Note: This document has been translated from a part of the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(Securities Code: 6247)
June 5, 2026

To Our Shareholders:

Toshiya Usami, Director, President and Chief Executive Officer
Hisaka Works, Ltd.
2-12-7, Sonezaki, Kita-ku, Osaka City

Notice of the 97th Annual General Meeting of Shareholders

We are pleased to announce the 97th Annual General Meeting of Shareholders of Hisaka Works, Ltd. (the "Company"), which will be held as indicated below. We look forward to your attendance.
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. (items for which measures for providing information in an electronic format are to be taken) in an electronic format, and posts this information on the Company's website. Please access the website by using the Internet address as shown below to review information.

The Company's website: https://www.hisaka.co.jp/ir_info/meeting.html (in Japanese)
In addition to posting items subject to measures for electronic provision on the Company's website, the Company also posts this information on the website of Tokyo Stock Exchange, Inc. (TSE) which can be viewed below.

TSE website (Listed Company Search):
https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show (in Japanese)
(Access the TSE website by using the Internet address shown above, enter "Hisaka Works" in "Issue name (company name)" or the Company's securities code "6247" in "Code," and click "Search." Then, click "Basic information" and select "Documents for public inspection/PR information." Under "Filed information available for public inspection," click "Click here for access" under "[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].")

If you are not able to attend the Meeting in person, you may exercise your voting rights in any one of the following ways. Please follow the instructions in the reference document and complete your voting.

[Exercise of Votes via Internet, etc.]
Please access the Company's designated website (https://evote.tr.mufg.jp/) (in Japanese), follow the instructions on the screens, and input your approval or disapproval by 5:00 p.m. (JST) on Thursday, June 25, 2026.
When exercising your voting rights via the Internet, etc. please refer to the Information on Exercising Voting Rights via the Internet, etc. on page 4 (in Japanese only).

[Exercise of Votes in Writing (by Mail)]
Please indicate on the Voting Rights Exercise Form your approval or disapproval for the proposals and return the form by 5:00 p.m. (JST) on Thursday, June 25, 2026.

1. **Date and Time:** Friday, June 26, 2026, 10:00 a.m. (JST)
2. **Venue:** Rental Conference Room, 26th Floor, Osaka Umeda Twin Towers North
   8-1, Kakuda-cho, Kita-ku, Osaka City
3. **Purpose of the Meeting:**
   Matters to be reported:
   1. Report on the Business Report, the Consolidated Financial Statements for the 97th Fiscal Year (From April 1, 2025 to March 31, 2026), and Audit Reports by the Accounting Auditor and the Audit and Supervisory Committee on the Consolidated Financial Statements

2. Report on the Non-consolidated Financial Statements for the 97th Fiscal Year (From April 1, 2025 to March 31, 2026)

Matters to be resolved:

Proposal No. 1 Partial Amendment to the Articles of Incorporation

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

Please kindly note that no gifts will be given to attendees. Your understanding would be highly appreciated.

- If you attend the Meeting, please submit the Voting Rights Exercise Form to the reception desk at the entrance of the meeting hall.
- As the Company's efforts for "Cool Biz" energy conservation, please note that the Board members and relevant staff will dress lightly on the day of the Meeting.
  Shareholders are also encouraged to attend the Meeting in light clothing.
- For this General Meeting of Shareholders, the content of reference documents for the General Meeting of Shareholders, etc. (items subject to measures for electronic provision) will be delivered to all shareholders who have voting rights regardless of whether they have requested the delivery of paper-based documents pursuant to the Companies Act.
- Among the items subject to measures for electronic provision, the following items are posted on each of the websites listed on the previous page in accordance with applicable laws and regulations of Japan, and the provision of Article 15 of the Company's Articles of Incorporation, and therefore, are not included in this document. Accordingly, the Business Report, the Consolidated Financial Statements and Non-Consolidated Financial Statements accompanying this document are the portions of the Business Report, the Consolidated Financial Statements and Non-Consolidated Financial Statements that were audited by the Independent Auditor in the preparation of the Independent Auditor's Report or by the member of the Audit and Supervisory Committee in the preparation of the Auditor's Report.
  - Major Offices and Factories, Major Creditors, Other Important Matters Concerning the Current Status of the Corporate Group, Share Acquisition Rights, Outline of Details of Limited Liability Agreements, Outline of Details of Liability Insurance Policy for Directors and Executive officers, etc., Accounting Auditor, Basic Concept of Corporate Governance, and Internal Control System to Ensure the Properness of Operations and the Operating Status of Such System of the Business Report
  - Consolidated Statements of Changes in Equity and Notes to Consolidated Financial Statements of the Consolidated Financial Statements
  - Statements of Changes in Equity and Notes to Non-Consolidated Financial Statements of the Non-Consolidated Financial Statements
  - Independent Auditor's Report on the Consolidated Financial Statements, Independent Auditor's Report on the Non-Consolidated Financial Statements, and Audit Report of the Audit and Supervisory Committee of the Audit Reports
- If revisions to the items for which measures for providing information in electronic format are to be taken arise, a notice of the revisions and the details before and after the revisions will be posted on each of the websites stated on the preceding page.
- Depending on the circumstances, if issues arise concerning the management of the General Meeting of Shareholders that need to be informed of prior to the day, they will be announced on the Company's website.
  The Company's website: https://www.hisaka.co.jp/

