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Securities Code: 7059

June 2, 2026

(Start date of measures for electronic provision: May 28, 2026)

To our shareholders:

Kosuke Kiyokawa,
Chief Executive Officer
COPRO-HOLDINGS. Co., Ltd.
3-25-1 Nishiki, Naka-ku, Nagoya-City, Aichi Prefecture

Notice of the 20th Annual General Meeting of Shareholders

We are pleased to announce the 20th Annual General Meeting of Shareholders of COPRO-HOLDINGS. Co., Ltd. (the “Company”), which will be held as described below.

When convening this General Meeting of Shareholders, the Company takes measures for providing information that constitutes the content of Reference Documents for the General Meeting of Shareholders, etc. (items for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information as “Notice of the 20th 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.

The Company’s website: <https://www.copro-h.co.jp/ir/stockbond/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). To access this information from the latter website, access the TSE website (Listed Company Search) by using the Internet address shown below, enter the issue name (company name) or securities code, and click “Search,” and then click “Basic information” and select “Documents for public inspection/PR information.”

TSE website (Listed Company Search):

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

Instead of attending the meeting, you may exercise your voting rights in writing (via postal mail) or via the Internet. To do so, please review the Reference Documents for the General Meeting of Shareholders and exercise your voting rights in accordance with the “Guidance for Exercising Voting Rights (in Japanese only),” by no later than 6:00 p.m. on Thursday, June 18, 2026 (JST).

1. Date and Time: Friday, June 19, 2026 at 10:00 a.m. (JST) (Reception starts at 9:00 a.m.)

2. Venue: Screen 8, Midland Square Cinema 2, Symphony Toyota Bldg., 2nd Floor
4-11-27 Meieki, Nakamura-ku, Nagoya-City, Aichi Prefecture

3. Purpose of the Meeting:

Matters to be reported:

1. Business Report and Consolidated Financial Statements for the 20th period (April 1, 2025 to March 31, 2026), as well as the results of audit of the Consolidated Financial Statements by the Accounting Auditor and the Board of Auditors
2. Non-consolidated Financial Statements for the 20th period (April 1, 2025 to March 31, 2026)

Matters to be resolved:

- Proposal No. 1:** Appropriation of Surplus
Proposal No. 2: Election of Five Directors
Proposal No. 3: Election of Two Auditors

4. Decisions for Convocation of the Meeting

- (1) In the event that you exercise your voting rights in writing (via postal mail), if no indication of approval or disapproval is made for a proposal, it shall be treated as an indication of approval.
- (2) If you vote more than once via the Internet, your most recent vote shall be treated as valid.

(3) If you exercise your voting rights in duplicate both via the internet and in writing (via postal mail), the Company will only deem your exercise of voting rights via the internet as valid.

- When attending the meeting, please submit the Voting Rights Exercise Form at the reception desk.
- If revisions to the items subject to measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on the Company's aforementioned website and the TSE website.
- Among the items subject to measures for electronic provision, in accordance with the provisions of laws and regulations and Article 15 of the Company's Articles of Incorporation, the following items are not provided in the documents to be delivered to shareholders who have requested the delivery of paper-based documents.

Accordingly, the Business Report, the Consolidated Financial Statements and Non-consolidated Financial Statements stated in the relevant documents are part of the documents that have been subjected to audit by the Accounting Auditor to prepare the accounting audit report and by the Auditors to prepare the audit report.

- System to Ensure the Propriety of Operations and Operational Status of the System in the Business Report
- Notes to the Consolidated Financial Statements
- Notes to the Non-consolidated Financial Statements

Note that, for this General Meeting of Shareholders, paper-based documents stating items for which measures for providing information in electronic format are to be taken, excluding the above items, will be delivered to all shareholders uniformly regardless of whether they have made a request for delivery of such documents.

Information for the Live Streaming of the 20th Annual General Meeting of Shareholders

The General Meeting of Shareholders is going to be live streamed via the Internet on the day of the meeting for shareholders to view at home.

To access the live stream of the meeting, please use the Engagement Portal online shareholders' meeting website.

*This website will be available to the public from the time you receive this Notice to June 19, 2026.

1. Date and Time of the Live Stream of the Meeting

From 10:00 a.m. on Friday, June 19, 2026 (JST) to the end of the meeting

* The viewing screen will become accessible about 30 minutes before the start time on the day of the meeting.

* We will notify you on the Company's website, etc. if we are unable to conduct the live streaming due to unavoidable circumstances.

2. How to Log In to the Engagement Portal Online Shareholders' Meeting Website

Please refer to the back of the Voting Rights Exercise Form sent out with this Notice and log in using one of the following methods depending on the terminal you use.

