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Securities Code 6417

June 8, 2026

(Measures for electronic provision were made available on June 2, 2026)

## To Those Shareholders with Voting Rights

Toshio Ogura  
Representative Director, President & CEO &  
COO  
SANKYO CO., LTD.  
3-29-14 Shibuya, Shibuya-ku, Tokyo, Japan

## NOTICE OF THE 61<sup>ST</sup> ORDINARY GENERAL MEETING OF SHAREHOLDERS

You are cordially invited to the 61<sup>st</sup> Ordinary General Meeting of Shareholders of the Company. The meeting will be held as stated below.

In convening this General Meeting of Shareholders, the Company has taken measures for providing information in electronic format and has posted the items subject to the measures for providing information in electronic format as “Notice of the 61<sup>st</sup> Ordinary General Meeting of Shareholders” and “Other Electronic Provision Measures Matters of the 61<sup>st</sup> Ordinary General Meeting of Shareholders (Matters Not Included in Delivered Documents concerning Notice of Convocation)” on the website indicated below.

The Company’s website <https://www.sankyo-fever.co.jp/corporate/ir/meeting.html>

In addition to the above, the notice is also posted on the website indicated below.

Tokyo Stock Exchange website <https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show>

Please access the website indicated above, enter and search for “SANKYO” in the “Issue name (company name)” field or enter and search for “6417” in the “Securities Code” field, select “Basic information” and “Documents for public inspection/PR information” in that order to see the relevant notice.

If you are not attending the meeting in person, you can exercise your voting rights via the Internet or in writing. Please review the Reference Documents for the General Meeting of Shareholders, and exercise your voting rights by no later than 6:00 p.m. on Thursday, June 25, 2026.

- 1. Date and Time:** Friday, June 26, 2026 at 10:00 a.m.
- 2. Place:** Star Room, The Westin Tokyo, B2F, 1-4-1 Mita, Meguro-ku, Tokyo (located within Yebisu Garden Place)
- 3. Agenda of the Meeting:**
  - Matters to be reported:**
    1. Business Report, Consolidated Financial Statements for the 61<sup>st</sup> Fiscal Term (from April 1, 2025 to March 31, 2026) and results of audits by the Accounting Auditor and the Audit and Supervisory Committee of the Consolidated Financial Statements
    2. Non-Consolidated Financial Statements for the 61<sup>st</sup> Fiscal Term (from April 1, 2025 to March 31, 2026)
  - Proposals to be resolved:**
    - Proposal No. 1:** Appropriation of Surplus
    - Proposal No. 2:** Election of Four Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)
    - Proposal No. 3:** Election of Five Directors Who Are Audit and Supervisory Committee Members

## Reference Documents for the General Meeting of Shareholders

### Proposals and references

#### **Proposal No. 1: Appropriation of Surplus**

The Company regards the return of profits to shareholders as one of the most important management priorities. The Company's basic policy is to pay performance-linked dividends with a consolidated dividend payout ratio of 40% as a benchmark. However, the minimum annual dividend per share shall be set at ¥20 to maintain stable dividends.

In regard to future profit sharing and use of retained earnings, while maintaining performance-based dividend payments as the basic policy, the Company will effectively utilize retained earnings, such as in business investment for growth and repurchase of own shares for flexible shareholder returns, through appropriate allocation.

Based on the above dividend policy, the Company proposes to pay the year-end dividend for the 61st fiscal term as follows:

Matters concerning the year-end dividends

(1) Type of dividend property

Dividends will be paid in cash.

(2) Appropriation of dividend property to shareholders and total amount

¥45 per share of the Company's common stock, for a total amount of ¥8,944,255,305

As a result, the annual dividend for this term, including interim dividend, would be ¥90 per share.

