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Securities Code: 8218

(June 5, 2025)

Start date of measures for providing information in electronic format: May 29, 2025

To our shareholders:

Yuichiro Sasage
President and CEO
KOMERI CO., LTD.
4501-1, Shimizu, Minami-ku, Niigata-shi

NOTICE OF THE 64TH ORDINARY GENERAL MEETING OF SHAREHOLDERS

We are pleased to announce the 64th Ordinary General Meeting of Shareholders of KOMERI CO., LTD. (the “Company”), which will be held as described below.

If you are unable to attend the meeting in person, you may exercise your voting rights via the internet, etc. or in writing (postal mail). Please exercise your voting rights no later than Wednesday, June 25, 2025 at 6:00 p.m. (Japan Standard Time) after reviewing the attached Reference Documents for the General Meeting of Shareholders.

When convening the General Meeting of Shareholders, the Company takes measures for electronic provision of information that constitutes the content of Reference Documents for the General Meeting of Shareholders (items for which the measures for providing information in electronic format will be taken). This information is posted on each of the following websites, so please access either of the websites to confirm the information.

The Company’s website:

https://www.komeri.bit.or.jp/ir/general_meeting/ (in Japanese)

Tokyo Stock Exchange website (Listed Company Search):

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

(Access the TSE website by using the internet address shown above, enter “KOMERI” in “Issue name (company name)” or the Company’s securities code “8218” 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].”)

- 1. Date and Time:** Thursday, June 26, 2025 at 10:00 a.m. (Japan Standard Time)
(Reception to begin at 9:00 a.m.)
- 2. Venue:** Large Conference Room (4th Floor), Head Office of the Company
4501-1, Shimizu, Minami-ku, Niigata-shi

3. Purposes:

Items to be reported:

1. Business Report and Consolidated Financial Statements for the 64th Term (from April 1, 2024 to March 31, 2025), as well as the results of audit of the Consolidated Financial Statements by the Accounting Auditor and the Audit and Supervisory Committee
2. Non-Consolidated Financial Statements for the 64th Term (from April 1, 2024 to March 31, 2025)

Items to be resolved:

- | | |
|-----------------------|---|
| Proposal No. 1 | Election of Eight (8) Directors (Excluding Audit and Supervisory Committee Members) |
| Proposal No. 2 | Election of One (1) Director Serving as Audit and Supervisory Committee Member |

Reference Documents for the General Meeting of Shareholders

Proposal No. 1 Election of Eight (8) Directors (Excluding Audit and Supervisory Committee Members)

All nine (9) current Directors (excluding Audit and Supervisory Committee Members, the same shall apply hereinafter for this proposal) will conclude their terms of office at the conclusion of this meeting.

Accordingly, the Company proposes that nine (9) Directors be elected.

The Audit and Supervisory Committee of the Company has determined that all of the candidates for Directors in this proposal are qualified to serve as Director.

The candidates for Director were resolved to be nominated after the deliberations at the Nomination and Remuneration Committee, a voluntary committee with a majority of Independent Outside Directors.

The candidates for Director are listed below.

No.	Name	Gender	Current position in the Company	
1	Yuichiro Sasage	Male	President and Chief Executive Officer	Reelection
2	Tadashi Tanabe	Male	Director and Managing Executive Officer	Reelection
3	Hiroshi Hayakawa	Male	Director and Managing Executive Officer	Reelection
4	Naoshi Hosaka	Male	Director and Managing Executive Officer	Reelection
5	Shuichi Matsuda	Male	Outside Director	Reelection Outside Independent
6	Misako Kikuchi	Female	Outside Director	Reelection Outside Independent
7	Rieko Takegawa	Female	—	Reelection Outside Independent
8	Shigeyuki Mori	Male	Director and Executive Officer	Reelection

Reelection: Candidate for reappointment as Director

Outside: Candidate for Outside Director

Independent: Independent Director as stipulated by the Stock Exchange

Candidate No. **1**

Yuichiro Sasage

Reelection

Date of birth / Gender
May 20, 1956 / Male

Number of the Company's
shares owned
1,388,921 shares

Number of years in office
33 years

Attendance at Board of
Directors' Meetings
12 / 12 times (100%)

