for Outside Directors). The number of Directors (excluding Directors who are Audit and Supervisory Committee members) as of the conclusion of said Annual General Meeting of Shareholders was five (including three Outside Directors).
 3. At the 37th Annual General Meeting of Shareholders held on November 28, 2024, it was resolved that the maximum amount of remuneration for Directors who are Audit and Supervisory Committee members shall be no more than ¥300 million per year. The number of Directors who are Audit and Supervisory Committee members as of the conclusion of said Annual General Meeting of Shareholders was three.
 4. The Board of Directors has delegated the determination of the allocation of basic remuneration amount for each Director (excluding Directors who are Audit and Supervisory Committee members) to Hitoshi Tanaka, CEO and President, within the scope of recommendations by the Nomination and Compensation Committee (comprised of the Representative Director and Independent Outside Directors (excluding Directors who are Audit and Supervisory Committee members)). The reason

for the delegation is because the Board of Directors has determined that the CEO and President is best suited to assess the Company's overall business results and each Director (excluding Directors who are Audit and Supervisory Committee members).

Regarding contents of individual remuneration for Directors (excluding Directors who are Audit and Supervisory Committee members) for the fiscal year under review, the CEO and President determined the amount of individual remuneration for each Director (excluding Directors who are Audit and Supervisory Committee members) based on a resolution by the Board of Directors within the scope of recommendations by the Nomination and Compensation Committee which was established by the Board of Directors as an advisory body under the decision-making policies for individual remuneration for Directors stated in "(3) Decision-making policies for the content of individual remuneration for Directors." When determining the contents of recommendations, the Nomination and Compensation Committee deliberates on whether such contents are in line with the above policy. Therefore, the Board of Directors has determined that the contents of individual remuneration for Directors (excluding Directors who are Audit and Supervisory Committee members) for the fiscal year under review are in line with the above decision-making policies.

5. The performance indicator for performance-linked remuneration (phantom stock) is consolidated operating profit for each fiscal year, with the actual result for the fiscal year ended August 31, 2025, being ¥12,093 million. The reason for selecting this indicator is that consolidated operating profit directly reflects the profitability of the entire Group's domestic and international operations, and we assessed that it provides an appropriate incentive for improving performance. The amount of performance-linked remuneration (phantom stock) is determined based on the achievement rate of consolidated operating profit targets.
6. There is no non-monetary remuneration.

(3) Decision-making policies for the content of individual remuneration for Directors

At the meeting of the Board of Directors, the Company made a resolution on the decision-making policies for the content of individual remuneration for Directors. The details of the decision-making policies for the content of individual remuneration for Directors (excluding Directors who are Audit and Supervisory Committee members) are as follows.

a. Basic policy

As a basic policy, remuneration for the Company's Directors (excluding Directors who are Audit and Supervisory Committee members) shall be set at an appropriate level in order to ensure transparency and objectivity.

The total amount of remuneration shall be within the limits determined by resolution of the General Meeting of Shareholders.

b. Details of each remuneration system

(a) Internal Directors

The remuneration for Internal Directors (Directors who are not Outside Directors, excluding Directors who are Audit and Supervisory Committee members) shall consist of the following: (1) basic remuneration and (2) performance-linked remuneration (phantom stock).

- (1) Policy on determination of the amount of individual remuneration within basic remuneration (including policy on determination of the timing of providing remuneration or other conditions)

A fixed remuneration paid monthly, determined according to factors such as the position, responsibilities, and tenure, upon comprehensively taking into account levels at other companies, the Company's business results, and levels of employee salaries.

- (2) Policy on determination of the amount of individual remuneration within performance-linked remuneration (including policy on determination of the timing of providing remuneration or other conditions)

Monetary compensation in the form of phantom stock, for which the base amount shall be determined at the beginning of each fiscal year. The granted amount shall be determined based on the consolidated operating profit for each fiscal year. The number of phantom stock shall be granted based on the base stock price. On the settlement date two years after the granting, the amount shall be calculated by multiplying the number of phantom stock by the Company's stock price at the time.

- (3) Policy on determination of the ratio of each individual's remuneration amounts

The composition ratio of basic remuneration and performance-linked remuneration (phantom stock) shall be determined by considering both single-year performance and the enhancement of long-term corporate value. This approach prioritizes the level and stability of basic remuneration while recognizing the importance of a medium-to-long-term management perspective.

(b) Outside Directors

The remuneration for Outside Directors (excluding Directors who are Audit and Supervisory Committee members) shall consist solely of a fixed monetary remuneration paid monthly as basic remuneration. This amount shall be determined based on their responsibilities, taking into account levels at other companies, the Company's business results, and levels of employee salaries.

c. Matters concerning delegation of authority regarding determination of remuneration, etc.

Determination of the specific amount of remuneration for each Director (excluding Directors who are Audit and Supervisory Committee members) shall be delegated to the CEO and President, based on a resolution of the Board of Directors, following consultation with and recommendation from the voluntary Nomination and

Compensation Committee (comprised of the Representative Director and Independent Outside Directors, excluding Directors who are Audit and Supervisory Committee members) established by the Board of Directors as an advisory body.