(3) Effective date of dividends from surplus

June 29, 2026

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

All four Directors (excluding Directors who are Audit and Supervisory Committee Members; hereinafter the same applies in this proposal) will complete their terms of office at the closing of this General Meeting of Shareholders. Consequently, the Company proposes the election of four Directors. With regard to this proposal, the Company's Audit and Supervisory Committee has determined that all of the candidates for Director are qualified for the role.

The candidates for Director are as follows:

No.	Name	Gender	Current position and assignment at the Company	Attendance at meetings of the Board of Directors
1	Reappointment Hideyuki Busujima	Male	Director & Chairman	94% (15/16)
2	Reappointment Toshio Ogura	Male	Representative Director, President & CEO & COO	100% (16/16)
3	Reappointment Hiroshi Takahashi	Male	Representative Director & Senior Executive Vice President & Supervising Corporate Planning Department	100% (12/12)
4	Reappointment Junko Tsuruoka	Female	Director & Chief Secretary	100% (16/16)

- Notes:
1. Attendance at meetings of the Board of Directors indicated for Mr. Hiroshi Takahashi pertains to the meetings of the Board of Directors held following their assumption of office as Director on June 27, 2025.
  2. The Company has entered into a directors and officers liability insurance contract, as stipulated in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company. The said insurance contract covers damages including compensation for damages and litigation expenses to be borne by the insured. If candidates for Director assume the office of Director, they will become the insured under the said insurance contract, which is scheduled for renewal during their terms of office.

No.	Name (Date of birth)	Career summary, position, assignment	Number of shares of the Company held
1	<u>Reappointment</u> Hideyuki Busujima (September 30, 1952)	<p>June 1985 Executive Director of the Company</p> <p>January 1988 Senior Executive Director of the Company</p> <p>February 1992 Representative Senior Executive Director of the Company</p> <p>June 1992 Representative Director &amp; Senior Executive Vice President of the Company</p> <p>June 1996 Representative Director, President of the Company</p> <p>April 2008 Representative Director, Chairman of the Board &amp; CEO of the Company</p> <p>April 2022 Director &amp; Chairman of the Company (to present)</p>	8,000,000

### Reasons for nomination as a candidate for Director

Ever since his appointment as Representative Director, President of the Company in 1996, Mr. Hideyuki Busujima has concentrated resources on the pachinko and pachislot machines businesses and led the Company's development. As well as leading development, manufacturing, and sales of innovative models that set the pace in the industry, he has demonstrated his leadership since 2008 as Representative Director, Chairman of the Board & CEO, despite the industry's challenging operating environment, and has contributed to enhancing corporate value through establishing the Company's position as a leading company in the industry and building a stable financial and management foundation. Having assumed the office of Director & Chairman in April 2022, he is supervising management based on a wealth of experience and knowledge of management.

The Company expects that his continuous performance of duties will contribute to sustainable enhancement of the Group's corporate value. Therefore, the Company has nominated Mr. Busujima as a candidate for Director.

- Notes:
1. Yoshii Country Club Co., Ltd. where Mr. Hideyuki Busujima serves as Representative Director has a transactional relationship with the Company pertaining to a tie-up for usage of shareholder benefit coupons.
  2. Marf Corporation, where Mr. Hideyuki Busujima serves as Representative Director, had a real estate sale and purchase transaction with the Company in fiscal 2025. The transaction price was determined based on appraisals and other documents obtained from multiple independent third-party valuation firms.

