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(Securities Code: 9021)

Date of sending by postal mail: May 30, 2025

Start of electronic provision measures: May 17, 2025

To the Shareholders:

NOTICE OF THE 38TH ORDINARY GENERAL MEETING OF SHAREHOLDERS

Dear Shareholders:

Notice is hereby given that the 38th Ordinary General Meeting of Shareholders of the Company will be held as described below.

Description

1. Date and hour of the meeting:

June 18 (Wednesday), 2025, at 10:00 a.m.
(Reception is scheduled to start at 9:00 a.m.)

2. Place of the meeting:

RIHGA Royal Hotel Osaka, Vignette Collection
3-68, Nakanoshima 5-chome, Kita-ku, Osaka, Japan

3. Matters forming the objects of the meeting:

Matters to be reported:

1. Report on the business report, the consolidated financial statements and the non-consolidated financial statements for the 38th fiscal year (from April 1, 2024 to March 31, 2025)
2. Report on the results of audit of the consolidated financial statements for the 38th fiscal year by the accounting auditors and the Audit and Supervisory Committee

Matters to be resolved:

Proposition No. 1: Appropriation of retained earnings

Proposition No. 2: Election of 11 Directors (excluding Directors who are Audit and Supervisory Committee Members)

Posting of shareholder meeting documents on website

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 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.westjr.co.jp/company/ir/stock/meeting/>

* Matters for which measures for providing information in electronic format are to be taken in electronic format are available at the Tokyo Stock Exchange, Inc. (TSE) website below, as well as on the Company's website.

Tokyo Stock Exchange website (TSE Listed Company Information Service):

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

Access the TSE website by using the internet address shown above, enter "West Japan Railway Company" in "Issue name (company name)" or the Company's securities code "9021" 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]."

Since voting rights can be exercised in writing or via the Internet or other methods instead of attending the meeting in person, please review the "Reference Document for the General Meeting of Shareholders" included in the matters for which measures for providing information in electronic format are to be taken in electronic format and exercise your voting rights by June 17 (Tuesday), 2025.

In the event of amendments to the electronic provision measures, the amendments will be posted on each of the respective websites listed above.

Yours very truly,

Kazuaki Hasegawa
President and Representative Director

West Japan Railway Company
4-24, Shibata 2-chome, Kita-ku, Osaka,
Japan

Information on the exercise of voting rights

(i) Internet	<p>If you exercise your voting rights via the Internet, please refer to the “Information on exercise of voting rights via the Internet” (in Japanese only).</p> <p>Exercise due date: Will be acceptable no later than June 17 (Tuesday), 2025</p>
(ii) Mail	<p>Please indicate your votes for or against each proposition in the enclosed voting form and return the form by mail. Considering the circumstances of postal mail service, please do your best to mail your votes by Friday, June 13, 2025.</p> <p>Exercise due date: Must reach us no later than June 17 (Tuesday), 2025</p>
(iii) Attending the meeting	<p>Please present the enclosed voting form to a receptionist at the place of the meeting.</p> <p>Date and hour of the meeting: June 18 (Wednesday), 2025, at 10:00 a.m. (Reception is scheduled to start at 9:00 a.m.)</p>

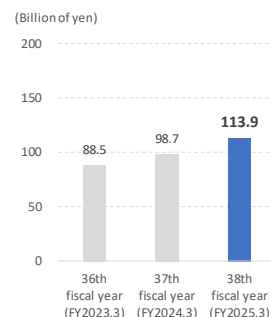
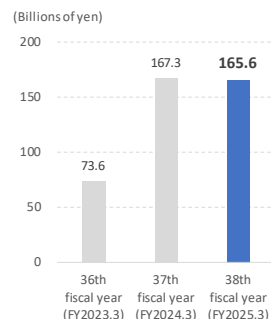
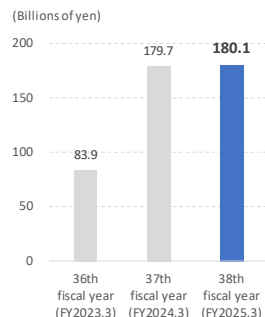
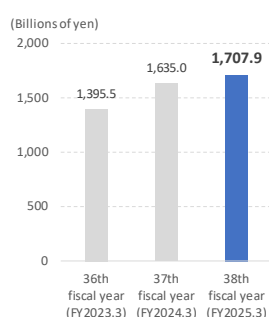
- Your voting rights can be exercised by proxy, who must be a shareholder (being one person) of the Company entitled to vote at this General Meeting of Shareholders.
- If voting rights are exercised both in writing and via the Internet or other methods, the voting rights exercised via the Internet or other methods shall be treated as effective.
- If voting rights are exercised more than once via the Internet or other methods, only the last vote shall be treated as effective.
- If no indication of approval or disapproval is made for each agenda item on the returned voting form, it will be treated as an indication of approval.