Career summary, position in the Company and responsibilities

Apr. 1988	Joined the Company
June 1992	Director of the Company
Mar. 1996	Managing Director of the Company
June 1997	Executive Director of the Company
June 2002	Executive Vice-President of the Company
June 2003	President and COO of the Company
June 2014	President, CEO and COO of the Company
June 2020	President and Chief Executive Officer of the Company (present positions)

Significant concurrent positions outside the Company

President, HOKUSEI SANGYO Co., Ltd.
President, LIFE KOMERI Inc.
President, MOVIE TIME Co., Ltd.
President, Bit-A Co., Ltd.
President, KOMERI CAPITAL CO., LTD.
President, KOMERI CREATE Co., Ltd.
President, KOMERI SUPPORT Co., Ltd.
Chairman, KOMERI Midori Ikuseizaidan (Public Interest Incorporated Foundation)
Chairman, KOMERI Disaster Management Center (Non-profit Organization)

[Reasons for nomination as a candidate for Director]

Yuichiro Sasage, since being appointed as President in June 2003, has devoted himself to the further expansion of the home center business, including the development of "Power" store format. In addition, since June 2014, as Chief Executive Officer, he has demonstrated responsibility and leadership in the expansion of the Group's business, and has been appropriately supervising management in general. In order to realize sustainable improvement of the Group's corporate value, we request that he continue to be elected as a director.

Candidate No. **2**

Tadashi Tanabe

Reelection

Date of birth / Gender
September 1, 1958 / Male

Number of the Company's
shares owned
6,218 shares

Number of years in office
13 years

Attendance at Board of
Directors' Meetings
12 / 12 times (100%)

Career summary, position in the Company and responsibilities

Mar. 1981	Joined the Company
June 2009	Executive Officer of the Company
June 2012	Director and Executive Officer of the Company
May 2018	Managing Director and Managing Executive Officer of the Company
June 2020	Director and Managing Executive Officer Responsible for Store Operations, Overseas Business Operations, General Manager of Quality Control Department and Responsible for Compliance of the Company
May 2023	Director and Managing Executive Officer Responsible for Store Operations, Overseas Business Operations, and Compliance of the Company (present positions)

[Reasons for nomination as a candidate for Director]

Tadashi Tanabe has been involved in the operations of the Merchandising Department, including purchasing/procurement and product development for many years. In addition, he has extensive knowledge and experience in operations at various store formats including "Power," "PRO," "Hard & Green," and "Athena." Furthermore, he also has been engaged in the affairs of the construction and remodeling businesses. Leveraging such extensive knowledge, he contributes to enhancing the Group's corporate value. In order to realize sustainable improvement of the Group's corporate value, we request that he continue to be elected as a director.

Candidate No. **3**

Hiroshi Hayakawa

Reelection

Date of birth / Gender
August 22, 1963 / Male

Number of the Company's
shares owned
9,032 shares

Number of years in office
13 years

Attendance at Board of
Directors' Meetings
12 times / 12 times (100%)

Career summary, position in the Company and responsibilities

Aug. 1985 Joined the Company
Jan. 2011 Executive Officer of the Company
June 2012 Director and Executive Officer of the Company
June 2021 Director and Managing Executive Officer of the Company
Apr. 2024 Director and Managing Executive Officer Responsible for Finance and Accounting, Strategic Planning, Affiliate Company, and Public Relations of the Company (present positions)

Significant concurrent positions outside the Company

President, KOMERI SUPPORT Co., Ltd
Managing Director, LIFE KOMERI Inc.
Managing Director, MOVIE TIME Co., Ltd.

[Reasons for nomination as a candidate for Director]

Hiroshi Hayakawa has proactively shared his opinions at Board of Directors' meetings as the Director responsible for the strategic planning department, and has appropriately supervised management. In addition, as the Director responsible for management of affiliated companies, he has enhanced the synergy of Group businesses and helped boost the Group's corporate value. In order to realize sustainable improvement of the Group's corporate value, we request that he continue to be elected as a director.