No.	Name (Date of birth)	Career summary, position, assignment	Number of shares of the Company held
2	<p><u>Reappointment</u> Toshio Ogura (March 12, 1962)</p>	<p>April 2012      Operating Officer &amp; Head of Intellectual Property Division &amp; General Manager of Intellectual Property Department of the Company</p> <p>April 2015      Executive Operating Officer &amp; Head of Intellectual Property Division of the Company</p> <p>April 2018      Senior Executive Operating Officer &amp; Head of Intellectual Property Division of the Company</p> <p>January 2019    Senior Executive Operating Officer &amp; Head of Intellectual Property Division &amp; Deputy Head of Product Management Division of the Company</p> <p>April 2021      Senior Executive Operating Officer &amp; Head of Intellectual Property Division &amp; Deputy Head of Product Management Division &amp; General Manager of Research &amp; Development Department of the Company</p> <p>April 2022      Senior Executive Operating Officer &amp; Head of Product Management Division of the Company</p> <p>June 2024      Director &amp; Senior Executive Operating Officer &amp; Head of Product Management Division of the Company</p> <p>June 2025      Representative Director &amp; Senior Executive Operating Officer &amp; Head of Product Management Division of the Company</p> <p>Outside Director of the Gamecard-Joyco Holdings, Inc. (current Gamecard Holdings, Inc.) (to present)</p> <p>Representative Director, President &amp; CEO &amp; COO of the Company (to present)</p> <p>(Significant concurrent positions) Outside Director of the Gamecard Holdings, Inc.</p>	45,000

**Reasons for nomination as a candidate for Director**

Mr. Toshio Ogura had been responsible for the Company’s intellectual property strategy as the Head of Intellectual Property Division for many years and helped the Company to secure a solid position in the intellectual property field of the industry. Since his appointment as Senior Executive Operating Officer & Head of Product Management Division in April 2022 and as Director & Senior Executive Operating Officer & Head of Product Management Division in June 2024, he has been driving improvements in the Group’s brand value and expansion of market share, and from June 2025, as Representative Director, President, he is leading the management of the Group toward sustainable growth, leveraging his extensive experience and expertise.

The Company expects that his continuous performance of duties will contribute to sustainable enhancement of the Group’s corporate value. Therefore, the Company has nominated Mr. Ogura as a candidate for Director.

Note: No conflict of interest exists between the Company and Mr. Ogura.

No.	Name (Date of birth)	Career summary, position, assignment		Number of shares of the Company held
3	<div style="border: 1px solid black; display: inline-block; padding: 2px;">Reappointment</div> Hiroshi Takahashi (July 14, 1962)	April 2018	Operating Officer & Deputy Head of Administration Division & General Manager of Accounting & Finance Department of the Company	27,000
		June 2021	Operating Officer & Deputy Head of Administration Division & General Manager of Corporate Planning Department & General Manager of Accounting & Finance Department of the Company	
		April 2022	Executive Operating Officer & Head of Administration Division & General Manager of Corporate Planning Department of the Company	
		April 2024	Senior Executive Operating Officer & Head of Administration Division & General Manager of Corporate Planning Department of the Company	
		June 2025	Representative Director, Senior Executive Vice President & Supervising Corporate Planning Department of the Company (to present)	

#### Reasons for nomination as a candidate for Director

Mr. Hiroshi Takahashi held important positions in the finance, administration, corporate planning, and other administrative divisions, including General Manager of Accounting & Finance Department, General Manager of Corporate Planning Department, and Head of Administration Division, and has gained broad business experience and excellent expertise. He has also helped strengthen the Group's management foundation through his commitment to constructive communication with shareholders and investors, improvement of disclosure documents, and promotion of ESG and sustainability toward sustainably enhancing the Group's corporate value. From June 2025, as Representative Director & Senior Executive Vice President, he has been further advancing these initiatives and driving the strengthening of the management foundation and enhancement of corporate value.

The Company expects that his continuous performance of duties will contribute to sustainable enhancement of the Group's corporate value. Therefore, the Company has nominated Mr. Takahashi as a candidate for Director.

Note: No conflict of interest exists between the Company and Mr. Takahashi.