Platform for electronic exercise of voting rights for institutional investors:

“ICJ Platform,” a platform for electronic exercise of voting rights for institutional investors operated by ICJ Inc., will be available to institutional investors who have applied for the use of the platform in advance.

Highlights of consolidated financial results

Operating revenue	Operating income	Ordinary income	Income attributable to owners of parent
¥1,707.9 billion Up 4.5% year on year	¥180.1 billion Up 0.2% year on year	¥165.6 billion Down 1.0% year on year	¥113.9 billion Up 15.4% year on year



For details of consolidated financial results and other information, please refer to the Investor Relations page on the Company's website.

<https://www.westjr.co.jp/company/ir/>

Reference Document for the General Meeting of Shareholders

Propositions and Reference Information

Proposition No. 1: Appropriation of retained earnings

In the “JR-West Group Medium-Term Management Plan 2025” announced in April 2023, the Company established a basic policy to provide long-term, stable shareholder returns and to promote the enhancement of sustainable corporate value and shareholder value, and has worked to provide stable dividends with a target payout ratio of 35% or higher and implement a capital policy that takes into account opportunities.

In the “JR-West Group Medium-Term Management Plan 2025 Update” announced in April 2024, the basic policy regarding shareholder returns still remains unchanged.

By taking into consideration the business results of the Company for the fiscal year under review, future business outlook and various other factors, the Company proposes to appropriate retained earnings for the fiscal year under review, as set forth below:

Matters concerning year-end dividends

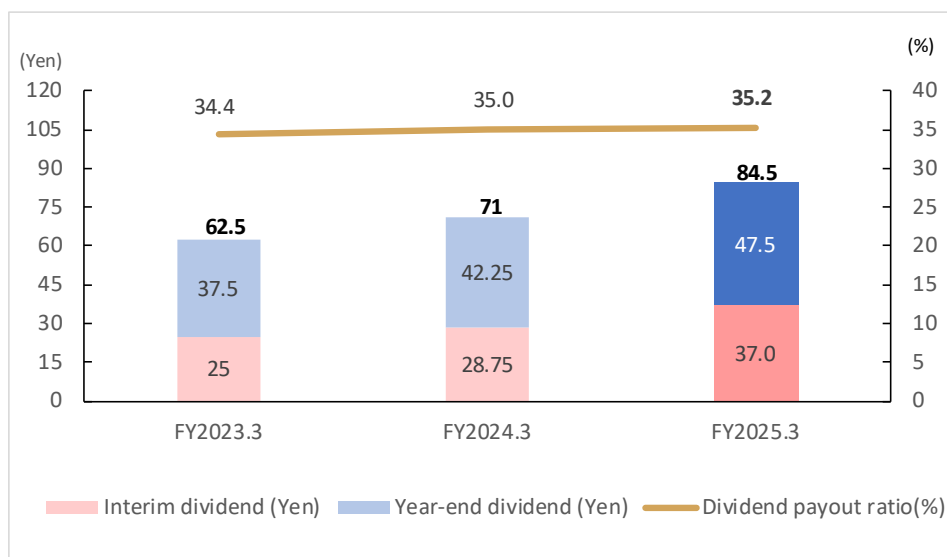
With regard to dividends for the fiscal year under review, the Company has intended to pay an annual dividend of ¥84.50 per share. As an interim dividend of ¥37 per share was paid in November 2024, the Company proposes to pay a year-end dividend of ¥47.50 per share.

- 1 Kind of property to be distributed as dividends:
Cash
- 2 Matter concerning the allocation of the property to be distributed to the shareholders as dividends and the aggregate amount thereof:
¥47.50 per share of common stock of the Company
¥22,360,101,597.50 in the aggregate
- 3 Date on which the distribution of retained earnings shall become effective:
June 19, 2025

[Reference]

Following FY2025.3, the Company will also implement share buybacks and cancellation of up to ¥50.0 billion in FY2026.3.

