

(Securities Code 7888)

August 13, 2025

To our shareholders:

Amen Kusumi,
Representative Director / President
Sanko Gosei Ltd.
1200 Habushin, Nanto-shi, Toyama

Notice of the 92nd Annual General Meeting of Shareholders

We are pleased to announce the 92nd Annual General Meeting of Shareholders of Sanko Gosei Ltd. (the “Company”), which will be held as indicated below.

If you will not attend the meeting in person, you may exercise your voting rights via the Internet or in writing. After reviewing the attached Reference Documents for the General Meeting of Shareholders, please exercise your voting rights no later than 5 p.m. on Wednesday, August 27, 2025 (JST) according to the instructions mentioned below.

- 1. Date and Time:** Thursday, August 28, 2025, at 10 a.m. (JST)
- 2. Venue:** 3F Conference Room, Toyama Factory of the Company
1200 Habushin, Nanto-shi, Toyama

3. Purpose of the Meeting:

Matters to be reported:

- | | |
|--------|--|
| No. 1: | The 92nd fiscal year (from June 1, 2024 to May 31, 2025)
The Business Report, the Consolidated Financial Statements and the results of audits of the Consolidated Financial Statements by the Financial Auditor and the Board of Company Auditors |
| No. 2: | The 92nd fiscal year (from June 1, 2024 to May 31, 2025)
The Non-consolidated Financial Statements |

Matters to be resolved:

- | | |
|-----------------------|----------------------------|
| Proposal No. 1 | Appropriation of Surplus |
| Proposal No. 2 | Election of Nine Directors |

4. Pre-determined Matters for the Meeting

- (1) If you exercise your voting rights both by using the voting form and via the Internet, the vote cast via the Internet will be deemed valid. If you exercise your voting rights multiple times via the Internet, the last vote cast will be deemed valid.
- (2) If neither approval nor disapproval of each proposal is indicated on the voting form you have returned, the Company will interpret your vote as approval of the Company’s proposals.

[Exercising voting rights in writing (by postal mail)]

Please indicate your approval or disapproval of each proposal on the enclosed voting form and return it so that it arrives by the above deadline.

[Exercising voting rights via the Internet]

Please be sure to read the attached “Guide to exercising voting rights via the Internet” (in Japanese only) and indicate your approval or disapproval of each proposal by the above deadline.

- Items concerning measures for electronic provision

When convening this general meeting of shareholders, the Company has taken measures for electronic provision of materials for the general meeting of shareholders. These measures cover certain information contained in the Reference Documents for the General Meeting of Shareholders and related documents (i.e., items subject to measures for electronic provision). This information is posted on the Internet at the websites listed below. Please confirm this information by accessing one of the following websites.

The Company's website:

<https://ir.sankogosei.co.jp/ja/stock/meeting.html> (in Japanese)

Website where informational materials for the general meeting of shareholders are posted:

<https://d.sokai.jp/7888/teiji/> (in Japanese)

TSE website (Listed Company Search):

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

(Access the Tokyo Stock Exchange (TSE) website by using the internet address shown above, enter "Sanko Gosei" in "Issue name (company name)" or the Company's securities code "7888" 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].")

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- Among the items subject to measures for electronic provision, in accordance with the provisions of laws and regulations and Article 16 of the Articles of Incorporation of the Company, the following items are not provided in the paper-based documents delivered to shareholders.
 - (i) Financial Auditor
 - (ii) Consolidated Statements of Changes in Net Assets and Notes to Consolidated Financial Statements
 - (iii) Non-consolidated Statements of Changes in Net Assets and Notes to Non-consolidated Financial Statements
 - (iv) System to ensure the properness of operations and overview of its operational status
 - (v) Financial audit report on Consolidated Financial Statements
 - (vi) Financial audit report on Non-consolidated Financial Statements
 - (vii) Audit Report of the Board of Company AuditorsConsequently, the Business Report, Consolidated Financial Statements and Non-consolidated Financial Statements included in these documents consist of part of the relevant documents that were audited by the Financial Auditor in preparing the financial audit report and part of those that were audited by the Company Auditors in preparing the audit report.
 - 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 each of the aforementioned websites.
 - For this general meeting of shareholders, paper-based documents stating the items subject to measures for electronic provision have been delivered to all shareholders regardless of whether they have made a request for paper-based documents.
 - For those attending the meeting in person, please submit your voting form at the reception desk.
 - The notice of resolutions will not be sent to shareholders; the results of the exercise of voting rights will be posted on the Company's website after the annual general meeting of shareholders.

Reference Documents for the General Meeting of Shareholders

Proposal No. 1 Appropriation of Surplus

The Company has given consideration to matters including business performance of the fiscal year and future business development, and it proposes to pay year-end dividends as follows:

Year-end dividends

- (i) Type of dividend property
To be paid in cash.
- (ii) Allotment of dividend property and their aggregate amount
¥14 per common share of the Company Total dividends: ¥426,772,682
Accordingly, including the interim dividend of ¥10 per share, the annual dividend will be ¥24 per share.
- (iii) Effective date of dividends of surplus
The effective date of dividends will be August 29, 2025.