Candidate No. **4**

Naoshi Hosaka

Reelection

Date of birth / Gender
February 28, 1969 / Male

Number of the Company's
shares owned
4,300 shares

Number of years in office
11 years

Attendance at Board of
Directors' Meetings
12 / 12 times (100%)

Career summary, position in the Company and responsibilities

Mar. 1994 Joined the Company
June 2012 Executive Officer of the Company
June 2014 Director and Executive Officer of the Company
June 2023 Director and Managing Executive Officer Responsible for Store Development and Construction, and General Manager of Store Planning Department of the Company (present positions)

[Reasons for nomination as a candidate for Director]

Naoshi Hosaka has extensive knowledge and experience in store management as the Director responsible for development and construction as well as store planning. In addition, he also has been engaged in improving profits from store operations, including improving productivity at stores and evolving the standard model for each format, and has helped to boost the Group's corporate value. In order to realize sustainable improvement of the Group's corporate value, we request that he continue to be elected as a director.

Candidate No. **5**

Shuichi Matsuda

Reelection

Outside

Independent

Date of birth / Gender
October 1, 1943 / Male

Number of the Company's
shares owned
6,100 shares

Number of years in office
25 years

Attendance at the Board of
Directors
12 / 12 times (100%)

Career summary, position in the Company and responsibilities

Apr. 1986 Associate Professor of Waseda University System Research Institute
Apr. 1991 Professor of Waseda University System Research Institute
Apr. 1997 Professor of MBA Program, Waseda University Graduate School of Asia-Pacific Studies
June 2000 Outside Director of the Company (present position)
Apr. 2007 Professor of Technology Management, Waseda University Graduate School of Commerce
Apr. 2012 Emeritus Professor of Waseda University (present position)

Significant concurrent positions outside the Company

Director and Founder of WERU INVESTMENT CO., LTD.
Emeritus Professor of Waseda University

[Reasons for nomination as a candidate for Outside Director and outline of roles expected]
Shuichi Matsuda has never been involved in company management in any way other than as an outside officer. However, the Company expects that he will play a full role in supervising the Company's management by making useful proposals in general management by utilizing his long-standing expertise as a university professor, extensive perspective, knowledge of management, and extensive experience as an outside officer at other companies. Therefore, we request that he continue to be elected as Outside Director.

[Matters related to independence of the candidate]
Since there is no transactional relationship between him and the Company that might affect the Company's decision-making, the Company has determined that there is no risk of conflict of interest with general shareholders. He has been designated as an Independent Officer as stipulated by the Tokyo Stock Exchange, Inc., and registered as such at the Exchange. If his reappointment is approved, he will continue to be registered as an Independent Officer.

Candidate No. **6**

Misako Kikuchi

Reelection

Outside

Independent

Date of birth / Gender
August 2, 1961 / Female

Number of the Company's
shares owned
600 shares

Number of years in office
3 years

Attendance at Board of
Directors' Meetings
12 / 12 times (100%)

Career summary, position in the Company and responsibilities

Apr. 1984 Joined MITSUI & CO., LTD.
May 2001 General Manager of Public Relations Department, Corporate Communications
Division of MITSUI & CO., LTD.
Apr. 2006 General Manager of Corporate Branding & Communications Department, CSR
Promotion Division of MITSUI & CO., LTD.
June 2009 General Manager of Global Environment Department, CSR Promotion Division of
MITSUI & CO., LTD.
Apr. 2015 General Manager of Environmental-Social Contribution Division of MITSUI &
CO., LTD.
Oct. 2018 President and CEO of Mitsui Bussan Forest Co., Ltd. (retired in June 2022)
June 2022 Outside Director of the Company (present position)

Significant concurrent positions outside the Company

Auditor of St. Luke's International University
Outside Director of OKAMURA CORPORATION

[Reasons for nomination as a candidate for Outside Director and outline of roles expected]
Misako Kikuchi has long been responsible for Corporate Communications, Sustainability, Diversity, Environmental Risk Management, Social Contribution Activities, etc. at MITSUI & CO., LTD. & CO., LTD., and served as President of the Mitsui Bussan Forest Co., Ltd.. Because of this, she has extensive expertise and abundant experience in company management. The Company expects that she will play a full role in supervising the Company's management by utilizing her broad perspective and extensive experience. Therefore, we request that she continue to be elected as Outside Director.

[Matters related to independence of the candidate]
Since there is no transactional relationship between her and the Company that might affect the Company's decision-making, the Company has determined that there is no risk of conflict of interest with general shareholders. She has been designated as an Independent Officer as stipulated by the Tokyo Stock Exchange, Inc., and registered as such at the Exchange. If her reappointment is approved, she will continue to be registered as an Independent Officer.