No.	Name (Date of birth)	Career summary, position, assignment		Number of shares of the Company held
4	<div style="border: 1px solid black; display: inline-block; padding: 2px;">Reappointment</div> Junko Tsuruoka (February 23, 1962)	June 1996 April 2001 April 2019 April 2024 June 2024	President's secretary of the Company Manager, Secretary Section, General Affairs Department of the Company Chairman's secretary of the Company Chief Secretary of the Company Director & Chief Secretary of the Company (to present)	54,300

**Reasons for nomination as a candidate for Director**

Ms. Junko Tsuruoka has long been serving as secretary to the Company's top executives. With expertise in corporate management, business, and organizational management, she has been supporting the Group's business operations and growth. Since June 2024, she has been serving as Director & Chief Secretary and contributing to enhancing the Group's managerial soundness and transparency and to strengthening the Group's proper decision-making and supervisory functions based on her wealth of insights and versatile perspectives.

The Company expects that her continuous performance of duties will contribute to sustainable enhancement of the Group's corporate value. Therefore, the Company has nominated Ms. Tsuruoka as a candidate for Director.

Note: No conflict of interest exists between the Company and Ms. Tsuruoka.

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

All five Directors who are Audit and Supervisory Committee Members will complete their terms of office at the closing of this General Meeting of Shareholders. Consequently, the Company proposes the election of five Directors who are Audit and Supervisory Committee Members. The Audit and Supervisory Committee has previously given its approval to this proposal.

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

No.	Name	Gender	Current position and assignment at the Company	Attendance at meetings of the Board of Directors	Attendance at meetings of the Audit and Supervisory Committee
1	Reappointment Outside Director Independent Director Hiroyuki Yamasaki	Male	Outside Director, Audit and Supervisory Committee Member	100% (16/16)	100% (5/5)
2	Reappointment Toshiaki Ishiyama	Male	Director, Audit and Supervisory Committee Member	94% (15/16)	100% (5/5)
3	Reappointment Outside Director Independent Director Takashi Miura	Male	Outside Director, Audit and Supervisory Committee Member	100% (16/16)	100% (5/5)
4	New Candidate Outside Director Independent Director Kanako Fujii	Female	-	-	-
5	New Candidate Outside Director Independent Director Tetsuya Maeda	Male	-	-	-

- Notes: 1. Pursuant to Article 427, Paragraph 1 of the Companies Act, the Company has entered into agreements with each of Mr. Hiroyuki Yamasaki, Mr. Toshiaki Ishiyama, and Mr. Takashi Miura to limit their liability for damages under Article 423, Paragraph 1 of the said act. The limit of their liability for damages in accordance with said agreements is the amount stipulated by laws and regulations. If the reappointment of each of these individuals is approved, the Company intends to continue the said liability limitation agreements with each of them. Furthermore, if the appointment of both Ms. Kanako Fujii and Mr. Tetsuya Maeda is approved, the Company intends to enter into similar liability limitation agreements with both of them.
2. The Company has entered into a directors and officers liability insurance contract, as stipulated in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company. The said insurance contract covers damages including compensation for damages and litigation expenses to be borne by the insured. If candidates for Director who is an Audit and Supervisory Committee Members assume the office of Director who is an Audit and Supervisory Committee Members, they will become the insured under the said insurance contract, which is scheduled for renewal during their terms of office.

No.	Name (Date of birth)	Career summary, position, assignment and significant concurrent positions	Number of shares of the Company held
1	<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Reappointment</div> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Outside Director</div> <div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">Independent Director</div> Hiroyuki Yamasaki (September 5, 1954)	October 1982    Joined Chuo Audit Corporation September 1994    Partner, Chuo Audit Corporation August 2000    Representative Partner, ChuoAoyama Audit Corporation October 2005    Executive Officer, ChuoAoyama Audit Corporation May 2006    Acting Chief Executive Officer, ChuoAoyama Audit Corporation November 2007    Senior Partner, Shin Nihon & Co. (current Ernst & Young ShinNihon LLC) August 2008    Managing Director, Ernst & Young ShinNihon LLC July 2013    Auditor, Japan Venture Capital Association July 2017    President, CPA Hiroyuki Yamasaki Office (to present) June 2018    Outside Auditor of UACJ Corporation (Scheduled to retire in June 2026) Outside Director of the Company December 2020    Director & Vice President of LAND BUSINESS CO., LTD. June 2024    Outside Director, Audit and Supervisory Committee Member of the Company (to present)  (Significant concurrent positions) Outside Auditor of UACJ Corporation (Scheduled to retire in June 2026)	-