Proposal No. 2 Election of Nine Directors

The terms of office of all nine Directors will expire at the conclusion of this annual general meeting of shareholders. Therefore, the Company proposes the election of nine Directors.

The candidates for Director are as follows:

Candidate number	Name (Date of birth)	Career summary and position and responsibilities in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
1	Kenso Kuroda (May 16, 1948)	<p>Apr. 1972 Joined the Company</p> <p>Aug. 1991 Director of the Company</p> <p>Aug. 1994 Managing Director of the Company</p> <p>Aug. 2000 Senior Managing Director of the Company</p> <p>Aug. 2005 Director / Executive Operating Officer of the Company</p> <p>Oct. 2008 Representative Director / Vice President of the Company</p> <p>Dec. 2008 Representative Director / President of the Company</p> <p>Aug. 2024 Representative Director / Chairman of the Company (current position)</p>	9,000 shares
2	Amen Kusumi (August 26, 1962)	<p>Mar. 1991 Joined the Company</p> <p>Aug. 2006 Company Executive of the Company Director of SANKO GOSEI UK LTD.</p> <p>Jun. 2009 President of SANKO GOSEI UK LTD.</p> <p>Aug. 2011 President of SET EUROPE LTD.</p> <p>Aug. 2013 Director / Senior Company Executive of the Company</p> <p>Jun. 2014 Head of Auto Functional Business Unit of the Company</p> <p>Jan. 2017 Head of Auto Interior and Exterior Parts Business Unit of the Company</p> <p>Aug. 2017 Director / Managing Executive Officer of the Company</p> <p>Aug. 2024 Representative Director / President of the Company (current position)</p>	4,000 shares
3	Akira Serikawa (May 2, 1964)	<p>Apr. 1988 Joined the Company</p> <p>Dec. 2000 Director and Vice President of Toray Sanko Precision (Hong Kong) Ltd.</p> <p>Aug. 2008 Company Executive, General Manager of the Overseas Department, International Sales Department and Purchasing Department of the Company</p> <p>Aug. 2011 Director / Senior Company Executive of the Company General Manager, Administration Department (current position)</p> <p>Aug. 2015 Company Auditor of Sekisui Machinery Co., Ltd. (currently S-VANCE LTD.) (current position)</p> <p>Aug. 2017 Director / Managing Executive Officer of the Company</p> <p>Aug. 2024 Director / Executive Operating Officer of the Company (current position)</p>	11,000 shares

Candi- date number	Name (Date of birth)	Career summary and position and responsibilities in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
4	Yoshiaki Shibata (July 16, 1961)	<p>Apr. 1984 Joined the Company</p> <p>Aug. 2005 Company Executive of the Company President of SANKO GOSEI TECHNOLOGY (THAILAND) LTD.</p> <p>Jun. 2014 President of SANKO GOSEI UK LTD. and President of SET EUROPE LTD.</p> <p>Aug. 2020 Senior Company Executive of the Company (current position)</p> <p>Aug. 2021 Appointed as Director of the Company</p> <p>Aug. 2023 Resigned as Director of the Company Chairman of SANKO GOSEI TECHNOLOGIES USA, INC. (current position)</p> <p>Aug. 2024 Director of the Company (current position)</p>	12,600 shares
5	Tsutomu Nagashima (February 21, 1961)	<p>Apr. 1983 Joined the Company</p> <p>Mar. 2009 General Manager, Kumagaya Factory (current position)</p> <p>Aug. 2015 Company Executive of the Company</p> <p>Jul. 2016 General Manager, Production Department (current position)</p> <p>Apr. 2021 General Manager, Isesaki Factory (current position)</p> <p>Aug. 2021 Senior Company Executive of the Company (current position) General Manager, Production Control Department (current position)</p> <p>Aug. 2024 Director of the Company (current position)</p>	7,900 shares
6	Hideyuki Aoki (May 29, 1967)	<p>Mar. 1990 Joined the Company</p> <p>Mar. 2009 Head of T&E Business Unit Design Group</p> <p>Aug. 2016 Company Executive, Assistant to Chief Technology Officer of the Company, Director of SANKO GOSEI UK LTD. (current position) and Director of SET EUROPE LTD. (current position)</p> <p>Aug. 2021 Senior Company Executive of the Company (current position)</p> <p>Aug. 2024 Chief Technology Officer (current position) and Head of T&E Unit (current position)</p>	0 shares
7	Koji Nakamura (August 15, 1948)	<p>Apr. 1973 Joined Mitsui & Co., Ltd.</p> <p>Apr. 2004 Chief Operating Officer of Synthetic Resin and Inorganic Chemicals Business Unit</p> <p>Aug. 2004 Appointed as Outside Director of the Company</p> <p>Apr. 2006 Executive Managing Officer and Chief Operating Officer of Second Chemicals Business Unit of Mitsui & Co., Ltd.</p> <p>Aug. 2007 Resigned as Outside Director of the Company</p> <p>Apr. 2009 Senior Executive Managing Officer and Senior Chief Operating Officer of EMEA Business Unit of Mitsui & Co., Ltd.</p> <p>Mar. 2011 Resigned from Mitsui & Co., Ltd.</p> <p>Aug. 2011 Company Auditor of SANKO Co., Ltd. (current position)</p> <p>Aug. 2016 Outside Director of the Company (current position)</p> <p>Jun. 2020 Director of Arisawa Mfg. Co., Ltd. (current position)</p>	0 shares