Changes in dividends (Last three fiscal years)



Notes: The Company conducted a 2-for-1 stock split of shares of common stock on April 1, 2024. Interim and year-end dividends are calculated assuming that the stock split was conducted at the beginning of the fiscal year ended March 31, 2023.

Proposition No. 2: Election of 11 Directors (excluding Directors who are Audit and Supervisory Committee Members)

The terms of office of all 11 Directors (Excluding Directors who are members of the Audit Committee. The same applies hereinafter in this proposal) will expire at the conclusion of this Annual General Meeting. Accordingly, the Company proposes the election of eleven (11) Directors.

The candidates for Director have been determined by the Board of Directors upon deliberations at the Personnel and Remuneration Advisory Committee, on which External Directors have the majority, to ensure the objectivity, fairness and reliability of their nomination.

The Audit and Supervisory Committee has examined the criteria and procedures for appointment in relation to this proposal and has expressed its opinion that they are appropriate.

The candidates for Director are as follows:

Candidate No.	Name	Position and assignment in the Company	Attendance at the meetings of the Board of Directors during the fiscal year under review
1	[Reelection] Kazuaki Hasegawa	President, Representative Director and Executive Officer Chairman of the Board of Directors Senior General Manager, Marketing Headquarters In charge of Marketing Headquarters Member of the Personnel and Remuneration Advisory Committee	15/15 (100%)
2	[Reelection] Haruko Nozaki Independent officer Candidate for External Director	External Director Member of the Personnel and Remuneration Advisory Committee	15/15 (100%)
3	[Reelection] Kenji Iino Independent officer Candidate for External Director	External Director	15/15 (100%)
4	[Reelection] Yoshiyuki Miyabe Independent officer Candidate for External Director	External Director Member of the Personnel and Remuneration Advisory Committee	15/15 (100%)

Candidate No.	Name	Position and assignment in the Company	Attendance at the meetings of the Board of Directors during the fiscal year under review
5	[New election] Yutaka Kanai Independent officer Candidate for External Director	—	—
6	[Reelection] Shoji Kurasaka	Vice President, Representative Director and Executive Officer Provides general assistance to President In charge of Supporting Headquarters for the Victims of the Derailment Accident on the Fukuchiyama Line, Inquiry & Auditing Department, Corporate Strategy Headquarters, Corporate Governance Promotion Headquarters, and Tokyo Headquarters Member of the Personnel and Remuneration Advisory Committee	15/15 (100%)
7	[Reelection] Kouichi Haruna	Vice President, Representative Director and Executive Officer Senior General Manager, Regional Revitalization and Development Headquarters Provides general assistance to President Matters relating to Expo project promotion In charge of Regional Revitalization and Development Headquarters and Construction Department	11/11 (100%)

Candidate No.	Name	Position and assignment in the Company	Attendance at the meetings of the Board of Directors during the fiscal year under review
8	[Reelection] Akira Inoue	Vice President, Representative Director and Executive Officer Senior General Manager, Railway Operations Headquarters, Head of in-house Railway Company Provides general assistance to President Safety Supervisor In charge of Railway Operations Headquarters and in-house Railway Company	11/11 (100%)
9	[Reelection] Hideo Okuda	Director and Senior Executive Officer Senior General Manager, Digital Solution Headquarters In charge of Digital Solution Headquarters	15/15 (100%)
10	[Reelection] Takeshi Urushihara	Director and Senior Executive Officer Deputy Senior General Manager, Railway Operations Headquarters General Manager, Transport Safety Department, Railway Operations Headquarters; Director, Safety Research Institute, Railway Operations Headquarters In charge of Transport Safety Department and Safety Research Institute, Railway Operations Headquarters	11/11 (100%)
11	[New election] Yasuo Umetani	Senior Executive Officer; Senior General Manager, Supporting Headquarters for the Victims of the Derailment Accident on the Fukuchiyama Line	—

[Reference]

Please refer to the Company's website for the Criteria for Independence of External Officers of the Company ('Report on Corporate Governance').