Reference Documents for the General Meeting of Shareholders

Proposals and Reference Information

Proposal No. 1 Partial Amendment to the Articles of Incorporation

1. Reasons for the proposal

(1) In light of the expansion of the Company's business activities into areas adjacent to its existing businesses, and in order to more clearly reflect the substance of its business operations as well as to enable flexible responses to future business developments, the Company proposes to partially amend its business purposes.

(2) With respect to the determination of dividends and other appropriation of surplus, the Company proposes to partially amend its Articles of Incorporation to establish a system where, while such matters shall in principle be determined by resolutions of the Board of Directors in order to ensure flexible and agile decision-making, they may also be proposed and resolved at a General Meeting of Shareholders in order to appropriately reflect the will of shareholders.

(3) The Company also proposes to make other necessary amendments, including additions, deletions and revisions of wording, as well as the renumbering of articles.

2. Details of the amendments

The details of the amendments are as follows:

(Amendments are underlined.)

Current Articles of Incorporation	Proposed Amendments
Chapter I General Provisions	Chapter I General Provisions
Article 1. <Omitted>	Article 1. <Unchanged>
Article 2. (Purposes) The purpose of the Company shall be to engage in the following businesses:	Article 2. (Purposes) The purpose of the Company shall be to engage in the following businesses:
(i) Development, manufacture and sales of various plate heat exchangers used in equipment and facilities across a wide range of industries, various dyeing and processing machines used in the textile industry, various cooking and sterilization equipment and evaporation and concentration equipment used in the food industry, various sterilization equipment and fresh water generation equipment used in the pharmaceutical and medical industries, and various industrial <u>ball valves, and others</u>, by utilizing advanced manufacturing technologies such as machining, fabrication, welding, and plastic working using stainless steel and other special materials as primary materials, together with accumulated proprietary technologies including heat transfer (heating and cooling), fluid control, evaporation and condensation, cooking, pasteurization and sterilization, dyeing and impregnation, and electrical control.	(i) Development, manufacture and sales of various plate heat exchangers used in equipment and facilities across a wide range of industries, various dyeing and processing machines used in the textile industry, various cooking and sterilization equipment and evaporation and concentration equipment used in the food industry, various sterilization equipment and fresh water generation equipment used in the pharmaceutical and medical industries, and various industrial <u>valves such as ball valves and diaphragm valves, and other equipment and devices</u>, by utilizing advanced manufacturing technologies such as machining, fabrication, welding, and plastic working using stainless steel and other special materials as primary materials, together with accumulated proprietary technologies including heat transfer (heating and cooling), fluid control, evaporation and condensation, cooking, pasteurization and sterilization, dyeing and impregnation, and electrical control.
(ii) System engineering for the various equipment and devices in the preceding item	(ii) System engineering for the various equipment and devices in the preceding item
(iii) Export, import and sales of the various equipment and devices set forth in the preceding items (i) and (ii)	(iii) Export, import and sales of the various equipment and devices set forth in the preceding items (i) and (ii)
(iv) Leasing of the various equipment and devices set forth in the preceding items (i) and (ii)	(iv) Leasing of the various equipment and devices set forth in the preceding items (i) and (ii)
<New Provision>	<u>(v) Purchase and sales, leasing, repair, inspection, and maintenance of used products of the various equipment and devices set forth in the preceding items (i) and (ii)</u>

