

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: 6966)

April 2, 2025

(Starting date of measures taken for providing information in electronic format: March 26, 2025)

To our shareholders:

Yasunari Mitsui, President and Representative Director
Mitsui High-tec, Inc.
2-10-1 Komine, Yahatanishi-ku, Kitakyushu-shi

Notice of the 91st Annual General Meeting of Shareholders

We hereby inform you of the 91st Annual General Meeting of Shareholders of Mitsui High-tec, Inc. (the “Company”) that is to be held as follows.

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 as “Notice of the 91st Annual General Meeting of Shareholders” on the Company’s website. Please access the Company’s website by using the internet address shown below to review the information.

Company’s website:

<https://www.mitsui-high-tec.com/ir/generalmeeting/> (in Japanese)

In addition to the Company’s website, the matters for which measures for providing information in electronic format are to be taken are also posted on the website of the Tokyo Stock Exchange (TSE), which can be found at the following link.

TSE website (Listed Company Search):

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

To confirm the information, access the above TSE website, enter “Mitsui High-tec” in “Issue name (company name)” or our securities code “6966” in “Code,” select “Basic information” and “Filed information available for public inspection/PR information” in that order, then go to “Filed information available for public inspection” and click on “[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].”

If you are not attending the meeting in person, you can exercise your voting rights via the internet, etc. or in writing (via postal mail), so please review the Reference Documents for the General Meeting of Shareholders, and exercise your voting rights by no later than 5:15 p.m. on Thursday, April 17, 2025 (JST).

Exercise of voting rights via the internet, etc.

Please access the Company’s designated voting website (<https://evote.tr.mufg.jp/> (in Japanese)) using the “login ID” and “temporary password” printed on the enclosed Voting Rights Exercise Form that was sent together with this Notice of the Meeting. Follow the instructions on the screen to indicate your approval or disapproval of the proposal before the deadline for exercising your voting rights as written above.

Exercise of voting rights in writing (via postal mail)

Please indicate your approval or disapproval of the proposal on the Voting Rights Exercise Form and return it by the voting deadline above.

- 1. Date and time:** Friday, April 18, 2025, at 10:00 a.m. (JST)
2. Place: 4th Floor, Royal Hall, RIHGA Royal Hotel Kokura
2-14-2 Asano, Kokurakita-ku, Kitakyushu-shi

3. Purpose of the meeting:

Matters to be reported:

1. The Business Report, Consolidated Financial Statements and results of audit on the Consolidated Financial Statements by the Financial Auditor and the Audit & Supervisory Committee for the 91st Fiscal Year (from February 1, 2024 to January 31, 2025)
2. Non-consolidated Financial Statements for the 91st Fiscal Year (from February 1, 2024 to January 31, 2025)

Matter to be resolved:

- Proposal** Election of Eight Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

4. Matters determined concerning the convocation:

(1) Matters partially excluded from paper-based documents

In accordance with the provisions of laws and regulations and the Articles of Incorporation of the Company, the following matters are not provided in the paper-based documents delivered to shareholders who have made a request for delivery of such documents. Documents subject to audit, including the matters stated below, have been audited by the Audit & Supervisory Committee and the Financial Auditor.

- (i) Notes to the Consolidated Financial Statements
 - (ii) Notes to the Non-consolidated Financial Statements
- (2) Handling of Exercise Voting Rights Form with no indication of either “approval” or “disapproval”
If no indication is made in the voting form, the vote shall be deemed as an intention of approval.
- (3) Handling of duplicated exercises of voting rights via the internet, etc. and in writing
Please note that your voting via the internet, etc. shall prevail, if you exercise your voting rights both via the internet, etc. and in writing.
- (4) Handling of duplicated exercises of voting rights via the internet, etc.
Please note that your final exercise of voting shall prevail, if you exercise your voting rights multiple times via the internet, etc.

- If you attend the meeting, please hand in the Voting Rights Exercise Form at the reception.
- If revisions to the matters subject to measures for electronic provision arise, a notice of the revisions and the details of the matters before and after the revisions will be posted on the Company’s aforementioned website and the TSE website.
- Other information for shareholders will be posted on the Internet at the Company’s website mentioned above. We ask the shareholders to check the latest information on our website as needed.
- The results of the resolutions will be posted on the Internet at the Company’s website mentioned above, instead of sending notification in writing. We ask for your kind understanding.