URL: <https://www.westjr.co.jp/company/action/governancepdf/report.pdf>

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
1	Kazuaki Hasegawa (May 1, 1957) [Male] [Reelection]	Apr. 1981	Joined JNR	34,700 shares
		Feb. 1987	Secretariat Section, President’s Office of JNR	
		Apr. 1987	Secretariat Section, General Affairs Department of the Company	
		June 2000	Deputy General Manager, Marketing Department, Railway Operations Headquarters of the Company	
		Oct. 2001	Manager, Marketing Division, Railway Operations Headquarters of the Company	
		June 2003	Deputy General Manager, Kobe Branch of the Company	
		June 2005	General Manager, Corporate Planning Headquarters of the Company	Attendance at the meetings of the Board of Directors
		June 2006	Deputy Senior General Manager, Corporate Planning Headquarters of the Company	15/15 (100%)
		June 2008	Executive Officer; General Manager, Okayama Branch of the Company	
		June 2012	Director and Senior Executive Officer; Senior General Manager, Kansai Urban Area Regional Head Office of the Company	
		June 2016	Vice President, Representative Director and Executive Officer; Senior General Manager, Business Development Headquarters of the Company	
		Dec. 2019	President, Representative Director and Executive Officer of the Company	
		Nov. 2020	President, Representative Director and Executive Officer; Senior General Manager, Digital Solution Headquarters of the Company	
		June 2022	President, Representative Director and Executive Officer of the Company	
		Jan. 2024	President, Representative Director and Executive Officer; Senior General Manager, Marketing Headquarters of the Company (present post)	
[Reason for selecting him as a candidate for Director] Mr. Kazuaki Hasegawa has accumulated experience in the divisions involved in the marketing division and life design field, as well as the planning and general affairs divisions of the Company, among others. He is familiar with the operations of the Group in general. As President and Representative Director of the Company since December 2019, he has taken the initiative in implementing measures to increase its corporate value and enhance safety, and as Chairman of the Board of Directors, he has worked to improve corporate governance, including strengthening the decision-making and supervisory function of the Board of Directors. In aiming to further promote the “JR West Group Medium-Term Management Plan 2025,” we believe that his objective judgement, foresight and ability to realize the goals are suitable for the management of the Company and that he is suitable for the position of Director of the Company.				

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
2	Haruko Nozaki (June 19, 1955) [Female] [Reelection] Independent officer Candidate for External Director	Apr. 1978	Joined HORIBA Community Corporation	4,000 shares
		Mar. 1980	Joined HORIBA, Ltd.	
		Apr. 2001	General Manager, Personnel and Education Department of HORIBA, Ltd.	
		Jan. 2008	Deputy General Manager in charge of personnel, General Administration Division of HORIBA, Ltd.	
		Apr. 2014	Junior Corporate Officer of HORIBA, Ltd.	Attendance at the meetings of the Board of Directors
		July 2015	Chairman of HORIBA, Ltd. Health Insurance Association	
		June 2020	Director of the Company (present post)	15/15 (100%)
		Sept. 2021	Executive Board Member, Japan Association for the 2025 World Exposition (present post)	
		Apr. 2022	Executive Officer, Kyoto University (present post)	
		June 2022	Outside Director of SEKISUI CHEMICAL CO., LTD. (present post)	
<Important concurrent offices> • Executive Officer, Kyoto University • Outside Director, SEKISUI CHEMICAL CO., LTD.				
[Reason for selecting her as a candidate for External Director and overview of the role expected] The Company believes that based on her long years of experience in personnel affairs and education at HORIBA, Ltd., as well as abundant experience and knowledge about various issues, including the success of women in the workplace, the promotion of diversity, and the development of the next generation, in addition to extensive experience as Executive Board Member at a public interest corporation and national university corporation Kyoto University, as well as Outside Director of SEKISUI CHEMICAL CO., LTD., Ms. Haruko Nozaki will provide advice on management of the Company from an independent point of view. To date, she has provided such advice to the Company and the Company believes that she is qualified as an External Director.				