Candidate number	Name (Date of birth)	Career summary and position and responsibilities in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
8	Hiroaki Hanzawa (August 30, 1941)	Apr. 1965 Joined CHORI CO., LTD. Jun. 1994 Director of CHORI CO., LTD. Jun. 1997 Managing Director of CHORI CO., LTD. Jun. 2001 Representative Director / Senior Managing Executive Officer of CHORI CO., LTD. Jun. 2003 Representative Director / President of CHORI Information Systems Inc. Jun. 2006 Representative Director / Chairman of CHORI Information Systems Inc. May 2007 Resigned from CHORI Information Systems Inc. Apr. 2008 Representative Director / President of COMTEX LTD. Jun. 2011 Representative Director / Chairman of COMTEX LTD. Jun. 2013 Director of COMTEX LTD. Apr. 2014 Resigned from COMTEX LTD. Aug. 2017 Outside Director of the Company (current position)	2,000 shares
9	Frances Causer (December 26, 1959)	Apr. 1985 Joined Marubeni UK plc Sep. 1988 Full-time Lecturer, Faculty of Japanese Language, Osaka Gakuin University Apr. 1997 Part-time Lecturer, Faculty of Law, Seikei University Apr. 1999 Full-time Lecturer, Faculty of Arts and Literature, Seijo University (current position) Aug. 2021 Outside Director of the Company (current position)	2,000 shares

- (Notes)
- There are no special interests between each candidate and the Company.
 - Koji Nakamura, Hiroaki Hanzawa, and Frances Causer are candidates for outside Director.
 - Koji Nakamura currently serves as an outside Director of the Company. His term of service as an outside Director will be 9 years at the conclusion of this annual general meeting of shareholders. Mr. Nakamura's total term of service will be 12 years when his prior term of service of 3 years is included. Hiroaki Hanzawa currently serves as an outside Director of the Company. His term of service as an outside Director will be 8 years at the conclusion of this annual general meeting of shareholders. Frances Causer currently serves as an outside Director of the Company. Her term of service as an outside Director will be 4 years at the conclusion of this annual general meeting of shareholders.
 - The Company has selected Koji Nakamura as a candidate for outside Director because Mr. Nakamura is expected to enhance its corporate governance by applying his professional expertise in corporate management to the Company's management. Mr. Nakamura's professional expertise is based on his many years of working in management.
 - The Company has selected Hiroaki Hanzawa as a candidate for outside Director because Mr. Hanzawa is expected to enhance its corporate governance by applying his knowledge, experience and other strengths to the Company's management. Mr. Hanzawa's knowledge, experience and other strengths have been developed through his extensive experience as a business leader.
 - The Company has selected Frances Causer as a candidate for outside Director because Ms. Causer is expected to enhance its corporate governance by applying her experience to the Company's management. Ms. Causer's experience encompasses research into newly emerging businesses in the U.K., along with experience in English language education, teaching of international students and other activities at Seijo University. Although Ms. Causer has no prior experience of being involved in corporate management, based on the aforementioned reasons, the Company has judged that she is qualified to fulfill her duties as an outside Director.
 - Pursuant to the provisions of Article 427, paragraph (1) of the Companies Act, the Company has entered into agreements with Koji Nakamura, Hiroaki Hanzawa, and Frances Causer to limit their liability for damages under Article 423, paragraph (1) of the Companies Act to the amount prescribed by laws and regulations. If the reappointment of each candidate is approved, the Company plans to continue such agreements with the candidates.
A summary of the details of such agreements is as follows:
 - If the Company is liable for damages due to an outside Director's negligence in performing duties, the outside Director shall be liable up to the amount stipulated in Article 425, paragraph (1) of the Companies Act.
 - The aforementioned limit on liability shall be permitted only in cases where such outside Director acted in good faith and was not grossly negligent in performing the duty that caused the liability.

8. The Company has submitted notification to the effect that Koji Nakamura, Hiroaki Hanzawa and Frances Causer are independent directors based on the provisions of the Tokyo Stock Exchange. If the reappointment of each candidate is approved, the Company plans to continue to designate each individual as an independent director.
9. The Company has entered into a directors and officers liability insurance policy with an insurance company as provided for in Article 430-3, paragraph (1) of the Companies Act. The scope of the insureds of the policy covers the Company's Officers and Executive Officers, and the insureds do not bear the premiums. This policy covers damages due to civil suits, such as shareholder representative lawsuits, and criminal procedures and administrative procedures, brought against the insureds.

If the election of each candidate for Director is approved, each individual will be included as an insured under this insurance policy. The next time the policy is renewed, the Company plans to renew the policy with the same policy details.