Note: This document has been translated from 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.

Security code: 6087
November 28, 2025
(Date of commencement of electronic provision measures: November 18, 2025)

To Our Shareholders

36-1, Shimorenjyaku 3-chome, Mitaka-shi, Tokyo
ABIST Co., Ltd.
Akira Shin,
Representative Director and President

# Convocation Notice for the 20th Term Annual General Shareholders Meeting

To whom it may concern,
Thank you for continuously doing business with us.
We would like to inform you that the 20th Annual General Shareholders Meeting of ABIST Co., Ltd. (the "Company") will be held as described below.
In convening this shareholders' meeting, the Company has taken measures for electronic provision of information and posted matters to be provided electronically as "Convocation Notice for the 20th Term Annual General Shareholders Meeting" on the following website on the Internet.

The Company's website https://www.abist.co.jp/ir/

In addition to the above, the information is also posted on the following website on the Internet.

TSE website https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show

(Please visit the TSE website above, enter/search "ABIST" under "Issue name (company name)" or its securities code "6087" under "Code," and choose "Basic information," "Documents for public inspection / PR information" and "Notice of General Shareholders Meeting / Informational Materials for a General Shareholders Meeting.")
After reviewing the Reference Documents for the General Shareholders Meeting included in the matters provided electronically, please exercise your voting rights following the instructions on the convocation notice (in Japanese) on the web page above no later than 5:30 p.m. on Thursday, December 18, 2025. Please note that you may exercise your voting rights in writing or via the Internet, in lieu of attending the meeting in person.

Sincerely,

Details

| | |
|---|---|
| 1. Date and Time | Friday, December 19, 2025, at 10:00 a.m. (JST)<br>(Reception desk opens at 9:30 a.m.) |
| 2. Location | Oak Room, 7F, Kichijoji Excel Hotel Tokyu,<br>2-4-14 Kichijoji Honmachi, Musashino-shi, Tokyo<br>(Please find the map at the website below to ensure that you will be in the right place.)<br>https://www.tokyuhotels.co.jp/en/kichijoji-e/access/index.html |

3. Meeting Agenda

Matters for reporting: Business reports and non-consolidated financial statements for the Company's 20th term (from October 1, 2024 to September 30, 2025)

Matters for resolution:

Proposal No. 1: Appropriation of surplus

Proposal No. 2: Election of Three (3) Directors (excluding Directors who are Audit and Supervisory Committee Members)

- When attending the meeting, please submit the enclosed voting rights exercise form at the reception desk to register your attendance.
- If there are any changes to the matters concerning the measures for the electronic provision, we will post the corrections on each website.

# Reference Documents for the General Shareholders Meeting

Proposals and Reference Issues

## Proposal No. 1: Appropriation of surplus

The Company proposes the appropriation of surplus as follows:
Matters related to year-end dividends
We plan to pay the year-end dividends for the 20th term as detailed below based on our policy to provide stable and continuous profit return according to the financial results for the fiscal year under review.

(1) Type of dividend property
Cash

(2) Allotment of dividend property and their aggregate amount
The Company proposes to pay a dividend of ¥102 per common share of the Company.
Total amount: ¥405,874,116

(3) Effective date of dividends of surplus
December 22, 2025

The Company’s Articles of Incorporation stipulate that it may determine matters specified in the items of Article 459, Paragraph 1 of the Companies Act by a resolution of the Board of Directors unless otherwise provided for by laws and regulations.

## Proposal No. 2: Election of three (3) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Accordingly, the Company proposes the election of three (3) Directors (excluding Directors serving as Audit and Supervisory Committee Members) as the term of office of all current Directors (three (3) Directors excluding Directors serving as Audit and Supervisory Committee Members) will expire at the conclusion of this General Shareholders Meeting.
The proposal was considered by the Audit and Supervisory Committee, which made not particular comments.
The candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members) are as follows.

List of candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members)

| No. | Name | | | Current positions at the Company | Attendance at the Board of Directors' meetings |
|---|---|---|---|---|---|
| 1 | Akira Shin | Reappointment | Male | Representative Director and President | Board of Directors 100% (15/15) |
| 2 | Norikazu Maruyama | Reappointment | Male | Managing Director | Board of Directors 100% (15/15) |
| 3 | Makiko Takao | Reappointment Outside Independent | Female | Outside Director | Board of Directors 100% (15/15) |

Reappointment Candidates for Directors to be reappointed

Outside Candidates for Outside Director

Independent Independent Officer based on the provisions of the Tokyo Stock Exchange

| No. 1 | Akira Shin | (November 13, 1970) | Number of shares held: 0 shares |
|---|---|---|---|

Reappointment

[Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company]

| | |
|---|---|
| April 1993 | Joined Meiji-Ya Co., Ltd. |
| December 2006 | Transferred to Meiji-ya Shoji Co., Ltd. |
| October 2011 | Transferred to Mitsubishi Shokuhin Co., Ltd. |
| July 2012 | Joined ABIST Co., Ltd. and served as the head of Related Business Division |
| October 2012 | Head of new business development, ABIST Co., Ltd. |
| March 2013 | President, ABIST H&F Co., Ltd. |
| December 2018 | Managing Director, Assistant to President (in charge of new businesses/ABIST H&F), ABIST Co., Ltd. |
| October 2019 | Managing Director, Assistant to President (in charge of new businesses/AI solution business/ABIST H&F), ABIST Co., Ltd. |
| April 2020 | Senior Managing Director of the Company |
| December 2021 | Representative Director and Senior Managing Director of the Company |
| October 2022 | Representative Director and President of the Company (current position) |