Candidate No. **7**

Rieko Takegawa

New Election

Outside

Independent

Date of birth / Gender
August 21, 1970 / Female

Number of the Company's
shares owned
—

Career summary, position in the Company and responsibilities

Sep. 2004 Joined IKEA Japan K.K Domestic Manager of Interior Design Department
(retired in November 2018)
Dec. 2018 President and CEO of AT-INTERIOR CO., LTD. (present position)

Significant concurrent positions outside the Company

President and CEO of AT-INTERIOR CO., LTD.

[Reasons for nomination as a candidate for Outside Director and outline of roles expected]
Rieko Takegawa was in charge of interior design at the store as an interior designer and was responsible for marketing, commercials, social media, advertising management, and public relations at IKEA Japan K.K.. Later, she founded AT-INTERIOR CO., LTD., LTD. As President and CEO, she has provided various proposal services related to daily life such as interior design and coordination, and has a high level of expertise and extensive experience. The Company expects that she will play a full role in advising and supervising the Company's management by utilizing her broad perspective and extensive experience. Therefore, we request that she be elected as Outside Director.

[Matters related to independence of the candidate]
Since there is no transactional relationship between her and the Company that might affect the Company's decision-making, the Company has determined that there is no risk of conflict of interest with general shareholders. We plan to designate her as an Independent Officer as stipulated by the Tokyo Stock Exchange, Inc., and register as such at the Exchange.

Candidate No. **8**

Shigeyuki Mori

Reelection

Date of birth / Gender
August 20, 1969 / Male

Number of the Company's
shares owned
6,700 shares

Number of years in office
4 years

Attendance at Board of
Directors' Meetings
12 / 12 times (100%)

Career summary, position in the Company and responsibilities

Mar. 1993	Joined the Company
May 2018	Executive Officer of the Company
June 2021	Director and Executive Officer of the Company
July 2024	Director and Executive Officer Responsible for Organization Development, Human Resources and General Affairs, and General Manager of the Organization Development Office of the Company (present positions)

[Reasons for nomination as a candidate for Director]

Shigeyuki Mori has been involved in store operations in new trade areas, business reforms in the field of operation systems, and designing of operation procedures for a range of areas including Internet business, leasing operation, General Affairs Department and Customer Service Office. He also has extensive knowledge and experience in human resources department, in which he took initiatives for building human resources organization, recruiting, developing human resources, and improving labor share. In order to realize sustainable improvement of the Group's corporate value, we request that he continue to be elected as a director.

- Notes 1. The Company has established, as a voluntary advisory body to the Board of Directors, the Nomination and Remuneration Committee with a majority of Independent Outside Directors. The committee serves to ensure fairness, transparency, and objectivity in procedures to determine nomination of and remuneration for Directors and Executive Officers, leveraging the knowledge and advice of the Independent Outside Directors on deliberations for nomination of and remuneration for Directors and Executive Officers. The Company has thereby further enhanced a supervisory function and a corporate governance function of the Board of Directors.
2. None of the candidates has a special interest in the Company.
3. Shuichi Matsuda, Misako Kikuchi, and Rieko Takegawa are all candidates for Outside Director.
4. Pursuant to the provisions of Article 427, paragraph 1 of the Companies Act, the Company has entered into agreements with Shuichi Matsuda and Misako Kikuchi to limit their liabilities for damages under Article 423, paragraph 1 of the same Act. The maximum amount of liability for damages under such agreements shall be the minimum liability amount prescribed in Article 425, paragraph 1 of the Companies Act. If their reelection is approved, the Company plans to continue the aforementioned agreement with them. In addition, if the appointment of Rieko Takegawa is approved, the Company plans to enter into an agreement with her to limit her liability for damage under Article 423, Paragraph 1 of the Companies Act pursuant to the provisions of Article 427, Paragraph 1 of that Act. The maximum amount of liability for damages under such agreements shall be the minimum liability amount prescribed in Article 425, paragraph 1 of the Companies Act.
5. Career summaries and other information for each of the above candidates are as of May 20, 2025.

