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Securities Code: 6078

Date of sending by postal mail: March 11, 2026

Start date of measures for providing information in electronic format: March 4, 2026

To our shareholders:

Michio Fujita
Representative Director and President
Value HR Co., Ltd.
5-21-14 Sendagaya, Shibuya-ku, Tokyo

Notice of the 25th Annual General Meeting of Shareholders

We are pleased to announce the 25th Annual General Meeting of Shareholders of Value HR Co., Ltd. (the “Company”), which will be held as indicated below.

When convening this general meeting of shareholders, the Company takes measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (matters for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information on the websites below. Please access one of these websites using the internet address shown below to review the information.

The Company’s website: <https://www.valuehr.com> (in Japanese)

(To access the information, please visit the website above and click “Investor Relations,” then “Stock Information,” and then “General Meeting of Shareholders.”)

Website containing materials for the general meeting of shareholders: <https://d.sokai.jp/6078/teiji/> (in Japanese)

Tokyo Stock Exchange website (Listed Company Search):

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

To access the information, please visit the Tokyo Stock Exchange website above and enter “Value HR” in the “Issue name (company name)” field or the Company’s securities code (“6078”) in the “Code” field, click “Search,” then “Basic information,” and then “Documents for public inspection/PR information,” and then check the “Notice of General Meeting of Shareholders / Materials for the General Shareholders Meeting” column under “Documents for public inspection.”

If you do not attend the meeting in person, you may exercise your voting rights in writing or by electromagnetic means (via the internet, etc.). Please review the Reference Documents for the General Meeting of Shareholders (in Japanese) and indicate your approval or disapproval for the proposal on the voting rights exercise form, which was sent together with this notice, and return it by postal mail so that it reaches us no later than 6:00 p.m. on Wednesday, March 25, 2026 (JST), or exercise your voting rights on the voting website.

1. Date and Time: Thursday, March 26, 2026, at 10:00 a.m. (JST)

2. Venue: AKEBONO room, 1st floor, Meiji Kinenkan
2-2-23 Moto-Akasaka, Minato-ku, Tokyo

3. Purpose of the Meeting

Reports

1. The Business Report and the Consolidated Financial Statements for the 25th fiscal year (from January 1, 2025 to December 31, 2025), and the results of audit by the Financial Auditor and the Audit and Supervisory Committee on the Consolidated Financial Statements
2. The Non-consolidated Financial Statements for the 25th fiscal year (from January 1, 2025 to December 31, 2025)

Resolution

Proposal

Election of Six Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

4. Matters Determined for Convocation

(1) Treatment of Requests for Delivery of Paper-Based Documents

Among matters for which measures for providing information in electronic format are to be taken, the following matters are not provided in the documents delivered to shareholders who have requested the delivery of paper-based documents as provided for by the provisions of laws and regulations and Article 15 of the Articles of Incorporation of the Company. Accordingly, the documents that are delivered to shareholders who have requested the delivery of paper-based documents are part of the documents included in the scope of audits by the Audit and Supervisory Committee and the Financial Auditor when they create their respective audit reports.

- (i) “Financial Auditor” and “System to ensure the properness of operations and overview of operational status of the system” in the Business Report
- (ii) “Consolidated Statement of Changes in Equity” and “Notes to Consolidated Financial Statements” in the Consolidated Financial Statements
- (iii) “Statement of Changes in Equity” and “Notes to Non-consolidated Financial Statements” in the Financial Statements

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

(2) Exercise of voting rights in writing

Please indicate your approval or disapproval of the proposal on the voting rights exercise form, which was sent together with this notice, and return it so that it arrives no later than 6:00 p.m. on Wednesday, March 25, 2026 (JST).

If your approval or disapproval of the proposal is not indicated on the returned voting rights exercise form, the Company will deem that you indicated your approval of the proposal.

(3) Exercise of voting rights via the internet, etc.

Please access the Company’s designated website (<https://evote.tr.mufg.jp/>) (in Japanese) for the exercise of voting rights, which is provided on the voting rights exercise form that was sent together with this notice, and follow the instructions on the screen and enter your approval or disapproval for the proposal by 6:00 p.m. on Wednesday, March 25, 2026 (JST).

(4) Handling of duplicate voting

- (i) If you vote both in writing and via the internet, etc., we will treat the vote submitted via the internet, etc. as valid.
- (ii) If you vote more than once via the internet, etc., we will treat the most recent vote as valid.

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- When attending the meeting in person, you are kindly requested to submit the voting rights exercise form, which was sent together with this notice, to the receptionist at the meeting site. Reception will open at 9:00 a.m. on the day of the meeting. (We will be offering some small gifts on the day of the meeting, but only one gift per shareholder attending the meeting, regardless of the number of voting rights exercise forms you bring with you.)
 - Voting by proxy is possible only when delegated to a shareholder of the Company with voting rights pursuant to Article 17 of the Articles of Incorporation. The proxy must be a single shareholder.

- If revisions to the matters for which measures for providing information in electronic format are to be taken arise, a notice of the revisions and the details of the matters before and after the revisions will be posted on the websites.
- Other information for shareholders will be posted on the Company's website (<https://www.valuehr.com>) (in Japanese). Please use the Company's website to confirm the latest information as needed.