Reference Documents for the General Meeting of Shareholders

Proposals and Reference Information

Proposal Election of Eight Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

The terms of office of all eight Directors (excluding Directors who are Audit & Supervisory Committee Members; applicable to the rest of this proposal) will expire at the conclusion of this General Meeting.

Therefore, the Company proposes the election of eight Directors.

This proposal has been decided by the Board of Directors based on a report from the Nomination Advisory Committee, which is composed with a majority of Outside Directors. In addition, the Audit & Supervisory Committee has found all candidates to be qualified for Directors.

The candidates for Director are as follows:

Candidate No.	Name		Current position and responsibility in the Company	
1	Yasunari Mitsui	Male	President and Representative Director	Reelection
2	Kozo Mitsui	Male	Executive Managing Director Senior General Manager of Motor Core Business Unit	Reelection
3	Toshiaki Kusano	Male	Director Senior General Manager of Corporate Quality Assurance Unit	Reelection
4	Tomomi Funakoshi	Male	Director Senior General Manager of General Administration Unit	Reelection
5	Masahide Kyo	Male	Director Senior General Manager of Engineering Unit	Reelection
6	Koji Shimizu	Male	Director, Senior General Manager of Leadframe Business Unit	Reelection
7	Masahiro Izumi	Male	Director, Senior General Manager of Tooling Business Unit	Reelection
8	Masakiyo Uike	Male	Director, Senior General Manager of Corporate Planning & Strategy Unit	Reelection

Candidate No.	1	<u>Career summary, and position and responsibility</u>
Reelection		
<p>Yasunari Mitsui</p> <p>Male Born on November 17, 1968 (56 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 22 years ■ Attendance at Board of Directors meetings 100% (13/13) ■ Number of the Company's shares owned 5,815,879 shares ■ Significant concurrent positions outside the Company President and Representative Director of Mitsui Create Co., Ltd. 		<p>April 1993 Joined the Company</p> <p>April 2000 Director</p> <p>April 2002 Retired as Director Senior Executive Officer</p> <p>February 2003 Managing Executive Officer</p> <p>April 2005 Director Executive Managing Director</p> <p>April 2006 Senior Executive Vice President and Representative Director</p> <p>June 2007 President and Representative Director of Mitsui Create Co., Ltd. (current position)</p> <p>April 2010 President and Representative Director of the Company (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		<p>Since being elected President and Representative Director in 2010, Yasunari Mitsui has worked steadily to enhance corporate value by driving initiatives to address a variety of management issues, demonstrated strong leadership, and achieved outstanding results, while providing appropriate oversight from a global perspective of the business execution of the Group. We propose his reelection as Director because we believe that his extensive experience and wide-ranging insights are vital for the management of the Company.</p>

Candidate No.	2	<u>Career summary, and position and responsibility</u>
Reelection		
<p>Kozo Mitsui</p> <p>Male Born on December 3, 1971 (53 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 6 years ■ Attendance at Board of Directors meetings 92% (12/13) ■ Number of the Company's shares owned 4,782,318 shares ■ Significant concurrent positions outside the Company Director of Mitsui Create Co., Ltd. 		<p>April 1996 Joined MITSUI & CO., LTD.</p> <p>April 2008 Seconded to Mitsui & Co. Steel Ltd. General Manager of Flat Steel Products Div., Unit II</p> <p>July 2011 Seconded to MITSUI & CO. (THAILAND) LTD. Deputy Manager of Iron & Steel Div.</p> <p>October 2012 Seconded to Bangkok Eastern Coil Center Co., Ltd. Vice President and Director</p> <p>November 2013 Director of Mitsui Create Co., Ltd. (current position)</p> <p>April 2018 Seconded to Mitsui & Co. Steel Ltd. General Manager of Domestic Business Control Div. of Planning & Coordination Unit</p> <p>March 2019 Retired from MITSUI & CO., LTD.</p> <p>April 2019 Joined the Company Director Senior General Manager of General Administration Unit</p> <p>April 2020 Executive Managing Director (current position)</p> <p>April 2022 Senior General Manager of Corporate Planning & Strategy Unit</p> <p>February 2024 Senior General Manager of Motor Core Business Unit (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		<p>With the experience, track record and deep insights in the general administration division, etc. that he has accumulated over many years, we judge that Kozo Mitsui's character makes him well-qualified to play a part in the management of the Company. Given the outstanding management capability developed through his experience as the vice president of an overseas affiliate and the general manager of the business control division of a domestic subsidiary for the company in which he previously served, as well as in his role as Senior General Manager of the General Administration Unit, Senior General Manager of the Corporate Planning & Strategy Unit, and Senior General Manager of Motor Core Business Unit, etc. of the Company, we nominate Kozo Mitsui for reelection as Director.</p>