Proposal No. 2 Election of One (1) Directors Serving as Audit and Supervisory Committee Member

Due to the resignation of Toshiyuki Takeishi, a Director Serving as Audit and Supervisory Committee Member, at the conclusion of this General Meeting. Accordingly, the Company proposes that one(1) Director Serving as Audit and Supervisory Committee Members be elected as a substitute for him. In accordance with the provisions of the Articles of Incorporation of the Company, the term of office of Director Serving as Audit and Supervisory Committee Member to be elected as a substitute shall expire until the expiration of the term of office of Director Serving as Audit and Supervisory Committee Member to retire.

The consent of the Audit and Supervisory Committee has been obtained for the submission of this proposal.

This candidate is resolved to be nominated after the deliberations at the Nomination and Remuneration Committee, a voluntary committee with a majority of Independent Outside Directors.

The candidate for Director Serving as Audit and Supervisory Committee Member is below.

Kaori Mitsuya	
New Election	
Outside	
Independent	
Date of birth / Gender June 4, 1977 / Female	
Number of the Company's shares owned —	
	Career summary, position in the Company and responsibilities
	Dec. 2006 Joined KPMG AZSA LLC July 2008 Joined Deloitte Touche Tohmatsu LLC Oct. 2011 Joined ABeam Consulting Ltd.. Mar. 2016 Joined MITSUI MINING & SMELTING CO.,LTD.. Oct. 2022 Established Mitsuya Accounting Tax Office (to the present day) June 2023 Established Mitsuya Accounting Partners LLC. President of this company (present position) Outside Director of SYSTEMS DESIGN Co.,Ltd. (present position) June 2024 Auditor of National Center for Industrial Property Information and Training (present position)
	Significant concurrent positions outside the Company
	President of Mitsuya Accounting Partners LLC Outside Director of SYSTEMS DESIGN Co.,Ltd. Auditor of National Center for Industrial Property Information and Training
	[Reasons for nomination as a candidate for Outside Director Serving as Audit and Supervisory Committee Member and outline of roles expected] Kaori Mitsuya has been a member of a major audit firm, so she is well versed in auditing for large companies. In addition, she has been engaged in consolidated financial closing operations, including overseas subsidiaries, in the accounting departments of multiple general operating companies, and has a high level of expertise and extensive experience. She is also certified as a certified public accountant and tax accountant. In addition, she has a high level of expertise and extensive experience, such as opening a certified public accountant's office herself, establishing a consulting company to provide DX support for accounting operation, and being appointed as President. The Company expects that she will play a full role in supervising the Company's management by utilizing her broad perspective and extensive experience. Therefore, we request that she be elected as Outside Director Serving as Audit and Supervisory Committee Member. [Matters related to independence of the candidate] Since there is no transactional relationship between her and the Company that might affect the Company's decision-making, the Company has determined that there is no risk of conflict of interest with general shareholders. We plan to designate her as an Independent Officer as stipulated by the Tokyo Stock Exchange, Inc., and register as such at the Exchange.

- Notes 1. The Company has established, as a voluntary advisory body to the Board of Directors, the Nomination and Remuneration Committee with a majority of Independent Outside Directors. The committee serves to ensure fairness, transparency, and objectivity in procedures to determine nomination of and remuneration for Directors and Executive Officers, leveraging the knowledge and advice of the Independent Outside Directors on deliberations for nomination of and remuneration for Directors and Executive Officers. The Company has thereby further enhanced a supervisory function and a corporate governance function of the Board of Directors.
2. There is no special interest between the candidate and the Company.
 3. Kaori Mitsuya is a candidate for Outside Director.
 4. If the election of Kaori Mitsuya is approved, the Company plans to enter into an agreement with her to limit her liability for damage under Article 423, Paragraph 1 of the Companies Act pursuant to the provisions of Article 427, Paragraph 1 of that Act.
The maximum amount of liability for damages under such agreements shall be the minimum liability amount prescribed in Article 425, paragraph 1 of the Companies Act.
 5. Career summaries and other information for the above candidate are as of May 20, 2025.

<Reference>

[Nomination procedures and policies for the candidates for Director]

In order to achieve sustainable growth and enhance corporate value over the medium to long term, the Company intends to nominate candidates with extensive experience and deep insight as well as qualities to fulfill the role and the responsibility of Director in light of business experience, track records, task execution capability and expertise, while taking the Board diversity into consideration.