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office	Number of shares of the Company held by candidate
3	Kenji Iino (January 3, 1955) [Male] [Reelection] Independent officer Candidate for External Director	Apr. 1978 Joined Mitsui Fudosan Co., Ltd. Apr. 2004 General Manager, Office Building Marketing Department (I), Office Building Division, Mitsui Fudosan Co., Ltd. Apr. 2007 Managing Officer, General Manager, Personnel Department, Mitsui Fudosan Co., Ltd. Apr. 2009 Executive Managing Officer, General Manager, Personnel Department, Mitsui Fudosan Co., Ltd. Apr. 2011 Executive Managing Officer, Mitsui Fudosan Co., Ltd. June 2011 Executive Managing Director, Executive Managing Officer, Mitsui Fudosan Co., Ltd. Apr. 2013 Managing Director, Executive Managing Officer, Mitsui Fudosan Co., Ltd. Apr. 2016 Managing Director, Mitsui Fudosan Co., Ltd. June 2016 Senior Corporate Auditor, Mitsui Fudosan Co., Ltd. June 2020 Counselor, Mitsui Fudosan Co., Ltd. June 2020 Senior Corporate Auditor, Mitsui Fudosan Realty Co., Ltd. June 2022 Director of the Company (present post)	1,100 shares
		<Important concurrent offices> • External Audit & Supervisory Board Member, Reiwa Accounting Holdings Co., Ltd. • Executive Director, Nippon Building Fund Inc.	Attendance at the meetings of the Board of Directors
			15/15 (100%)
		[Reason for selecting him as a candidate for External Director and overview of the role expected] Mr. Kenji Iino served as Executive Managing Director and Executive Managing Officer, Managing Director and Executive Managing Officer, and Senior Corporate Auditor at Mitsui Fudosan Co., Ltd. and as Senior Corporate Auditor at Mitsui Fudosan Realty Co., Ltd. from June 2020. The Company believes that he can provide advice on the Company's management from an independent standpoint based not only on his insight into the real estate business in general, but also on his expertise and high level of insight as a manager. To date, he has provided such advice to the Company and the Company believes that he is qualified as an External Director.	

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
4	Yoshiyuki Miyabe (December 5, 1957) [Male] [Reelection] Independent officer Candidate for External Director	Apr. 1983	Joined Matsushita Electric Industrial Co., Ltd. (current Panasonic Holdings Corporation)	1,100 shares
		Jan. 2003	General Manager, R&D Planning Office, Matsushita Electric Industrial Co., Ltd.	
		Apr. 2008	Executive Officer, Matsushita Electric Industrial Co., Ltd.	
		Apr. 2011	Managing Executive Officer, Panasonic Holdings Corporation	
		June 2011	Managing Director, Panasonic Holdings Corporation	
		Apr. 2014	Representative Director and Senior Managing Director, Panasonic Holdings Corporation	Attendance at the meetings of the Board of Directors
		June 2017	Senior Managing Executive Officer, CTO, and CMO, Panasonic Holdings Corporation	15/15 (100%)
		Apr. 2021	Senior Managing Executive Officer, Representative in Tokyo, Panasonic Holdings Corporation	
		Apr. 2022	Executive Vice President, Representative in Tokyo, Panasonic Holdings Corporation	
		June 2022	Director, Executive Vice President, Representative in Tokyo, Panasonic Holdings Corporation	
		June 2022	Director of the Company (present post)	
		Apr. 2025	Director, Panasonic Holdings Corporation (present post)	
<Important concurrent offices> • Director, Panasonic Holdings Corporation (scheduled to retire in June 2025)				
[Reason for selecting him as a candidate for External Director and overview of the role expected] Mr. Yoshiyuki Miyabe has served as Managing Director, Representative Director and Senior Managing Director, Senior Managing Executive Officer, Director and Executive Vice President of Panasonic Holdings Corporation, and Representative Director of the Kansai Association of Corporate Executives. We expect that he will provide advice on the Company’s management from an independent standpoint, based not only on his expertise and high-level insight as a business manager, but also on his deep understanding of advanced technologies that contribute to improving safety, quality, and productivity. To date, he has provided such advice to the Company and the Company believes that he is qualified as an External Director.				

