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(Securities code 3277)

March 10, 2026

(Starting date of the measures for electronic provision: March 4, 2026)

**To Shareholders with Voting Rights:**

Takashi Matsuzaki  
President and Representative Director  
Sansei Landic Co., Ltd.  
2-6-1 Marunouchi, Chiyoda-ku, Tokyo

**NOTICE OF  
THE 50TH ORDINARY GENERAL MEETING OF SHAREHOLDERS**

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

This is to inform you that the 50th Ordinary General Meeting of Shareholders (this “Meeting”) of Sansei Landic Co., Ltd. (the “Company”) will be held for the purposes as described below.

The Company has taken measures for the electronic provision of materials for this Meeting, and posted the matters to be provided electronically on the following website.

The Company’s website: <https://www.sansei-l.co.jp/en/ir/>

In addition to the above, the materials to be provided electronically are disclosed on the following website.

Tokyo Stock Exchange’s website (Listed Company Search):

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

To view the information thus disclosed, please access the website above, search for us by entering our company name or securities code, and select “Basic information” and then “Documents for public inspection/PR information.”

Instead of attending the Meeting, you can exercise your voting rights by either of the following methods. Please review the attached Reference Documents for the General Meeting of Shareholders, and exercise your voting rights no later than 6:30 p.m. Japan time on Wednesday, March 25, 2026.

[Exercise of voting rights by mail]

Please indicate your approval or disapproval of each of the proposals on the enclosed Voting Rights Exercise Form and return it so that it is received by the above deadline.

[Exercise of voting rights via the Internet]

Please refer to the “Guide on the Exercise of Voting Rights via the Internet” in the Japanese version of this notice and enter your approval or disapproval of each of the proposals by the above deadline.

The Company participates in the Electronic Voting System Platform for institutional investors operated by ICJ, Inc.

- 1. Date and Time:** Thursday, March 26, 2026 at 10:00 a.m. Japan time (Reception starts at 9:30 a.m.)  
**2. Place:** “Grand,” Conference Square M Plus located at  
10F, Mitsubishi Building, 2-5-2 Marunouchi, Chiyoda-ku, Tokyo

**3. Meeting Agenda:**

- Matters to be reported:**
1. The Business Report, Consolidated Financial Statements for the Company’s 50th Fiscal Year (January 1, 2025 - December 31, 2025), and results of audits of the Consolidated Financial Statements by the Accounting Auditor and the Audit & Supervisory Board
  2. Non-consolidated Financial Statements for the Company’s 50th Fiscal Year (January 1, 2025 - December 31, 2025)

**Proposals to be resolved:**

- Proposal 1:** Appropriation of Surplus  
**Proposal 2:** Election of 1 Substitute Audit & Supervisory Board Member

**4. Matters to be Determined concerning Convocation:**

You may exercise your voting rights via proxy provided the proxy is a shareholder entitled to vote. Delegation of your voting rights is limited to one proxy.

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- ◎ If you are attending the Meeting, please submit the enclosed Voting Rights Exercise Form at the reception.
  - ◎ In accordance with laws and regulations and Article 15, Paragraph 2 of the Company’s Articles of Incorporation, the following matters are not included in the paper copies delivered to shareholders who have requested them. Accordingly, the paper copies thus delivered form a part of the documents audited by the Audit & Supervisory Board Members and by the Accounting Auditor in preparing their respective audit reports.
    - Notes to Consolidated Financial Statements
    - Notes to Non-consolidated Financial Statements
  - ◎ Any revisions required to the matters to be provided electronically will be posted on respective websites.

# Reference Documents for the General Meeting of Shareholders

## Proposals and References

### Proposal 1: Appropriation of Surplus

The Company's basic dividend policy is to increase profitability and secure the source of dividends, thereby pay dividends in a sustainable and stable manner and actively return profits to shareholders commensurate with business performance.

In consideration of sufficient internal reserves necessary for new growth, the Company proposes distribution of surplus for the current fiscal year as follows.

Matters regarding year-end dividend

- (1) Dividend asset type  
Cash
  
- (2) Matters concerning allotment of dividend property to shareholders and its total amount  
29 yen per share of common stock  
Total dividends of 235,324,096 yen
  
- (3) Effective date of dividend of surplus  
March 27, 2026

**Proposal 2:** Election of 1 Substitute Audit & Supervisory Board Member

To prepare for a contingency in which the number of the Company’s Audit & Supervisory Board Members falls below the statutory requirement, the election of 1 substitute Audit & Supervisory Board Member is proposed.

The validity of the election under this proposal may only be canceled prior to the assumption of office based on a resolution by the Board of Directors with the consent of the Audit & Supervisory Board.

In addition, the Audit & Supervisory Board has given its consent to this proposal.

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

Name (Date of birth)	Career summary and significant concurrent positions	Number of shares of the Company held
Yoshihiko Masuda (April 27, 1982; male)	April 2005    Joined KPMG AZSA & Co. (currently KPMG AZSA LLC) January 2008    Registered as a certified public accountant August 2013    Joined ASAHI Tax Corporation February 2014    Registered as a certified public tax accountant July 2015    Representative, Yoshihiko Masuda Certified Public Accountant Office (to present) May 2018    Director (Audit and Supervisory Committee Member), RPA Holdings, Inc. (currently OPEN Group, Inc.) (to present) December 2019    Auditor, Green Earth Institute Co., Ltd. (to present) May 2020    Auditor, RPA Technologies, Inc. (currently OPEN, Inc.), SEGMENT, Inc. (currently OPEN, Inc.), OPEN ASSOCIATES JAPAN, Inc. (currently OPEN, Inc.), and LEAGLE Inc. (to present) December 2023    Auditor, b-style gig works, Inc. (currently gokinjowork Inc.) (to present)	-

Notes:

1. There are no special interests between Mr. Yoshihiko Masuda and the Company.
2. Mr. Yoshihiko Masuda is a candidate for substitute Outside Audit & Supervisory Board Member.
3. The reason for nominating Mr. Yoshihiko Masuda as a candidate for substitute Outside Audit & Supervisory Board Member is because the Company expects that leveraging his abundant experience and broad insight as a certified public accountant and a certified public tax accountant will further strengthen the audit system of the Company.
4. If Mr. Yoshihiko Masuda is appointed as an Audit & Supervisory Board Member, the Company will enter into a liability limitation agreement with him in accordance with Article 427, Paragraph 1 of the Companies Act and provisions of the Articles of Incorporation to limit his liability for damages as stipulated in Article 423, Paragraph 1 of said Act to the minimum amount set forth in Article 425, Paragraph 1 of said Act.
5. If Mr. Yoshihiko Masuda is appointed as an Audit & Supervisory Board Member, the Company will register him with the Tokyo Stock Exchange as an Independent Auditor.
6. The Company has entered into a directors and officers liability insurance contract to insure its Directors and Audit & Supervisory Board Members. The contract will cover damages that may arise due to insured Directors and Audit & Supervisory Board Members assuming liability for their execution of duties, or receiving a claim for the pursuit of such liability.  
If Mr. Yoshihiko Masuda is appointed as an Audit & Supervisory Board Member, he will be insured under the insurance contract.