*If you have lost the Voting Rights Exercise Form, you can request a re-issuance of the form by referring to [Inquiries about this website] shown on page 7 of this Notice. However, please note that we may not be able to reissue it depending on the timing of your request, for example, if your request is received about less than one week prior to the date of the meeting.

(1) By scanning QR code (for smartphones, tablets, etc.)

Scan the QR code printed on the back of the Voting Rights Exercise Form with your smartphone or other device.

In this way, you do not need to enter your login ID or password.

* QR Code is a registered trademark of DENSO WAVE INCORPORATED.

(2) By using an individual login ID and password (for computers, etc.)

1) Access the following URL and enter the login ID and password shown on the back of the Voting Rights Exercise Form.

URL <https://engagement-portal.tr.mufg.jp/> (in Japanese)

2) Read the terms of use and tick the box of *I agree to the terms of use*.

3) Click on the login button.

3. How to Watch the Live Stream of the Meeting:

After logging in to *Engagement Portal*, the website for online shareholders' meetings, follow the instruction below.

* You may test your viewing environment from this website in advance, so please take advantage of this service.

1) Click the *Watch Live on the Day* button on the screen after logging in.

2) Read the terms of use with regard to the watching of the live stream of the meeting, then tick the box of *I agree to the terms of use*, and click the *Watch* button.

[Notes regarding the participation via the Internet]

- Watching the live stream via the Internet is not considered attendance at the General Meeting of Shareholders under the Companies Act. For this reason, shareholders will not be able to ask questions, exercise their voting rights, or submit motions via the Internet as they may at the General Meeting of Shareholders.
- To exercise your voting rights, please note the deadline for exercise and either send the Voting Rights Exercise Form by postal mail, submit your vote via the Internet as explained elsewhere in this notice, or attend the meeting by proxy, conferring authority of representation thereto by a letter of proxy or other means.

- In consideration of the privacy of the shareholders in attendance, filming at the venue will be limited to the area around the chairperson's and officers' seats, but there may be unavoidable cases where shareholders in attendance may be filmed. Please understand this in advance.
- Please note that participation in the General Meeting of Shareholders via the Internet is limited to the shareholders themselves, and proxy participation is not permitted.
- Please note that video and audio problems may occur depending on the terminal used (depending on the model, performance, etc.) or the Internet communication environment (connection status, communication speed, etc.).
- Secondary use of the live-streamed video of this General Meeting of Shareholders, such as publication on social media, is strictly prohibited.
- Communication costs and other charges for viewing the live stream will be borne by each shareholder.

Recommended system requirements:

The following are recommended system requirements for the Engagement Portal online shareholders' meeting website.

	PC		Mobile device		
	Windows	Macintosh	iPad	iPhone	Android
OS *Latest version of each	Windows	MacOS	iPadOS	iOS	Android
Browser *Latest version of each	Google Chrome, Microsoft Edge (Chromium)	Safari, Google Chrome	Safari	Safari	Google Chrome

(Even in the above environment, there may be instances where some screen displays are distorted or the system may not work properly due to OS- or browser-specific issues, as well as the communication environment or terminal.)

[Inquiries about this website]

Phone number: 0120-676-808 (toll free; in Japan only)

Mitsubishi UFJ Trust and Banking Corporation

Corporate Agency Division

(Weekdays from 9:00 a.m. to 5:00 p.m., excluding Saturdays, Sundays, national holidays, etc.; on the day of the General Meeting of Shareholders, from 9:00 a.m. to the end of the meeting)

Reference Documents for the General Meeting of Shareholders

Proposal No. 1: Appropriation of Surplus

The Company recognizes return to shareholders as a top priority management issue and returns profits through dividends in principal. Our basic policy is to maintain stable dividends, responding to profit growth that is achieved by proactive investment, without a reduction in dividends during the period for the medium-term management plan “COPRO Group Build the Future 2027” (from the fiscal year ended March 31, 2023 to the fiscal year ending March 31, 2027), with a target dividend payout ratio of 50% or more on a consolidated basis.

Regarding year-end dividends for the fiscal year, based on the policy above and after comprehensive consideration including the business performance of the fiscal year and the investment plan and preparation for future business expansion, the Company proposes to pay dividends of 25 yen per share in order to appropriately return profits to our shareholders.

On October 1, 2025, the Company conducted a two-for-one stock split of common stock. The Company paid an interim dividend of 30 yen per share as of the record date of September 30, 2025, before the stock split. Therefore, the annual dividend for the current fiscal year will be 40 yen per share (10 yen more than the previous year), including the interim dividend of 15 yen per share when converted after the stock split.