<New Provision>	(vi) Processing, testing, evaluation, research, and provision of services related to sterilization, pasteurization, disinfection, heat treatment, and the like
(v) Power generation business and the management and operation thereof, and business related to the purchase and sales of electricity	(vii) Power generation business and the management and operation thereof, and business related to the purchase and sales of electricity
(vi) Any and all businesses incidental or related to the preceding items	(viii) Any and all businesses incidental or related to the preceding items
Articles 3 to 5 <Omitted>	Articles 3 to 5 <Unchanged>
Chapter II Shares Articles 6 to 11 <Omitted>	Chapter II Shares Articles 6 to 11 <Unchanged>
Chapter III General Meeting of Shareholders Articles 12 to 18 <Omitted>	Chapter III General Meeting of Shareholders Articles 12 to 18 <Unchanged>
Chapter IV Directors, Board of Directors and Audit and Supervisory Committee Articles 19 to 32 <Omitted>	Chapter IV Directors, Board of Directors and Audit and Supervisory Committee Articles 19 to 32 <Unchanged>
Chapter V Accounts Article 33. <Omitted>	Chapter V Accounts Article 33. <Unchanged>
Article 34.(Decision-Making Body for Dividends and Other Appropriation of Surplus) The Company shall determine the matters set forth in each item of Article 459, paragraph (1) of the Companies Act, including dividends and other appropriation of surplus, by resolutions of the Board of Directors, without a resolution of a General Meeting of Shareholders, unless otherwise provided for by laws and regulations.	Article 34.(Decision-Making Body for Dividends and Other Appropriation of Surplus) The Company may determine the matters set forth in each item of Article 459, paragraph (1) of the Companies Act, including dividends and other appropriation of surplus, by resolutions of the Board of Directors, unless otherwise provided for by laws and regulations.
Article 35 to 36 <Omitted>	Article 35 to 36 <Unchanged>

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

The terms of office for all of the current six (6) Directors (excluding Directors who are Audit and Supervisory Committee Members) will expire at the conclusion of the Meeting. Therefore, the Company proposes the election of seven (7) Directors (excluding Directors who are Audit and Supervisory Committee Members), increasing the number of Directors by one (1) to strengthen the management system of the Company.

The election of candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members) has been determined after consulting and advising by the Nomination and Compensation Committee, in which the Independent Outside Directors comprise a majority of the members. In addition, the Audit and Supervisory Committee has stated its opinion that all of the candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members) are appropriate.

The candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members) are as follows:

Candidates for Directors

Candidate No.	Name		Positions and responsibility in the Company
1	Toshiya Usami	Re-election	President and Representative Director; President and CEO
2	Akihito Adachi	Re-election	Director, Senior Managing Executive Officer; Technical & Development field
3	Hiroshi Hatano	Re-election	Director, Senior Executive Officer; Administration, Management Strategy, and Investor Relations fields, In charge of Ome Plant and Tokyo Branch
4	Masataka Matsuda	New election	Senior Executive Officer; Corporate Sustainability and Sales fields, General Manager of the Corporate Planning Division
5	Koji Mizumoto	Re-election Independent officer Candidate for Outside Director	Outside Director
6	Yuko Tsuno	Re-election Independent officer Candidate for Outside Director	Outside Director
7	Emiko Ikigoshi	Re-election Independent officer Candidate for Outside Director	Outside Director

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th>Career summary and position and responsibility in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company's shares owned</th></tr>
<tr><td rowspan="2">1</td><td>Toshiya Usami
(November 16, 1959)