Reasons for nomination as a candidate for Director

Mr. Akira Shin held an important post in new business development, served as Senior Managing Director, and currently has a leadership role in the overall business as President. He is expected to contribute to the continued growth of the Company and an increase in corporate value using his profound knowledge and management perspective, and the Company requests that its shareholders again appoint him as Director.

| No. 2 | Norikazu Maruyama | (March 10, 1970) | Number of shares held: 6,700 shares |
|---|---|---|---|

Reappointment

[Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company]

| | |
|---|---|
| April 1992 | Joined Shinko Denki K.K. (current Sinfonia Technology Co., Ltd.) |
| May 2000 | Joined Every Net Co., Ltd. |
| April 2001 | Joined then Japan Business Development Co., Ltd. |
| April 2006 | Joined JBS Engineering Co., Ltd. (current ABIST Co., Ltd.) |
| October 2013 | Head of General Administration Department, the Company |
| October 2014 | Head of Business Management and Planning Division, the Company |
| October 2016 | Executive Officer and head of General Administration Department, the Company |
| December 2018 | Director, Executive Officer, and head of General Administration Department, the Company |
| March 2019 | Director, Executive Officer, head of General Administration Department, and head of AI Solution Division, the Company |
| October 2019 | Director, Senior Executive Officer, and head of AI Solution Division, the Company |
| January 2020 | Director, Executive Officer, and head of AI Solution Division, the Company |
| April 2020 | Director, Senior Managing Executive Officer, and head of AI Solution Division, the Company |
| October 2020 | Managing Director of the Company (current position) |

Reasons for nomination as a candidate for Director

Mr. Norikazu Maruyama has held posts in the overall management division and led AI Solution Division and has effectively played roles and fulfilled responsibilities as Managing Director. The Company requests that its shareholders appoint him again as Director due to his extensive knowledge of the technology business and his expertise in overall management.

<table>
<tr><td>No. 3</td><td colspan="4">Makiko Takao (May 6, 1962) Number of shares held: 0 shares</td></tr>
<tr><td rowspan="4">Reappointment<br>Outside<br>Independent</td><td colspan="4">[Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company]</td></tr>
<tr><td>April 1985</td><td>Joined Long-term Credit Bank Management Research Institute, Inc.</td><td>April 2015</td><td>Joined Hosei University<br>Professor at Hosei Graduate School of Regional Policy Design (current position)</td></tr>
<tr><td>March 1999</td><td>Joined Value Management Institute, Inc.</td><td>December 2021</td><td>Outside Director of the Company (current position)</td></tr>
<tr><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="5">Reason for nomination as a candidate for Outside Director and expected roles<br>Ms. Makiko Takao engaged in research of economy and financial conditions at a think tank for many years and currently conducts research in a wide range of fields such as regional policies and social security as a professor at Hosei University Graduate School of Regional Policy Design, having specialized knowledge and experience in company management and social issues. While she has never been involved directly in the Company's management, the Company requests that its shareholders appoint her as an Outside Director again for the Company to continue receiving appropriate suggestions and advice about sustainability management from her.</td></tr>
</table>

(Notes) 1. There is no special interest between the Company and each of the candidates.

2. Ms. Makiko Takao is a candidate for Outside Director, and the Company designated her an independent officer pursuant to the provisions of the Tokyo Stock Exchange (TSE) and registered her with the TSE.
3. Ms. Makiko Takao's term of office as Outside Director of the Company will be four years at the conclusion of the Annual General Shareholders Meeting.
4. The Company has signed a liability limitation agreement with Ms. Makiko Takao pursuant to the provisions of paragraph (1), Article 427 of the Companies Act, to limit the amount of compensation to the minimum liability specified in paragraph (1), Article 425 of the Companies Act in connection with the liability for damages in paragraph (1), Article 423 of the Companies Act. If she assumes the position of Director, the Company will maintain the liability limitation agreement signed with her.
5. The Company has concluded an agreement on liability insurance for officers provided for in paragraph (1), Article 430-3 of the Companies Act with an insurance company. This insurance agreement covers compensation for damages and litigation expenses incurred by insured persons as a result of claims made against them by a third party for action taken by them (or inaction) within the scope of their role as officer, etc. of the Company. The Company takes measures to prevent any loss of the appropriateness of the officer's performance of duties by setting a limit on the amount of compensation and excluding damages caused by intentional violations of the law by the insured from the insurance coverage. All premiums are paid by the Company, the policies are renewed every year, and all candidates for Director will be included in the insured of the insurance policy if they are appointed as Director. When the insurance contract is renewed next time, it plans to be renewed with the same content.
6. The name of Ms. Makiko Takao, the candidate for Director, on her family register is Makiko Tsuzura.

[Reference] The composition of the Board of Directors after the approval of Proposal No. 2

If Proposal No. 2: Election of three (3) Directors (excluding Directors who are Audit and Supervisory Committee Members) is passed as originally proposed, the composition of the Board of Directors shall be as follows.

| Name | Corporate management | Marketing and sales | Financial affairs and finance | IT and digitization | Human resources, labor affairs, human resources development | Legal affairs and risk management | Overseas experience |
|---|---|---|---|---|---|---|---|
| Akira Shin | ● | | | | | | |
| Norikazu Maruyama | ● | | | ● | ● | | |
| Makiko Takao | ● | | | | ● | | |
| Hidehiko Kurushima | | ● | | | | | |
| Mamoru Yamamoto | ● | | ● | | | | |
| Naho Ebata | | | | | | ● | ● |