- 1) Type of dividend property
Cash
- 2) Allotment of dividend property and their aggregate amount
25 yen per share of the Company’s common shares
Total dividends: 958,101,950 yen
- 3) Effective date of dividends of surplus
June 22, 2026

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
2	Yusuke Koshikawa (October 15, 1985) Reelection	<p>Apr. 2006 Joined Style Factory KABES Co., Ltd.</p> <p>Mar. 2008 Joined Trusty Crew Co., Ltd. (currently the Company)</p> <p>Feb. 2011 Nagoya branch manager</p> <p>May 2013 Tokyo metropolitan area manager</p> <p>Jan. 2016 General Manager of Recruitment Strategy Headquarters, COPRO-ENGINEERD. Co., Ltd. (new split company, currently COPRO CONSTRUCTION. Co., Ltd.)</p> <p>June 2016 Executive Officer and Manager of Recruitment Strategy Headquarters, the Company</p> <p>Nov. 2016 Executive Officer and General Manager of Recruitment Strategy Headquarters</p> <p>Mar. 2017 Director and General Manager of Recruitment Strategy Headquarters</p> <p>Director, COPRO-ENGINEERD. Co., Ltd.</p> <p>Apr. 2020 Director and General Manager of Human Resources Strategy Headquarters, the Company</p> <p>Apr. 2021 Director</p> <p>Director and General Manager of Sales Headquarters, COPRO-ENGINEERD. Co., Ltd. (currently COPRO CONSTRUCTION. Co., Ltd.)</p> <p>June 2024 Managing Director, the Company (to present) President, COPRO CONSTRUCTION. Co., Ltd. (to present)</p>	244,426 shares
<p>Reasons for nomination as candidate for Director</p> <p>Yusuke Koshikawa has held various roles in the consolidated subsidiary COPRO CONSTRUCTION Co., Ltd. After serving as the person in charge of sales departments, he has been promoting recruitment strategies as Director since March 2017. Since April 2021, he has overseen the sales departments, and from June 2024, he has been leading the company as Representative Director. He is considered an appropriate person to contribute to the sustainable growth of the Company. For this reason, the Company proposes his reelection as Director.</p>			
3	Eriko Tanabe (December 2, 1965) Reelection Outside Independent	<p>Apr. 1988 Joined Nihon Takuken Co., Ltd.</p> <p>Nov. 1991 Joined TEMPSTAFF CO., LTD. (currently PERSOL TEMPSTAFF CO., LTD.)</p> <p>Apr. 2011 General Manager of Internet Planning Office, IT Head Office</p> <p>May 2019 Outside Board Director, dip Corporation</p> <p>May 2023 Outside Board Director (Audit and Supervisory Committee Member) (to present)</p> <p>June 2025 Outside Director, the Company (to present)</p>	– shares
<p>Reasons for nomination as candidate for outside Director and summary of expected roles</p> <p>Eriko Tanabe has led many projects, mainly in the IT field at a human resources services company, and possesses extensive insight in various areas, including recruiting, marketing, and risk management. Utilizing her expertise in the human resources industry and her experience in promoting women's participation, she provides accurate advice and oversight from an objective perspective on the Company's overall business activities. The Company believes she will continue to perform her duties appropriately as an Outside Director, and therefore proposes her reelection.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
4	Takashi Matsuda (August 28, 1982) New election	<p>Apr. 2005 Joined Circle K Sunkus Co., Ltd. (currently FamilyMart Co., Ltd.)</p> <p>May 2008 Public Relations & IR Secretariat</p> <p>Sept. 2011 Seconded to Finance & Accounting Department, UNY Co., Ltd.</p> <p>Mar. 2012 Seconded to Public Relations & IR Office, UNY Group Holdings Co., Ltd.</p> <p>Sept. 2016 Seconded to CFO & IR Office, FamilyMart UNY Holdings Co., Ltd.</p> <p>May 2019 Store Accounting & Credit Department, Accounting & Finance Division, FamilyMart Co., Ltd.</p> <p>Sept. 2020 Joined the Company</p> <p>Apr. 2021 General Manager of IR Strategy Promotion Office</p> <p>Apr. 2022 General Manager of Corporate Planning Office</p> <p>Apr. 2026 General Manager of Administration Headquarters and General Manager of Corporate Planning Department (to present)</p>	19,641 shares
<p>Reasons for nomination as candidate for Director</p> <p>Takashi Matsuda, possesses deep knowledge in engaging with the stock market and disclosure operations based on his extensive IR experience at publicly listed companies. Since joining the Company, he has led the establishment of the IR framework and the formulation of the medium-term management plan. Currently, as the head of the Administration Headquarters and Corporate Planning Department, he drives the implementation of these plans. His high level of expertise and leadership are deemed beneficial for the sustainable growth of the Company, and therefore, the Company proposes his election as a new Director.</p>			
5	Yuki Kiryu (November 29, 1974) New election Outside Independent	<p>Apr. 1997 Joined Mitsui Designtec Co., Ltd.</p> <p>Oct. 1999 Joined SHO-BOND CORPORATION</p> <p>Apr. 2008 Joined Authense LPC.</p> <p>Apr. 2010 Deputy Head of Administration Department</p> <p>Dec. 2010 Head of Administration Department</p> <p>Dec. 2018 Registered as a labor and social security attorney</p> <p>Jan. 2019 Established Authense Certified Social Insurance and Labor Consultant Representative (to present)</p> <p>July 2021 Managing Director, Authense LPC. (to present)</p> <p>Jan. 2022 Outside Director (Audit and Supervisory Committee Member), 400F, Inc.</p> <p>Mar. 2022 Director, UNIVERSAL SPORTS JAPAN inc. (to present)</p>	– shares
<p>Reasons for nomination as candidate for outside Director and summary of expected roles</p> <p>Yuki Kiryu holds the qualification of a certified social insurance labor consultant and has long served as an expert in the HR (Human Resources) field, overseeing recruitment, talent development, labor management, and the establishment of personnel systems. Additionally, through her experience as an Outside Director (Audit and Supervisory Committee Member) at other companies, she possesses extensive knowledge in corporate governance oversight. Utilizing her specialized knowledge and multifaceted perspective, the Company expects her to provide accurate advice and supervision over its overall business activities, particularly in governance systems and human resource strategies. For this reason, the Company proposes her election as outside Director.</p>			