Re-election</td><td>Mar. 1983 Joined Hisaka Works, Ltd.
Mar. 2014 Manager of the Sales Section of the Heat Exchanger Division of the Company
Apr. 2016 Executive Officer, Manager of the Sales Section of the Heat Exchanger Division, and In charge of Nagoya Branch
Apr. 2017 Executive Officer, Manager of the Manufacturing Section of the Valve Division
Apr. 2018 Executive Officer, General Manager of the Valve Division
June 2019 Director, General Manager of the Valve Division
June 2020 Senior Executive Officer, General Manager of the Valve Division
Apr. 2021 Managing Executive Officer, Domestic Sales field; and General Manager of the Valve Division
July 2021 Managing Executive Officer, Sales field; General Manager of the Valve Division
Apr. 2022 Managing Executive Officer, Sales field and In charge of Tokyo Branch
June 2022 Director, Managing Executive Officer, Sales field and In charge of Tokyo Branch
June 2023 Director, Managing Executive Officer, Corporate Planning and Overseas Operation fields and In charge of Tokyo Branch
Apr. 2024 President and Representative Director, President and CEO (current position)</td><td>68,000</td></tr>
<tr><td colspan="3">(Reasons for nomination as candidate for Director)
Toshiya Usami possesses a wealth of knowledge and experience of sales at the heat exchanger business. After being appointed as an Executive Officer, he has assumed the positions of Manager of the Sales Section of the Heat Exchanger Division, Manager of the Manufacturing Section of Valve Division, and General Manager of the Valve Division. After being appointed as a Director, he has assumed responsibilities for overseeing the company-wide Sales, Corporate Planning, and Overseas Operations. Since 2024, he has demonstrated strong leadership as President and CEO, devoting himself to achieving the goals of the Medium-term Management Plan to contribute to the Company's development. The Company judges he will be able to continue contributing to increasing its corporate value, and therefore proposes his election as Director.</td></tr>
</table>

Candidate No.	Name (Date of birth)	Career summary and position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
2	Akihito Adachi (December 27, 1960) Re-election	Mar. 1984 Joined Hisaka Works, Ltd. Mar. 2014 Manager of the Manufacturing Department of the Process Engineering Division of the Company Apr. 2016 Executive Officer, General Manager of the Process Engineering Division, and In charge of Kyushu Branch Apr. 2018 Executive Officer, General Manager of the Process Engineering Division June 2018 Director, General Manager of the Process Engineering Division Apr. 2019 Director, General Manager of the Process Engineering Division, and In charge of Kyushu Branch Nov. 2019 Director, General Manager of the Process Engineering Division, and In charge of Ome Plant and Kyushu Branch Apr. 2020 Director in charge of the Process Engineering Division, General Manager of the Technology Development Division, and Manager of the Information System Department June 2020 Senior Executive Officer, General Manager of the Technology Development Division, and Manager of the Information System Department Apr. 2021 Senior Executive Officer, General Manager of the Technology Development Division Apr. 2023 Managing Executive Officer, General Manager of the Technology Development Division June 2023 Director, Managing Executive Officer, Technical & Development field, and General Manager of the Technology Development Division Apr. 2024 Director, Managing Executive Officer, Sales and Technical & Development fields, and Konoike Plant Manager Apr. 2025 Director, Senior Managing Executive Officer, Sales and Technical & Development fields Apr. 2026 Director, Senior Managing Executive Officer, Technical & Development field (current position)	53,300
	(Reasons for nomination as candidate for Director) Akihito Adachi possesses abundant knowledge and experience mainly in development and manufacture of food processing equipment. After being appointed as an Executive Officer, he has assumed the positions of General Manager of the Process Engineering Division and General Manager of the Technology Development Division. Currently, he devotes himself to the Company's development by improving technological capabilities company-wide as Executive Officer in charge of Technical & Development, while playing a practical role in making decisions on significant overall management issues at the Board of Directors. The Company judges he will be able to continue contributing to increasing its corporate value, and therefore proposes his election as Director.		

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th colspan="2">Career summary and position and responsibility in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company’s shares owned</th></tr>
<tr><td rowspan="2">3</td><td>Hiroshi Hatano
(January 29, 1965)