Candidate No.	3	<u>Career summary, and position and responsibility</u>
Reelection		
<p style="text-align: center;">Toshiaki Kusano</p> <p style="text-align: center;">Male Born on October 17, 1956 (68 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 9 years ■ Attendance at Board of Directors meetings 100% (13/13) ■ Number of the Company's shares owned 22,513 shares ■ Significant concurrent positions outside the Company - 		<p>April 1981 Joined the Company</p> <p>February 2002 Senior Manager of IC Business Div., Electronics Business Unit</p> <p>April 2002 Executive Officer</p> <p>February 2004 Senior Manager of ST (current Stamped Leadframe) Div., LF (current Leadframe) Business Unit</p> <p>May 2006 President of Mitsui High-tec (Singapore) Pte. Ltd.</p> <p>February 2011 Senior Manager of EG (current Etched Leadframe) Div., LF (current Leadframe) Business Unit of the Company</p> <p>February 2016 Deputy Senior General Manager of Leadframe Business Unit</p> <p>April 2016 Director (current position)</p> <p>September 2017 Senior General Manager of Leadframe Business Unit</p> <p>February 2019 Senior General Manager of Corporate Quality Assurance Unit (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		<p>With the experience, track record and deep insights in the tooling business, etc. that he has accumulated over many years, we judge that Toshiaki Kusano's character makes him well-qualified to play a part in the management of the Company. Given the outstanding management capability developed through his experience as president of an overseas subsidiary, Senior General Manager of the Leadframe Business Unit and Senior General Manager of the Corporate Quality Assurance Unit, etc. we nominate Toshiaki Kusano as a candidate for reelection as Director.</p>

Candidate No.	4	<u>Career summary, and position and responsibility</u>
Reelection		
<p style="text-align: center;">Tomomi Funakoshi</p> <p style="text-align: center;">Male Born on January 7, 1966 (59 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 6 years ■ Attendance at Board of Directors meetings 100% (13/13) ■ Number of the Company's shares owned 8,245 shares ■ Significant concurrent positions outside the Company - 		<p>April 1990 Joined the Company</p> <p>February 2005 President of Mitsui High-tec (Taiwan) Co., Ltd.</p> <p>July 2011 Senior Manager of Corporate Quality Assurance Dept., Corporate Quality Assurance Div. of the Company</p> <p>September 2017 Executive Officer Senior Manager of Corporate Quality Assurance Div.</p> <p>June 2018 Senior Manager of Stamped Leadframe Div., Leadframe Business Unit</p> <p>February 2019 Senior General Manager of Leadframe Business Unit</p> <p>April 2019 Director (current position)</p> <p>February 2024 Senior General Manager of General Administration Unit (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		<p>With the experience, track record and deep insights in the leadframe business, etc. that he has accumulated over many years, we judge that Tomomi Funakoshi's character makes him well-qualified to play a part in the management of the Company. Given the outstanding management capability developed through his experience as president of an overseas subsidiary, Senior General Manager of the Leadframe Business Unit and Senior General Manager of the General Administration Unit, etc. we nominate Tomomi Kusano as a candidate for reelection as Director.</p>