- Notes:
1. There is no special interest between any of the candidates and the Company.
 2. The number of shares owned by each candidate is the number of shares as of the end of the current fiscal year (March 31, 2026).
 3. The number of shares owned by Kosuke Kiyokawa includes the number of shares owned by RITAMEKO. Co., Ltd., his asset management company.
 4. Kosuke Kiyokawa is a parent company, etc. as defined in Article 2, item (iv)-2 of the Companies Act.
 5. Eriko Tanabe's name on her family register is Eriko Ariyama.

6. Yuki Kiryu's name on her family register is Yuki Fukuda.
7. Eriko Tanabe is currently an outside Director of the Company, and at the conclusion of this meeting, her tenure as an outside Director of the Company will have been one year.
8. The Company has nominated Eriko Tanabe and Yuki Kiryu, who are candidates for outside Director, as independent officers as specified by the Tokyo Stock Exchange and the Nagoya Stock Exchange, and plans to submit notification to both exchanges. If this proposal is approved and adopted and they assume office as outside Directors, the Company intends to report them as independent officers.
9. If the election of Eriko Tanabe and Yuki Kiryu, who are candidates for outside Director, is approved, the Company plans to conclude an agreement with them to limit their liability for damages specified in Article 423, paragraph (1) of the Companies Act, as stipulated in Article 427, paragraph (1) of the Companies Act. The limit on liability for damages under the agreement is the minimum amount of liability specified in Article 425, paragraph (1) of the Companies Act.
10. The Company has concluded a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The legal compensation for damages and litigation expenses of covered parties, including the Directors of the Company, will be covered by this insurance policy. If the candidates are elected as Directors, they will be included in the persons covered by the insurance contract. The Company intends to renew this insurance policy with the same content at the time of the next renewal.

Proposal No. 3: Election of Two Auditors

The terms of office of three Auditors, Yoshiaki Hoshino, Manabu Haruma and Atsushi Okura, will expire at the conclusion of this meeting. Additionally, Yoshiaki Hoshino will retire due to the expiration of his term of office. Each of the candidate Auditors have been determined by the Board of Directors upon passing through the deliberation and opinion of the Nomination/Remuneration Committee, which is objective and has independence from the management team.

Therefore, the Company proposes the election of two outside Auditors.

In addition, the consent of the Board of Auditors has been obtained for the submission of this proposal.