**Reasons for nomination as a candidate for Outside Director who is an Audit and Supervisory Committee Member and expected role**

Mr. Hiroyuki Yamasaki has a wealth of professional knowledge on finance and accounting cultivated through his career as a certified public accountant. He also has many years of experience in conducting accounting audits of companies at audit firms. He is providing advice and suggestions on overall management from an independent, objective standpoint based on his expertise, including experience as a manager of a listed company, and is contributing to strengthening the effectiveness of the decision-making function and the oversight function of the Company's Board of Directors.

For the reasons stated above, the Company believes that he will continue to be able to adequately perform decision-making on important matters of the Company's management and oversight of business execution as an Outside Director, Audit and Supervisory Committee Member. He also meets the standards for Independent Directors defined by Tokyo Stock Exchange, Inc. and is unlikely to cause conflict of interest with general shareholders. Therefore, the Company has nominated Mr. Yamasaki as a candidate for Outside Director, Audit and Supervisory Committee Member. The Company expects him to continue to fulfill the role stated above following his election. If he is appointed as Outside Director, Audit and Supervisory Committee Member, he is scheduled to assume the position of Chairperson of the Audit and Supervisory Committee, subject to a resolution of the Audit and Supervisory Committee following the closing of this General Meeting of Shareholders.

Note:1. No conflict of interest exists between the Company and Mr. Yamasaki.

Note:2. Mr. Yamasaki is a candidate for Outside Director who is an Audit and Supervisory Committee Member. He is an Independent Director as defined in the Securities Listing Regulations of Tokyo Stock Exchange,

Inc. If his election is approved, the Company intends to appoint him as Independent Director.

Note:3. Mr. Yamasaki will have served as an Outside Director of the Company for eight years at the closing of this General Meeting of Shareholders, two years of which he will have served as an Outside Director who is an Audit and Supervisory Committee Member.

No.	Name (Date of birth)	Career summary, position, assignment	Number of shares of the Company held
2	<u>Reappointment</u> Toshiaki Ishiyama (September 17, 1956)	June 1994 Statutory Auditor of the Company (to present) January 2012 Joined Noda Fumiyoshi Tax Accounting Office (to present) September 2015 Registered as Certified Tax Accountant June 2024 Director, Audit and Supervisory Committee Member of the Company (to present)	25,000

#### Reasons for nomination as a candidate for Director who is an Audit and Supervisory Committee Member

Mr. Toshiaki Ishiyama has a wealth of practical experience as a Certified Tax Accountant and specialized knowledge of tax affairs and accounting. The Company believes that by continuing to utilize his expertise, he can fulfill his role as an Audit and Supervisory Committee Member from a professional standpoint. Therefore, the Company has nominated Mr. Ishiyama as a candidate for Director who is an Audit and Supervisory Committee Member.

Notes: No conflict of interest exists between the Company and Mr. Ishiyama.

No.	Name (Date of birth)	Career summary, position, assignment and significant concurrent positions	Number of shares of the Company held
3	<u>Reappointment</u> <u>Outside Director</u> <u>Independent Director</u> Takashi Miura (February 19, 1963)	April 1987 Joined Recruit Co., Ltd. October 1990 Established OCCS PLANNING Center (current Cloudpoint Inc.) Representative Director (to present) June 2002 Statutory Auditor, Bisty Co., Ltd. October 2009 Outside Director, CAD CENTER CORPORATION June 2015 Outside Director of the Company (Resigned in June 2017) March 2022 Director, CPplus Inc. (to present) November 2023 Chairman and Director, arara inc. (current Paycloud Holdings Inc.) (to present) June 2024 Outside Director, Audit and Supervisory Committee Member of the Company (to present)  (Significant concurrent positions) Chairman and Director, Paycloud Holdings Inc.	-

#### Reasons for nomination as a candidate for Outside Director who is an Audit and Supervisory Committee Member and expected role

Mr. Takashi Miura has a wealth of experience and deep insight gained through his long years of service as a corporate manager. He is providing advice and suggestions on overall management from an independent, objective standpoint based on his experience and contributing to strengthening the effectiveness of the decision-making function and the oversight function of the Board of Directors.