Candidate No.	5	<u>Career summary, and position and responsibility</u>
Reelection		
<p>Masahide Kyo</p> <p>Male</p> <p>Born on January 23, 1960 (65 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 4 years ■ Attendance at Board of Directors meetings 100% (13/13) ■ Number of the Company's shares owned 9,729 shares ■ Significant concurrent positions outside the Company - 		<p>April 1985 Joined the Company</p> <p>February 2006 Senior Manager of Control Dept. of Electric Machine Div. of Tooling Business Unit</p> <p>November 2009 Senior Manager of Production Dept. of Electric Machine Div. of Tooling Business Unit</p> <p>February 2011 Senior Manager of Production Dept. of Electric Machine Div. of MC (current Motor Core) Business Unit</p> <p>October 2014 Senior Manager of Engineering Dept. of Electric Machine Div. of MC (current Motor Core) Business Unit</p> <p>March 2015 President of Mitsui High-tec (Shanghai) Co., Ltd.</p> <p>November 2020 Executive Officer of the Company Deputy Senior General Manager of Motor Core Business Unit</p> <p>April 2021 Director (current position) Senior General Manager of Motor Core Business Unit</p> <p>February 2024 Senior General Manager of Engineering Unit (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		<p>With the experience, track record and deep insights in the motor core business, etc. that he has accumulated over many years, we judge that Masahide Kyo's character makes him well-qualified to play a part in the management of the Company. Given the outstanding management capability developed through his experience as president of an overseas subsidiary and Senior General Manager of the Motor Core Business Unit and Engineering Unit, etc. we nominate Masahide Kyo for reelection as Director.</p>

Candidate No.	6	<u>Career summary, and position and responsibility</u>
Reelection		
<p>Koji Shimizu</p> <p>Male</p> <p>Born on April 9, 1965 (59 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 1 year ■ Attendance at Board of Directors meetings 100% (10/10) ■ Number of the Company's shares owned 2,670 shares ■ Significant concurrent positions outside the Company - 		<p>April 1984 Joined the Company</p> <p>February 2003 Senior Manager of Design & Prototyping Dept., Kongo Div., IC Business Unit</p> <p>September 2011 Senior Manager of Manufacturing Engineering Dept., IC Business Div.</p> <p>February 2018 Senior Manager of Product Engineering Dept., Engineering Div., Leadframe Business Unit</p> <p>December 2020 Senior Manager of Business Promotion Dept., Leadframe Business Planning Dept., Leadframe Business Unit</p> <p>November 2021 Senior Manager of Leadframe Business Planning Dept., Leadframe Business Unit</p> <p>April 2022 Senior Manager of Business Planning Div., Leadframe Business Unit</p> <p>February 2024 Senior General Manager of Leadframe Business Unit (current position)</p> <p>April 2024 Director (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		<p>With the experience, track record and deep insights in the IC business, leadframe business, etc. that he has accumulated over many years, we judge that Koji Shimizu's character makes him well-qualified to play a part in the management of the Company. Given the outstanding management capability developed through his experience as Senior General Manager of the Leadframe Business Unit, etc. we nominate Koji Shimizu for reelection as Director.</p>

Candidate No.	7	<u>Career summary, and position and responsibility</u>
Reelection		
<p>Masahiro Izumi</p> <p>Male Born on February 28, 1969 (56 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 1 year ■ Attendance at Board of Directors meetings 100% (10/10) ■ Number of the Company's shares owned 340 shares ■ Significant concurrent positions outside the Company — 		<p>April 1989 Joined the Company</p> <p>February 2015 Senior Manager of Tooling Production Engineering Dept., Tooling Div., Tooling Business Unit</p> <p>February 2018 Senior Manager of Tooling Div., Tooling Business Unit</p> <p>February 2024 Senior General Manager of Tooling Business Unit (current position)</p> <p>April 2024 Director (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		With the experience, track record and deep insights in the tooling business, etc. that he has accumulated over many years, we judge that Masahiro Izumi's character makes him well-qualified to play a part in the management of the Company. Given the outstanding management capability developed through his experience as Senior General Manager of the Tooling Business Unit, etc. we nominate Masahiro Izumi for reelection as Director.