The candidates for Auditor are as follows:

Candidate No.	Name (Date of birth)	Career summary, position in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
1	Manabu Haruma (November 4, 1973) Reelection Outside Independent	Oct. 2001 Registered as a lawyer Joined Ishihara Law Office Oct. 2006 Established Haruma Noguchi law office (currently "and LEGAL LPC") (to present) Apr. 2010 Outside Auditor, Nextage Co., Ltd. (to present) June 2013 Outside Auditor, Poval Kogyo CO., LTD Feb. 2017 Outside Auditor, the Company (to present) Oct. 2023 Outside Auditor, VILLAGE VANGUARD CO. (to present)	83,600 shares
	Reasons for nomination as candidate for outside Auditor Manabu Haruma is a qualified attorney, and has engaged in audits as the fair management supervisory function, based on his specialist insight, etc., in the Companies Act, etc. For this reason, the Company proposes his reelection as outside Auditor. In addition, should he be appointed, it is expected that he will be involved in the selection of candidate officers of the Company and the determination of officer remuneration, etc., from an independent perspective as a member of the Nomination/Remuneration Committee. Manabu Haruma has never been involved in the management of a company except as an outside officer. However, the Company judges he will appropriately fulfill his duties as an outside Auditor based on the above reasons.		
2	Atsushi Okura (August 6, 1974) Reelection Outside Independent	Oct. 2000 Joined ChuoAoyama Audit Corporation, Nagoya Office Apr. 2004 Registered as a Certified Public Accountant July 2016 Opened Okura Certified Public Accountant Office (to present) Oct. 2016 Registered as a tax accountant Dec. 2016 Outside Auditor, Meinan M&A Co., Ltd. (to present) Mar. 2017 Outside Auditor, the Company (to present)	6,000 shares
	Reasons for nomination as candidate for outside Auditor Atsushi Okura is a qualified certified accountant and tax accountant, and has engaged in audits as the fair management supervisory function, based on his specialist perspective, etc., in corporate finance, etc. For this reason, the Company proposes his reelection as Auditor. In addition, should he be appointed, it is expected that he will be involved in the selection of candidate officers of the Company and the determination of officer remuneration, etc., from an independent perspective as a member of the Nomination/Remuneration Committee. Atsushi Okura has never been involved in the management of a company except as an outside officer. However, the Company judges he will appropriately fulfill his duties as an outside Auditor based on the above reasons.		

- Notes:
1. There is no special interest between any of the candidates and the Company.
 2. The number of shares owned by each candidate is the number of shares as of the end of the current fiscal year (March 31, 2026).
 3. The number of shares owned by Manabu Haruma includes the number of shares owned by HN Consulting Co., Ltd., for which he serves as representative.
 4. Manabu Haruma and Atsushi Okura are candidates for outside Auditor.
 5. Manabu Haruma and Atsushi Okura are currently outside Auditors of the Company, and at the conclusion of this meeting, their tenure as outside Auditors of the Company will have been nine years.
 6. The Company has reported Manabu Haruma and Atsushi Okura as independent officers to the Tokyo Stock Exchange and the Nagoya Stock Exchange, as specified by both exchanges, and if they are reelected as Auditors, the Company intends to continue to report them as independent officers.

7. The Company has concluded an agreement with each candidate to limit their liability for damages specified in Article 423, paragraph (1) of the Companies Act, as stipulated in Article 427, paragraph (1) of the Companies Act. The limit on liability for damages under the agreement is the minimum amount of liability specified in Article 425, paragraph (1) of the Companies Act. If each candidate is reelected as Auditor, the Company intends to continue this agreement.
8. The Company has concluded a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The legal compensation for damages and litigation expenses of covered parties, including the Auditors of the Company, will be covered by this insurance policy. If the candidates are elected as Auditors, they will be included in the persons covered by the insurance policy. The Company intends to renew this insurance policy with the same content at the time of the next renewal.

(Reference)**Expertise and Experience of Candidates for Director and Candidates for Auditor (Skills Matrix)**

The skills (insight and experience) available to the Board of Directors and the Board of Auditors if Proposal No. 2 and Proposal No. 3 are approved and adopted shall be as shown below.

Position	Name	Affiliation	Key Insight and Experience in Group Management					
			Corporate Management	Sales	Recruitment and Human Resources Development	M&A, PMI	Compliance, Risk Management, Finance	Sustainability (ESG)
Chief Executive Officer	Kosuke Kiyokawa		•	•	•	•		
Managing Director	Yusuke Koshikawa		•	•	•			
Director	Takashi Matsuda		•			•	•	
Director	Eriko Tanabe	Outside Independent			•		•	•
Director	Yuki Kiryu	Outside Independent	•		•		•	•
Full-Time Auditor	Masanori Horino		•		•		•	•
Auditor	Manabu Haruma	Outside Independent	•			•	•	
Auditor	Atsushi Okura	Outside Independent	•				•	