For the reasons stated above, the Company believes that he will continue to be able to adequately perform decision-making on important matters of the Company's management and oversight of business execution as an Outside Director, Audit and Supervisory Committee Member. He also meets the standards for Independent

Directors defined by Tokyo Stock Exchange, Inc. and is unlikely to cause conflict of interest with general shareholders. Therefore, the Company has nominated Mr. Miura as a candidate for Outside Director, Audit and Supervisory Committee Member. The Company expects him to continue to fulfill the role stated above following his election.

Note:1. No conflict of interest exists between the Company and Mr. Miura.

Note:2. Mr. Miura is a candidate for Outside Director who is an Audit and Supervisory Committee Member. He is an Independent Director as defined in the Securities Listing Regulations of Tokyo Stock Exchange, Inc. If his election is approved, the Company intends to appoint him as Independent Director.

Note:3. Mr. Miura will have served as an Outside Director who is an Audit and Supervisory Committee Member of the Company for two years at the closing of this General Meeting of Shareholders. He previously served as an Outside Director of the Company from June 2015 to June 2017.

No.	Name (Date of birth)	Career summary, position, assignment	Number of shares of the Company held
4	<div style="border: 1px solid black; padding: 2px; display: inline-block;">New Candidate</div> <div style="border: 1px solid black; padding: 2px; display: inline-block;">Outside Director</div> <div style="border: 1px solid black; padding: 2px; display: inline-block;">Independent Director</div> Kanako Fujii (August 21, 1981)	December 2007 Registered as attorney at law. January 2008 Joined KOHWA SOHGOH LAW OFFICES (to present) April 2025 Adjunct Teacher, Keio University Law School (to present)	-

**Reasons for nomination as a candidate for Outside Director who is an Audit and Supervisory Committee Member and expected role**

Ms. Kanako Fujii has extensive experience as an attorney, with a high level of expertise in corporate legal affairs and labor management, as well as sufficient insight into corporate governance. She is expected to provide advice and suggestions on overall management from an independent, objective standpoint based on her experience and insights and to contribute to strengthening the effectiveness of the decision-making function and the oversight function of the Board of Directors.

Although Ms. Fujii has never been directly involved in corporate management, for the reasons stated above, the Company believes that she will be able to adequately perform decision-making on important matters of the Company's management and oversight of business execution as an Outside Director, Audit and Supervisory Committee Member. She also meets the standards for Independent Directors defined by Tokyo Stock Exchange, Inc. and is unlikely to cause conflict of interest with general shareholders. Therefore, the Company has nominated Ms. Fujii as a candidate for Outside Director, Audit and Supervisory Committee Member. The Company expects her to fulfill the role stated above following her election.

Note:1. No conflict of interest exists between the Company and Ms. Fujii.

Note:2. Ms. Fujii is a candidate for Outside Director who is an Audit and Supervisory Committee Member. If she is elected as Outside Director, Audit and Supervisory Committee Member, the Company intends to register her with Tokyo Stock Exchange, Inc. as an Independent Director as defined in the Securities Listing Regulations of Tokyo Stock Exchange, Inc.

Note:3. Ms. Fujii has never been the Company's legal advisor.