Candidate No.	8	<u>Career summary, and position and responsibility</u>
Reelection		
<p>Masakiyo Uike</p> <p>Male Born on May 15, 1969 (55 years old)</p> <ul style="list-style-type: none"> ■ Tenure as Director 1 year ■ Attendance at Board of Directors meetings 100% (10/10) ■ Number of the Company's shares owned 85 shares ■ Significant concurrent positions outside the Company — 		<p>April 1993 Joined Kitakyushu Coca-Cola Bottling Co., Ltd. (current Coca-Cola Bottlers Japan Holdings Inc.)</p> <p>January 2013 General Manager of Finance Department, Planning and Finance Management Division of Coca-Cola West Company, Limited</p> <p>May 2015 Outside Director of Q'SAI CO., LTD.</p> <p>January 2018 General Manager of Controller's Senior Group, Finance Division of Coca-Cola Bottlers Japan Holdings Inc.</p> <p>November 2019 General Manager of Governance Department, Finance Division of Coca-Cola Bottlers Japan Inc.</p> <p>December 2019 Retired from Coca-Cola Bottlers Japan Inc.</p> <p>January 2020 Joined the Company Assistant Senior Manager of Finance Control Div., General Administration Unit</p> <p>April 2021 Senior Manager of Finance Control Div., General Administration Unit</p> <p>April 2022 Senior Manager of Finance Control Div., General Administration Unit</p> <p>February 2024 Senior General Manager of Corporate Planning & Strategy Unit (current position)</p> <p>April 2024 Director (current position)</p>
		<u>Reasons for nomination as candidate for Director</u>
		With the experience, track record and deep insights in the finance control division, etc. that he has accumulated over many years, we judge that Masakiyo Uike's character makes him well-qualified to play a part in the management of the Company. Given the outstanding management capability developed through his experience as General Manager of Controller's Senior Group for the company in which he previously served, as well as in his role as Senior General Manager of Corporate Planning & Strategy Unit of the Company, we nominate Masakiyo Uike for election as Director.

- Notes: 1. There is no special interest between any of the candidates and the Company.
2. The number of the Company's shares owned includes the shares owned through the shareholding associations. (Any shares less than 1 share are rounded down.)

3. The Company has entered into a directors and officers liability insurance (“D&O insurance”) policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company, thereby covering legally mandated amount of losses and costs incurred by the insureds. The Company plans to include each candidate as an insured in the insurance policy and renew the said policy during their terms of office.

(Reference) In the event that the Proposal is approved and adopted in its original form, the composition, expertise, and experience of the Board of Directors (skill matrix) will be as follows.

Name	Current position in the Company	Corporate management	Management strategy Business strategy	Overseas experience Internationalism	Sales Marketing	Manufacturing Production technology R&D	Finance Accounting	DX/IT	Human resource development	Governance Compliance
Yasunari Mitsui Male	President and Representative Director	○	○	○	○	○	○		○	○
Kozo Mitsui Male	Executive Managing Director	○	○	○	○		○		○	○
Toshiaki Kusano Male	Director	○	○	○	○					
Tomomi Funakoshi Male	Director	○	○	○		○			○	
Masahide Kyo Male	Director	○	○	○		○				
Koji Shimizu Male	Director		○			○		○		
Masahiro Izumi Male	Director		○			○				
Masakiyo Uike Male	Director		○				○	○		
Chiaki Kubota Male	Director Full-time Audit & Supervisory Committee Member			○			○			○
Hiroyuki Shirakawa Male	Director Full-time Audit & Supervisory Committee Member		○	○	○					○
Kuniaki Kumamaru Male	Outside Director Audit & Supervisory Committee Member	○	○	○		○		○	○	
Osami Yoshida Male	Outside Director Audit & Supervisory Committee Member			○			○		○	○
Yoko Maeda Female	Outside Director Audit & Supervisory Committee Member			○						○
Tomoyuki Fukumoto Male	Outside Director Audit & Supervisory Committee Member			○			○			
Tatsuya Motoda Male	Outside Director Audit & Supervisory Committee Member			○			○			