As for candidates for the Board of Directors, the Board of Directors selects candidates through deliberation and report of the Nomination and Remuneration Committee, after consultation among the Representative Director, other executive directors and the director in charge of human resources.

[Our Policy related to independence of the Outside Director]

The Company shall appoint a person from a business partner that does not exceed 2% of the annual consolidated sales for the most recent three years, or an individual whose annual transaction amount does not exceed ¥10 million, who has extensive knowledge in finance, accounting, law, management, etc., and experience in corporate management, etc., and who has no risk of conflict of interest with general shareholders.

[Experience, knowledge, skills, etc. of Directors if the proposal is approved (skills matrix)]

Name (Gender)	Audit and Supervisory Committee Member	Independent Outside	Corporate manage- ment	Finance/ Account- ing	Business Creation	Knowledge of the Industry	Product Service	Logistics	Store Develop- ment	Inter- nation- ality	Organiz- ational Develop- ment	DX	Legal / Compli- ance	Sustain- ability
Yuichiro Sasage (Male)			●		●	●	●	●	●	●	●			●
Tadashi Tanabe (Male)						●	●	●		●			●	
Hiroshi Hayakawa (Male)			●	●	●	●	●							●
Naoshi Hosaka (Male)			●		●	●			●					
Shuichi Matsuda (Male)		★	●	●	●	●				●		●		
Misako Kikuchi (Female)		★	●										●	●
Rieko Takegawa (Female)		★	●				●			●		●		
Shigeyuki Mori (Male)					●	●					●	●		
Shojiro Sumiyoshi (Male)	★		●			●	●							●
Zenroku Fujita (Male)	★	★		●					●				●	
Kaori Mitsuya (Female)	★	★	●	●								●		

* The above list does not represent all of the experiences, knowledge, skills, etc. possessed by each person.

[Sustainability Initiatives]

The Group aims to contribute to society through the modernization of logistics in the lagging sectors such as materials and building materials, hardware and tools, and gardening and agricultural supplies, where the old logistics style remains. Through the process of sourcing of raw materials, manufacturing and production, logistics, sales, and consumption, the Group's business itself will contribute to solving various social issues related to sustainability, and will lead to the realization of a sustainable society, continuous growth and improvement of corporate value in the medium to long term.

Major sustainability initiatives during the year ended March 31, 2025 are as follows.

In addition, our response to climate change, including the risks and opportunities that climate change poses to the Group, is disclosed in the "INTEGRATED REPORT 2024."

1) Establishment of the system

As of the end of March 2025, Director and Managing Executive Officer in charge of corporate planning is responsible for promoting sustainability. Employees in charge of public relations and others assist in this task. They have established a system to share information and coordinate with various departments at the head office, stores, and affiliated companies regarding important issues and various initiatives.

2) Promotion of human capital investment and women's active participation, and support for work-life balance

The Group has established the educational system called "Kenwa-juku" with the aim of cultivating human resources capable of practicing the spirit of "unchanging and ever-changing" (fuekiryuko). In addition to knowledge of products and store operation, we have established various curricula to acquire the management philosophy, founding spirit, principles of management, and improve management skills. From a medium to long-term perspective, we are developing human resources for the next generation of executive candidates.

- Regarding the position of female store managers in the company, due to the achievement of labor-saving efforts in store operations, the opportunities for female employees have expanded. As a result, 103 female store managers are currently playing active roles as follows. In particular, in June 2024, the first female store manager of the Power store will be appointed to the Komeri Power Yamaga store.

	Total	Power	PRO	H&G	AT
As of the end of March 2025	103 people	1 person	—	102 people	—

- As one of our initiatives to ensure employee diversity, we are also actively increasing the recruitment of new female employees. The status of new employees in the Group as of April 1, 2025 is as follows.

	Male	Female	Total	Ratio of female
KOMERI CO., LTD.	137 people	67 people	204 people	32.8%
Consolidated subsidiaries	20 people	8 people	28 people	28.6%
Total	157 people	75 people	232 people	32.3%

- In order to further career advancement and improve the treatment of employees working in our stores, we regularly promote non-regular employees (part-time employees) to regular employees if they meet certain conditions. The number of employees who were promoted from non-regular employees (part-time employees) to regular employees at the end of each fiscal year is as follows.