(4) Outside Officers

[Significant concurrent positions at other entities and relationships between the Company and those entities]

Category	Name	Entity at which concurrent positions are held and concurrent positions held	Relationship with such entity
Director	Noboru Kotani	Representative Director, Vehicle Inc.	There are no significant transactions or other relationships.
		External Director, SanBio, Inc.	
		Independent Director, toggle holdings Inc.	
	Jiro Kokuryo	Outside Director, Mebuku Ground Inc.	The Company has made investment in this company.
		Outside Director, QON Inc.	There are no significant transactions or other relationships.
		Outside Director, Hacobu, Inc.	
		Professor, Institute for Business and Finance, Waseda University.	
	Chiaki Hayashi	Chairperson and Director, Hidakuma Co., Ltd.	
		Outside Director, Pigeon Corporation	
		Outside Director, Yayoi Co., Ltd.	
		Representative Director, Hachi Hachi Inc.	
		Representative Director and President, Q0 Inc.	
		Director, Consumer Co-operative Co-op Sapporo	
		Executive Director, Japan Institute of Design Promotion	

Category	Name	Entity at which concurrent positions are held and concurrent positions held	Relationship with such entity
Director (Audit and Supervisory Committee member)	Masatoshi Arimura	Auditor, Yamato Technical Co., Ltd.	The Company is a wholly owning parent company of each entity.
		Auditor, JINS SHANGHAI CO., LTD.	
	Tetsuya Oi	Attorney-at-law, TMI Associates	The Company has concluded a legal advisory agreement with TMI Associates. The total amount of fees paid by the Group to TMI Associates during the fiscal year under review was less than 1.0% of the Company's SG&A expenses for the same fiscal year.
		External Audit & Supervisory Board Member, MarketEnterprise Co., Ltd.	There are no significant transactions or other relationships.
		Outside Director of Audit and Supervisory Committee, Techfirm Holdings Inc.	
		Representative Director, TMI PRIVACY AND SECURITY Co., Ltd.	
		Outside Director (audit and supervisory committee member), IMAGE MAGIC Inc.	
	Tsuguya Ota	President, Spiralll & Company K.K.	
		Senior Partner, Certified Public Tax Accountants Firm Spiralll	

[Main activities of each Outside Officer]

Category	Name	Main activities
Director	Noboru Kotani	He attended all 14 meetings of the Board of Directors held during the fiscal year under review, and made necessary remarks on proposals and deliberations from an external standpoint as appropriate, leveraging his insight and experience.
Director	Jiro Kokuryo	He attended 13 out of 14 meetings of the Board of Directors held during the fiscal year under review, and made necessary remarks on proposals and deliberations from an external standpoint as appropriate, leveraging his insight and experience.
Director	Chiaki Hayashi	She attended all 14 meetings of the Board of Directors held during the fiscal year under review, and made necessary remarks on proposals and deliberations from an external standpoint as appropriate, leveraging her insight and experience.
Director (Audit and Supervisory Committee member)	Masatoshi Arimura	He attended all 14 meetings of the Board of Directors, all 4 meetings of the Board of Auditors, and all 10 meetings of the Audit and Supervisory Committee held during the fiscal year under review, and made necessary remarks on proposals and deliberations from an external standpoint as appropriate, leveraging his insight and experience.
Director (Audit and Supervisory Committee member)	Tetsuya Oi	He attended all 14 meetings of the Board of Directors, all 4 meetings of the Board of Auditors, and all 10 meetings of the Audit and Supervisory Committee held during the fiscal year under review, and made necessary remarks on proposals and deliberations from an external standpoint as appropriate, mainly from a professional perspective as an attorney-at-law, leveraging his insight and experience.
Director (Audit and Supervisory Committee member)	Tsuguya Ota	He attended all 14 meetings of the Board of Directors, all 4 meetings of the Board of Auditors, and all 10 meetings of the Audit and Supervisory Committee held during the fiscal year under review, and made necessary remarks on proposals and deliberations from an external standpoint as appropriate, mainly from a professional perspective as a certified public accountant, leveraging his insight and experience.

(Note) In addition to the number of meetings of the Board of Directors held above, five written resolutions were made, whereby resolutions of the Board of Directors are deemed to have been made pursuant to the provisions of Article 370 of the Companies Act and Article 24 of the Company's Articles of Incorporation.

(Note) The Company transitioned to a Company with an Audit and Supervisory Committee upon the conclusion of the 37th Annual General Meeting of Shareholders held on November 28, 2024. Meetings of the Board of Auditors were convened during the period prior to this transition, while the meetings of the Audit and Supervisory Committee were convened during the period after this transition.

[Liability limitation agreements]

The Company and its Directors (excluding Executive Directors) have concluded agreements to limit the liability for damages under Article 423, Paragraph 1 of the Companies Act, pursuant to the provisions of Article 427, Paragraph 1 of the Companies Act. The maximum amount of liability under the agreements is the minimum amount of liability provided for in Article 425, Paragraph 1 of the Companies Act.

This limitation on liability is granted only when the relevant Director (excluding Executive Directors) has executed his or her duties that caused such liability in good faith and without gross negligence.

[Total amount of remuneration for Outside Officers]

Total amount of remuneration for Outside Officers	Number of persons: 6	Amount of remuneration: ¥57 million
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(Note) There are no performance-linked remuneration (phantom stock) or non-monetary remuneration.

[Opinions of Outside Officers on stated matters]

Not applicable.