Re-election</td><td>Sept. 2008
Mar. 2015

Apr. 2020

Apr. 2024

June 2024</td><td>Joined Hisaka Works, Ltd.
Manager of the Corporate Management Department of the Company
Executive Officer, General Manager of the Corporate Planning Division, and Manager of the Corporate Management Department
Senior Executive Officer; Administration, Management Strategy, and Investor Relations fields, and In charge of Ome Plant and Tokyo Branch
Director, Senior Executive Officer; Administration, Management Strategy, and Investor Relations fields, and In charge of Ome Plant and Tokyo Branch (current position)</td><td>20,300</td></tr>
<tr><td colspan="4">(Reasons for nomination as candidate for Director)
Hiroshi Hatano possesses a wealth of knowledge and experience in corporate management, monetary affairs, financial affairs, and legal affairs. After being appointed as an Executive Officer, he assumed positions such as General Manager of the Corporate Planning Division and is currently contributing to the development of the Company as the person in charge of Administration, Management Strategy, and Investor Relations, while playing a practical role in making decisions on significant overall management issues at the Board of Directors. The Company judges he will be able to continue contributing to increasing its corporate value, and therefore proposes his election as Director.</td></tr>
<tr><td rowspan="2">4</td><td>Masataka Matsuda
(July 31, 1969)

New election</td><td>Mar. 1993
Apr. 2020

Apr. 2022

Apr. 2025

Apr. 2026</td><td>Joined Hisaka Works, Ltd.
Manager of the Design and Development Department of the Valve Division of the Company
Executive Officer, General Manager of the Valve Division
Executive Officer, General Manager of the Corporate Planning Division, and Manager of the Corporate Strategy Department
Senior Executive Officer, Corporate Sustainability and Sales fields, and General Manager of the Corporate Planning Division (current position)</td><td>5,800</td></tr>
<tr><td colspan="4">(Reasons for nomination as candidate for Director)
Masataka Matsuda possesses a wealth of knowledge and experience mainly in design and development of valves. After being appointed as an Executive Officer, he has assumed the positions of General Manager of the Valve Division and General Manager of the Corporate Planning Division. He currently assumes responsibilities for Corporate Sustainability and Sales fields, and serves as General Manager of the Corporate Planning Division, contributing to the development of the Company through promoting company-wide sustainability initiatives, strengthening sales, and formulating and promoting the medium-term management plan. For the aforementioned reasons, the Company judges he will be able to contribute to increasing its corporate value, and therefore proposes his new election as Director.</td></tr>
</table>

Candidate No.	Name (Date of birth)	Career summary and position and responsibility in the Company (Significant concurrent positions outside the Company)		Number of the Company's shares owned
5	Koji Mizumoto (November 3, 1954) Re-election Independent officer Candidate for Outside Director	Apr. 1978	Joined Nisshin Steel Co., Ltd. (present Nippon Steel Corporation)	–
		June 2001	General Manager of the Corporate Planning Dept. of Nisshin Steel Co., Ltd.	
		Apr. 2005	Executive Officer and General Manager of the Sales Administration Dept. of Nisshin Steel Co., Ltd.	
		Apr. 2007	Executive Officer and General Manager of the Human Resources Dept. of Nisshin Steel Co., Ltd.	
		Apr. 2009	Managing Executive Officer and General Manager of the Human Resources Division of Nisshin Steel Co., Ltd.	
		June 2009	Director and Managing Executive Officer of Nisshin Steel Co., Ltd.	
		Apr. 2012	Director and Managing Executive Officer of Nisshin Steel Co., Ltd. Chairman of Nisshin Steel Shanghai Co., Ltd.	
		June 2012	Managing Executive Officer of Nisshin Steel Co., Ltd.	
		Apr. 2014	Vice President, Executive Officer and CFO of Nisshin Steel Co., Ltd.	
		June 2014	Representative Director; Vice President, Executive Officer; and CFO of Nisshin Steel Co., Ltd.	
		Apr. 2017	Director (assistant to President) of Nisshin Steel Co., Ltd.	
		June 2017	Senior Advisor of Nisshin Steel Co., Ltd.	
		June 2018	Advisor of Nisshin Steel Co., Ltd.	
		June 2019	Outside Director of Hisaka Works Co., Ltd. (current position)	
		Aug. 2020	Outside Director of Toyo Denki Seizo K.K.	
	(Summary of reasons for nomination of candidate for Outside Director and expected responsibilities) Koji Mizumoto had been in charge of corporate management of Nisshin Steel Co., Ltd. (present Nippon Steel Corporation) as Representative Director, Vice President and Executive Officer. Since being appointed as the Company's Outside Director, he has provided advice on its management and performed an appropriate supervisory function from an objective and practical point of view. As one of the Nomination and Compensation Committee members, he has also engaged in the election of candidates for Directors and decision-making on Directors' remuneration and other matters from an objective and neutral point of view. The Company judges that he will continue to utilize his insight and contribute to increasing its corporate value, and accordingly proposes him as a candidate for Outside Director.			