	As of the end of March 2024	As of the end of March 2025
Male	29 people	31 people
Female	78 people	91 people
Total	107 people	122 people

- Management training was held for Power store managers, and 101 employees participated during the period from April to September 2024. We also provide training for executive candidates and mid-career management.
- In October 2024, we held our original overseas training program in the United States, which had been canceled due to the impact of the COVID-19 pandemic, for the first time in five years.

- On May 21, 2024, the Company received “Kurumin Certification”, certified by the Minister of Health, Labour and Welfare as a child-rearing support company based on the Act on Measures to Support Raising Next Generation Children. In the fiscal year ended March 31, 2025, 100% of female employees and 33% of male employees took childcare leave. We will continue to strive to ensure an environment in which employees can work safely, securely, and healthily, and feel "work satisfaction".

<Figures related to human capital>

- Percentage of female workers in managerial positions : 10.2%
- Percentage of male employees taking childcare leave : 33.3%
- Gender wage gap : 83.7%

*Figures for the Company's general positions

3) Approach to Customer Harassment

The Group takes seriously the opinions, requests, complaints, inquiries, etc. from our customers related to products and services, and strives to solve any problems that customers may have. On the other hand, there are a few actions that may cause damage to the human rights and working environment of its employees.

In order to maintain a working environment in which all employees can work safely, securely, and healthily, the Group has established an internal consultation desk. In the case of customer complaints and behavior that exceed the scope of social norms and are customer harassment that may cause damage to the working environment of employees, we will take a firm stance as an organization.

In addition, based on the recognition that customer harassment is also a problem in business-to-business transactions, we will make it known through internal training so that we do not engage in customer harassment against business partners.

4) Addressing the 2024 Problem in Logistics at HOKUSEI SANGYO Co., Ltd., a consolidated subsidiary

- At each logistics center, we are working to reduce the waiting time and cargo handling time by specifying the time for delivery vehicles from some large delivery lines.
- From April 2024, we are launching a dedicated app and working on further reducing wait times for logistics providers.
- "KALNET", a joint delivery system that collects products from our business partners in bulk and delivers them to the logistics center by dedicated vehicles, is an effort that will reduce the number of vehicles and improve delivery efficiency. Currently, the transaction Amount is favorable compared to the previous year. Currently, the transaction Amount is favorable compared to the previous year.

5) The main initiatives to reduce CO₂ emissions

As a response to climate change, we consider that reducing CO₂ emissions in our business activities is one of the most important issues. In addition, the Government's Headquarters for Global Warming Management announced the "Plan for Global Warming Management (draft)" on December 27, 2024. Here, it is indicated that in FY2035, it will decrease by 60% from FY2013 levels, and in FY2040, it will decrease by 73%.

The outline and actual results of the Group's specific initiatives are as follows.

[Initiatives]

- Change to LED for lighting equipment
- Change to energy-saving type of air conditioner
- Further improving logistics efficiency between logistics centers and stores
- Further improving the efficiency of delivery routes for delivery trucks to stores and improvement of loading rate

[Results]

- CO₂ emissions in the fiscal year ended March 31, 2025 decreased by 42.3% from the fiscal year ended March 31, 2013.

* During the same period, the sales floor area increased by 37% due to store openings.

6) Installation of solar power generation equipment

- As of the end of March 2025, we have installed solar power generation equipment for the purpose of selling electricity at a Total of 23 stores and distribution centers.
- By the fiscal year ending March 31, 2027, we plan to install solar power generation equipment for self-consumption newly at 61 stores and 4 distribution centers, bringing the cumulative total to 88. Once the installation is complete, the Company's CO₂ emissions will be reduced by 6,487 tons, which is about 10% of our

total emissions. At the same time, we will contribute to a decarbonized society by supplying electricity for 6,884 households to the local community.