No.	Name (Date of birth)	Career summary, position, assignment and significant concurrent positions	Number of shares of the Company held
5	<div style="border: 1px solid black; padding: 2px; display: inline-block;">New candidate</div> <div style="border: 1px solid black; padding: 2px; display: inline-block;">Outside Director</div> <div style="border: 1px solid black; padding: 2px; display: inline-block;">Independent Director</div> Tetsuya Maeda (March 19, 1964)	April 1987      Joined The Kyowa Bank, Ltd. (currently Resona Bank, Limited) April 2014      Executive Officer, Resona Bank, Limited April 2016      Executive Officer, Saitama Resona Bank, Limited April 2018      Senior Executive Officer, Resona Bank, Limited April 2020      Representative Director, President, Resona Card Co.,Ltd. June 2023      Director, Nikkan Sports Newspaper June 2024      Outside Director, Audit and Supervisory Committee Member, KOBAYASHI YOKO CO.,LTD. (to present) April 2025      Director, Nikkan Sports Business Support Co., Ltd. (to present)  (Significant concurrent positions) Outside Director, Audit and Supervisory Committee Member, KOBAYASHI YOKO CO.,LTD.	-

#### **Reasons for nomination as a candidate for Outside Director who is an Audit and Supervisory Committee Member and expected role**

Mr. Tetsuya Maeda has extensive expertise and broad experience in finance and financial affairs accumulated over many years in banking. In addition to his experience as a corporate executive, he also has experience as a Outside Director and Audit and Supervisory Committee Member at a listed company. He is expected to provide advice and suggestions on overall management from an independent, objective standpoint based on his experience and insights and to contribute to strengthening the effectiveness of the decision-making function and the oversight function of the Board of Directors.

For the reasons stated above, the Company believes that he will be able to adequately perform decision-making on important matters of the Company's management and oversight of business execution as an Outside Director, Audit and Supervisory Committee Member. He also meets the standards for Independent Directors defined by Tokyo Stock Exchange, Inc. and is unlikely to cause conflict of interest with general shareholders. Therefore, the Company has nominated Mr. Maeda as a candidate for Outside Director, Audit and Supervisory Committee Member. The Company expects him to fulfill the role stated above following his election.

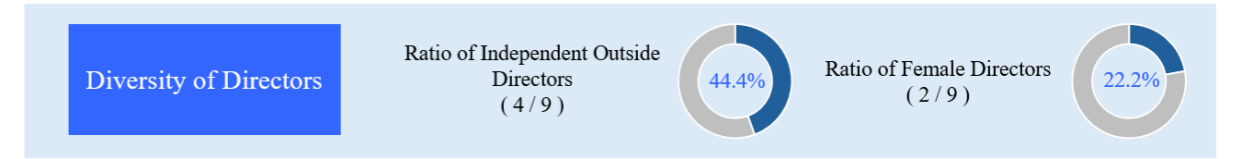
Note:1. No conflict of interest exists between the Company and Mr. Maeda.

Note:2. Mr. Maeda is a candidate for Outside Director who is an Audit and Supervisory Committee Member. If he is elected as Outside Director, Audit and Supervisory Committee Member, the Company intends to register him with Tokyo Stock Exchange, Inc. as an Independent Director as defined in the Securities Listing Regulations of Tokyo Stock Exchange, Inc.

Note:3. Mr. Maeda previously served as an executive of Resona Bank, Limited. Although the Company has banking transactions with the bank, including deposits, the amount of fees, etc. paid by the Company to Resona Bank is minimal, accounting for less than 1% of Resona Bank's ordinary income, and the Company has no borrowings from or sales to Resona Bank.

**(Reference) Directors' Skills Matrix**

If Proposal No. 2 and No. 3 are approved and passed as originally proposed, the composition of the Board of Directors will be as follows.