Candidate No.	Name (Date of birth)	Career summary and position and responsibility in the Company (Significant concurrent positions outside the Company)		Number of the Company's shares owned
6	Yuko Tsuno (November 10, 1981) Re-election Independent officer Candidate for Outside Director	Dec. 2008	Completed the requisite courses at the Legal Training and Research Institute of the Supreme Court of Japan (61st class) Registered with Aichi Bar Association	–
		Aug. 2009	Registered with Osaka Bar Association Joined Chuo Sogo Law Office P.C. (current position)	
		Apr. 2012	Joined Intellectual Property Law Practice Study Group (current position)	
		June 2012	Director of Kansai Branch of Japan Trademark Association (current position)	
		June 2016	Officer in charge of the protection of personal information and a committee member of information disclosure screening in the city of Kaizuka (current position)	
		Apr. 2017	Joined Intellectual Property Committee and Road Traffic Accident Committee of Osaka Bar Association (current position)	
		Sept. 2017	Lecturer of the School of Policy Studies of Kwansei Gakuin University (current position)	
		June 2019	Outside Director of Hisaka Works Co., Ltd. (current position)	
		Aug. 2019	Equity Commission Member of Kaizuka City (current position)	
		Apr. 2020	Vice Chairperson of the Intellectual Property Committee of the Osaka Bar Association	
		Nov. 2022	Toyonaka City Administrative Documents Committee Member	
	(Summary of reasons for nomination of candidate for Outside Director and expected responsibilities) Yuko Tsuno possesses abundant experience and knowledge as a lawyer. After being appointed as an Outside Director of the Company, she has provided advice on the Company's management and performed an appropriate supervisory function from an objective and specialized point of view. As one of the Nomination and Compensation Committee members, she has also engaged in the election of candidates for Directors and decision-making on Directors' remuneration and other matters from an objective and neutral point of view. The Company judges that she will continue to utilize her insight and contribute to increasing its corporate value, and accordingly proposes her as a candidate for Outside Director. Although she has no experience in the past of corporate management other than performing as outside officer, the Company judges, based on the above reasons, that she will be able to fulfill the roles and duties of Outside Director appropriately.			

Candidate No.	Name (Date of birth)	Career summary and position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
7	Emiko Ikigoshi (May 13, 1960) Re-election Independent officer Candidate for Outside Director	Oct. 1990 Joined Chuo Shinko Audit Corporation Mar. 1994 Registered as a certified public accountant June 2003 Partner of ChuoAoyama Audit Corporation Aug. 2007 Joined Deloitte Touche Tohmatsu (present Deloitte Touche Tohmatsu LLC) as a partner Oct. 2023 Established Ikigoshi Certified Public Accountant Office (current position) June 2024 Outside Director of SINKO INDUSTRIES LTD. (Audit and Supervisory Committee Member) (current position) June 2024 Outside Director of Chugin Financial Group, Inc. (Audit and Supervisory Committee Member) (current position) June 2024 Outside Director of Hisaka Works Co., Ltd. (current position) (Significant concurrent positions outside the Company) Representative of Ikigoshi Certified Public Accountant Office Outside Director of SINKO INDUSTRIES LTD. (Audit and Supervisory Committee Member) Outside Director of Chugin Financial Group, Inc. (Audit and Supervisory Committee Member)	–
	(Summary of reasons for nomination of candidate for Outside Director and expected responsibilities) Emiko Ikigoshi possesses professional knowledge and experience as a certified public accountant where she has obtained abundant knowledge into finance and accounting. After being appointed as an Outside Director of the Company, she has provided advice on the Company's management and performed an appropriate supervisory function from an objective and specialized point of view. The Company judges that she will continue to utilize her insight and contribute to increasing its corporate value, and accordingly proposes her as a candidate for Outside Director. Although she has no experience in the past of corporate management other than performing as outside officer, the Company judges, based on the above reasons, that she will be able to fulfill the roles and duties of Outside Director appropriately.		