7) Initiatives to develop environmentally friendly products

- In order to realize “Development of Products that Protect and Nurture Lives,” the Company strives to realize the latent needs of our customers in the development of products, and also promotes the development of products that are environmentally friendly.
- We are expanding our range of environmentally friendly Private Brand products that use PEFC certified materials, such as copy paper and other paper products, and 2x4 lumber and other wood materials. In addition, we are promoting the adoption of paper packages made from recycled paper and certified materials.
- Our PB product "Sugi Eco Series" won the "Wood Design Award 2024" sponsored by the Japan Wood Design Association on October 9, 2024. This product utilizes knotted wood that would previously have been discarded, thereby increasing material yields and reducing wood loss by about 20% per cedar tree. Furthermore, by conducting logging, sawing, and processing of logs in domestic production areas, and utilizing Komeri's chain logistics for collection, distribution, and sales, we strive to reduce CO₂ emissions and provide low-priced products.
- We have developed a PB product "Tile Carpet ECO Series" that uses backing material mainly made from waste tile carpet as the back material.

8) Initiatives of the KOMERI Midori Ikuseizaidan (Public Interest Incorporated Foundation)

KOMERI Midori Ikuseizaidan was founded as a public interest incorporated foundation in November 2012 with the origins of the Komeri Greenery Fund and Midori Ikuseizaidan Foundation established in July 1996. In order to give back to the local community, we are conducting the following three activities with a grant from Komeri Greenery Fund.

- "Komeri Greenery Fund Public grants": Subsidies for organizations that are engaged in highly public environmental conservation activities and greening activities
- "Komeri Greenery Fund Volunteer": Activities in which Komeri Group employees participate in greening activities such as kindergartens and elementary and junior high schools as a volunteer
- "Promotion of agriculture through Experience activities": Holding events such as participating in agricultural experiences at KOMERI Farm for local people

The major results of activities for the fiscal year ended March 2025 are as follows.

- Komeri Greenery Fund Public grants : A total of 42 grants (21 prefectures) , 7.06 million yen
- Komeri Greenery Fund Volunteer
 - Number of volunteer activities: 437
 - Number of volunteer employees: 439
- Experience activities at KOMERI Farm
 - In May : Rice planting experience (43 people)
 - In July : Potato harvest experience (50 people)
 - In Sep. : Rice harvesting experience (48 people)
 - In Oct. : Sweet potato harvest experience (71 people)

9) Initiatives of the KOMERI Disaster Management Center (Non-profit Organization)

The KOMERI Disaster Management Center (Non-profit Organization), established in September 2005 as a foundation for activities to permanently deliver disaster prevention measures, has established a network of supplies in the event of a disaster with a grant from the KOMERI Greenery Fund, providing disaster prevention-related information, and conducting disaster prevention awareness activities. As of March 31, 2025, we have entered into agreements with 1,151 local governments nationwide regarding the supply of supplies in the event of a disaster.

The major results of activities for the fiscal year ended March 2025 are as follows.

- Conclusion of agreements on the supply of supplies in the event of a disaster (67 agreements)
- "Agreement on the supply of supplies in the event of a disaster" concluded with the Hokuriku Regional Development Bureau of the Ministry of Land, Infrastructure, Transport and Tourism , the first state agencies (in March 3, 2025).
- Addressing the “Noto Peninsula Earthquake” and “Oku-Noto Heavy Rain”

Number of supplying local governments	Total number of requests	Number of supplied items	Shipment volume (Equivalent to 10-ton trucks)
10 local governments	112 cases	519 items	28 units

- Response to Infectious Diseases in Livestock
Supply of 276 items necessary for epidemic prevention work for bird flu and swine fever
(8 prefectures: Miyagi, Tochigi, Chiba, Niigata, Shimane, Kagawa, Ehime, Miyazaki)
- Addressing flood damage (excluding “Oku-Noto Heavy Rain”)
Supply of 8 items (Yamagata Prefecture, Akita Prefecture)
- Participation in disaster prevention drills held by local governments (60 cases)
- Publication of the PR magazine "Support No.28" (in November,2024)

10) SETSURYOSHA Artistic Cultivation Foundation (Public Interest Incorporated Foundation)

SETSURYOSHA Museum of Art was founded by Kenichi Sasage, the founder of KOMERI, and opened in Niigata City, Niigata Prefecture in 1994.

The "SETSURYOSHA Firenze Prize Exhibition," a national painting competition aimed at discovering and fostering young artists, marked its 26th edition in 2024. The Niigata exhibition was held from August 9 to September 15, 2024, and the Tokyo touring exhibition took place from October 24 to October 30 of the same year.