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
5	Yutaka Kanai (October 19, 1954) [Male] [New election] Independent officer Candidate for External Director	Apr. 1977	Joined Hokuriku Electric Power Company	0 shares
		June 2007	Executive Officer, General Manager, Nuclear Power Department, Hokuriku Electric Power Company	
		June 2010	Managing Director, Hokuriku Electric Power Company	
		June 2012	Managing Director, Deputy General Manager, Nuclear Power Division, Hokuriku Electric Power Company	
		June 2013	Representative Director and Executive Vice President; General Manager, Community Relations & Development Division; General Manager, Nuclear Power Division, Hokuriku Electric Power Company	Attendance at the meetings of the Board of Directors
		June 2015	Representative Director and President, Hokuriku Electric Power Company	—
		June 2021	Representative Director and Chairman of the Board, Hokuriku Electric Power Company (present post)	
		<Important concurrent offices> <ul style="list-style-type: none">• Representative Director and Chairman of the Board, Hokuriku Electric Power Company• Chairman, HOKURIKU ECONOMIC FEDERATION• Chairperson, The World Association of Nuclear Operators Tokyo Centre• Chairman, The Hokuriku Industrial Advancement Center• President and Representative Director, Toyama Medical Health System Co., Ltd.		
[Reason for selecting him as a candidate for External Director and overview of the role expected] Mr. Yutaka Kanai has served as Representative Director and President and Representative Director and Chairman of the Board of Hokuriku Electric Power Company, and also assumed the positions including Chairman of HOKURIKU ECONOMIC FEDERATION. He has not only expert knowledge as a corporate executive but also abundant experience that contributes to improving safety, quality, and productivity. In addition, he also has knowledge of innovation, gained through experience such as serving as Chairman of The Hokuriku Industrial Advancement Center and as a member of the Administrative Council of Japan Advanced Institute of Science and Technology. The Company believes that he is qualified as an External Director since he will be able to provide advice on the management of the Company from an independent point of view.				

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office	Number of shares of the Company held by candidate
6	Shoji Kurasaka (June 7, 1962) [Male] [Reelection]	Apr. 1985 Joined JNR Personnel Section, General Affairs Department, Osaka Railway Operations Division of JNR	29,100 shares
		Apr. 1987 Personnel Section, Personnel Department of the Company	
		June 2008 General Manager, Personnel Department of the Company	
		June 2009 Executive Officer; General Manager, Personnel Department of the Company	
		June 2012 Executive Officer; Deputy Senior General Manager, Kansai Urban Area Regional Head Office; General Manager, Osaka Branch, Kansai Urban Area Regional Head Office of the Company	
		June 2014 Executive Officer; General Manager, Corporate Communications Department of the Company	
		June 2016 Senior Executive Officer; Senior General Manager, Supporting Headquarters for the Victims of the Derailment Accident on the Fukuchiyama Line of the Company	Attendance at the meetings of the Board of Directors
		June 2018 Director and Senior Executive Officer; Senior General Manager, Supporting Headquarters for the Victims of the Derailment Accident on the Fukuchiyama Line; General Manager, Deliberation Department of the Derailment Accident on the Fukuchiyama Line; General Manager, General Affairs Department of the Company	15/15 (100%)
		June 2019 Director and Senior Managing Executive Officer; General Manager, General Affairs Department of the Company	
		Dec. 2019 Director and Senior Managing Executive Officer; General Manager, General Affairs Department; Senior General Manager, Tokyo Headquarters of the Company	
		June 2020 Director and Senior Managing Executive Officer; Senior General Manager, Corporate Planning Headquarters of the Company	
		June 2021 Vice President, Representative Director and Executive Officer; Senior General Manager, Corporate Planning Headquarters of the Company	
		June 2022 Vice President, Representative Director and Executive Officer of the Company (present post)	