	Name	Gender	Position and assignment at the Company	Corporate Management	Human Resources	Administration/ Corporate Planning/ Finance	Development/ Manufacturing	Marketing/ Branding	Sustainability	Legal Affairs/ Compliance
Directors	Hideyuki Busujima	Male	Director & Chairman	●	●	●				●
	Toshio Ogura	Male	Representative Director, President & Chief Executive Officer (CEO) & Chief Operating Officer (COO)	●	●		●	●		
	Hiroshi Takahashi	Male	Representative Director & Senior Executive Vice President & Supervising Corporate Planning Department	●	●	●			●	
	Junko Tsuruoka	Female	Director & Chief Secretary	●	●				●	●
Directors who are Audit and Supervisory Committee Members	Hiroyuki Yamasaki	Male	Outside Director, Chairperson of Audit and Supervisory Committee Member <u>Outside Director</u> <u>Independent Director</u>	●		●			●	●
	Toshiaki Ishiyama	Male	Director, Audit and Supervisory Committee Member			●				●
	Takashi Miura	Male	Outside Director, Audit and Supervisory Committee Member <u>Outside Director</u> <u>Independent Director</u>	●		●		●		
	Kanako Fujii	Female	Outside Director, Audit and Supervisory Committee Member <u>Outside Director</u> <u>Independent Director</u>						●	●
	Tetsuya Maeda	Male	Outside Director, Audit and Supervisory Committee Member <u>Outside Director</u> <u>Independent Director</u>	●		●				

Notes: 1. Based on the expertise and experience of each person, up to four areas are marked for which the Company has particular expectations.  
2. The above list does not represent all the skills, etc. possessed by each person.

**(Reference) Skills Matrix Overview**

The Company has formulated its Mid-Term Management Plan for the three years between fiscal 2024 and 2026, "SANKYO VISION 25-27 -A portent for sustainable growth-," and is working to enhance its corporate value through strengthening competitiveness in the mainstay business and advancing businesses in areas with affinity to the mainstay business.

The Company is committed to constructive communication with shareholders and investors for sustainable growth. Insights gained through such communication have been considered in defining the skill sets of the Board of Directors, which are intended to facilitate the implementation of the Mid-Term Management Plan and stricter supervision of associated efforts.

The Company will continue to strive for sustainable enhancement of its corporate value by increasing managerial fairness, transparency, and efficiency, while fostering the constant evolution of the governance structure.

Skills	Skills Overview
Corporate Management	We need directors who hold practical experience and strategic viewpoints in corporate management to supervise the growth of the pachinko/pachislot machines business and new businesses based on the comprehensive capacity that combines our strengths in development, manufacturing, and sales toward the ultimate goal of sustainable growth.
Human Resources	We need directors who have knowledge and experience in human resources development to foster the organization's sustainable growth and strengthen its competitiveness by promoting human capital management, empowering diverse human resources, and nurturing next-generation leaders.
Administration/Corporate Planning/Finance	We need directors who have expert knowledge and experience in administration/corporate planning/finance to ensure the appropriate implementation of financial strategy development for medium- to long-term enhancement of the corporate value, associated investment decisions, and administration of management based on the cost of capital, ROE, and other indicators, as well as company-wide organizational operations and risk management.
Development/Manufacturing	We need directors who hold practical experience and expert knowledge in the development and manufacturing fields to enhance the competitiveness of our products and to flexibly and swiftly respond to market needs and changes by offering highly competitive innovative products imbued with the spirit of "ingenuity," which is our company motto.
Marketing/Branding	We need directors who hold expert knowledge and experience in marketing and branding to acquire new player and expand our market share by developing products meeting the diverse needs of users and enhancing the value of our brands.
Sustainability	We need directors who hold superior knowledge and experience in sustainability to secure public trust in the Company and sustainably enhance our corporate value through actions on social issues, including anti-dependence measures, and initiatives in non-financial fields, such as decarbonization and human capital.
Legal Affairs/Compliance	We need directors who hold expert knowledge and experience in the legal affairs and compliance field to establish a sound management foundation for the Company by adhering to laws and regulations specific to the industry and strengthening our internal control and compliance structure.