Notes:
1. There is no special interest between any of the candidates and the Company.
2. Koji Mizumoto, Yuko Tsuno, and Emiko Ikigoshi are candidates for Outside Director.
3. Koji Mizumoto, Yuko Tsuno, and Emiko Ikigoshi satisfy the requirements for an independent officer as provided for by Tokyo Stock Exchange, Inc., and the Company has submitted notification to the aforementioned exchange concerning their designation as an independent officer. If they are re-elected, the Company plans to submit notification to the aforementioned exchange concerning the renewal of their designation as independent officers.
4. The Company has set out its Criteria for the Independence of Outside Officers of the Company.
   (The Company's website: https://www.hisaka.co.jp/company_info/outline.html) (in Japanese)
   All of the candidates for Outside Directors nominated in this proposal have satisfied these standards.
5. Koji Mizumoto, Yuko Tsuno, and Emiko Ikigoshi are currently Outside Directors of the Company. At the conclusion of this Meeting, the tenures of Koji Mizumoto and Yuko Tsuno since assuming office as Outside Directors will have been seven years, while the tenure of Emiko Ikigoshi as an Outside Director will have been two years.
6. Limited liability agreements with candidates for Outside Directors
   To secure human resources who are valuable as Outside Directors, the Company's Articles of Incorporation have prescribed that the Company is allowed to enter into a limited liability agreement with Outside Directors. Pursuant to the provisions of Article 427, paragraph (1) of the Companies Act, the Company has entered into agreements with Koji Mizumoto, Yuko Tsuno, and Emiko Ikigoshi to limit their liability for damages under Article 423, paragraph (1) of the Companies Act. If they are re-elected, the Company plans to renew the aforementioned agreements with them.
   An outline of the limited liability agreement is as follows:
   Pursuant to Article 427, paragraph (1) of the Companies Act, in line with the provisions of the Articles of Incorporation that allow for the Company to enter into an agreement to limit liability for damages, the maximum amount of liability for damages under this agreement is 1 million yen or the minimum amount provided for under laws and regulations, whichever is higher.
7. Liability Insurance Policy for Directors and Executive officers
   The Company has entered into a directors and officers liability insurance agreement with the insurance company pursuant to Article 430-3, paragraph (1) of the Companies Act.
   The summary of the contents of the insurance agreement is as follows: the scope of the insured includes Directors, Corporate Auditors, Statutory Executive Officers, Accounting Advisors, Executive Officers, and employees of the

Company and its subsidiaries. The insured do not bear the insurance premiums. The insurance agreement covers the legally mandated amount of indemnification and litigation expenses incurred from claims for damages arising from acts (including nonfeasance) carried out by the insured in their capacity. However, to ensure the proper execution of duties by the insured, the agreement does not cover cases where the insured has illegally obtained profits or benefits, or in the event of criminal actions, malfeasance, fraud, or acts conducted with the knowledge that they violate laws, regulations, or control laws.

Provided that a candidate for Director is approved, he or she will be covered as an insured party under the said insurance policy.

The Company is scheduled to renew the said insurance policy with the same details at the time of renewal.

[Reference] Skill Matrix for Director (planned after the conclusion of this Meeting)

Director	Expertise that the Company expects for Directors (including Directors who are Audit and Supervisory Committee Members)									
	Corporate management	Sales	Technology and Research Development	Internationality	Manufacturing and Quality	Management Planning	Finance and Accounting	Human Resources and Labor Management	Legal Affairs and Internal Control	Sustainability
Toshiya Usami	●	●	●	●	●	●	●			●
Akihito Adachi	●	●	●		●				●	●
Hiroshi Hatano	●	●				●	●	●	●	●
Masataka Matsuda	●	●	●		●	●				●
Koji Mizumoto	●			●		●	●	●		●
Yuko Tsuno								●	●	●
Emiko Ikigoshi							●		●	●
Naoto Hattori Audit and Supervisory Committee Member		●							●	●
Akira Nakai Audit and Supervisory Committee Member	●			●					●	●
Noriyuki Fujita Audit and Supervisory Committee Member	●						●			●

*The above matrix does not present all of the expertise possessed by the respective Directors.