	<p>[Reason for selecting him as a candidate for Director]</p> <p>Mr. Shoji Kurasaka, while mainly active in the planning and general affairs divisions of the Company, also has experience in the marketing divisions and branch office organizational management, and has extensive knowledge of the Group's overall operations, including efforts to improve corporate governance and strengthen risk management, and has spearheaded efforts to strengthen the Group management system and reform the business structure. In further promoting the initiatives for the "JR West Group Medium-Term Management Plan 2025" and "JR West Group Railway Safety Think-and-Act Plan 2027" and aiming for the sustainable development of the JR West Group, we believe that his ability to make objective decisions, foresight and feasibility are suitable for the management of the Company and that he is qualified to serve as a Director of the Company.</p>
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Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
7	Kouichi Haruna (September 25, 1963) [Male] [Reelection]	Apr. 1989	Joined the Company	16,500 shares
		June 2000	Sub-leader, Development Business Headquarters of the Company	
		June 2002	Sub-leader, Corporate Resource Development Headquarters of the Company	
		July 2004	Manager, Corporate Planning Headquarters of the Company	
		Apr. 2007	Chief Manager, General Affairs Planning Section, Kyoto Branch of the Company	
		July 2008	Chief Manager, Planning Section, Kyoto Branch of the Company	
		June 2009	Deputy General Manager, Kyoto Branch of the Company	Attendance at the meetings of the Board of Directors
		June 2010	General Manager, Corporate Planning Headquarters of the Company	11/11 (100%)
		June 2015	Executive Officer; Deputy Senior General Manager, Tokyo Headquarters of the Company	
		June 2017	Executive Officer; Deputy Senior General Manager, Corporate Planning Headquarters of the Company	
		June 2018	Executive Officer; Deputy Senior General Manager, Business Development Headquarters of the Company	
		June 2021	Administrative Officer; Deputy Senior General Manager, Business Development Headquarters of the Company	
		June 2022	Executive Officer; Deputy Senior General Manager, Regional Revitalization and Development Headquarters of the Company	
		June 2023	Senior Managing Executive Officer; Deputy Senior General Manager, Regional Revitalization and Development Headquarters of the Company	
		June 2024	Vice President, Representative Director and Executive Officer; Senior General Manager, Regional Revitalization and Development Headquarters of the Company (present post)	
[Reason for selecting him as a candidate for Director] Mr. Kouichi Haruna has been engaged mainly in the planning division of the Company and city development and also has accumulated experience in the administration of branch offices. He is a person who is well versed in all aspects of the Company’s business, and is currently leading the way in promoting city development in partnership with the local community, aiming for an increase in the corporate value as a company that coexists with local communities. In further promoting the “JR West Group Medium-Term Management Plan 2025” and aiming for the sustainable development of the JR West Group, we believe that his ability to make objective decisions, foresight and feasibility are suitable for the management of the Company and that he is qualified to serve as a Director of the Company.				

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
8	Akira Inoue (February 16, 1965) [Male] [Reelection]	Apr. 1989	Joined the Company	5,800 shares
		June 1999	Section Manager, Kusatsu Electric District, Kyoto Branch of the Company	
		June 2001	Section Manager, Kyoto Electric District, Kyoto Branch of the Company	
		June 2003	Chief Manager, Electrical Engineering Section, Kobe Branch of the Company	
		July 2005	Manager, Electrical Engineering Department, Railway Operations Headquarters of the Company	Attendance at the meetings of the Board of Directors
		Sept. 2005	Chief Manager, Signal Section, Electrical Engineering Department, Railway Operations Headquarters of the Company	
		July 2008	Deputy General Manager, Osaka Electric Construction Office of the Company	11/11 (100%)
		June 2010	Deputy General Manager, Yonago Branch of the Company	
		June 2012	Director, Nishinihon Electric System Co., Ltd. (current West Japan Railway Electric System Company)	
		June 2013	General Manager, Electrical Engineering Department, Railway Operations Headquarters of the Company	
		June 2014	Deputy General Manager, Osaka Electric Construction Office of the Company	
		June 2015	General Manager, Osaka Electric Construction Office of the Company	
		July 2017	Senior Director, West Japan Electric Technologies Co., Ltd. (current West Japan Railway Electric Technologies Company)	
		Dec. 2018	President, Representative Director, Nishinihon Electric System Co., Ltd. (current West Japan Railway Electric System Company)	
		June 2024	Vice President, Representative Director and Executive Officer; Senior General Manager, Railway Operations Headquarters of the Company, Head of in-house Railway Company (present post)	
	[Reason for selecting him as a candidate for Director] Mr. Akira Inoue has long been engaged in the technology division, also has accumulated experience in the administration of branch offices and the management of Group companies, and is familiar with the railway operations of the Company in general. In order to further promote the initiatives for “JR West Group Medium-Term Management Plan 2025” and “JR West Group Railway Safety Think-and-Act Plan 2027” and to aim for the sustainable development of the JR West Group, we believe that his ability to make objective decisions, foresight and feasibility are suitable for the management of the Company and that he is suitable for the position of Director of the Company.			

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
9	Hideo Okuda (May 7, 1968) [Male] [Reelection]	Apr. 1992	Joined the Company	9,100 shares
		June 2012	Chief Manager, Planning Section, Kansai Urban Area Regional Head Office of the Company	
		July 2014	Chief Manager, Corporate Planning Headquarters of the Company	
		June 2016	General Manager, Group Management Planning Office, Corporate Planning Headquarters of the Company	
		Dec. 2016	President and Representative Director, JR West Innovations Co., Ltd.	Attendance at the meetings of the Board of Directors
		Feb. 2018	General Manager, Corporate Planning Headquarters of the Company	15/15 (100%)
		Oct. 2019	General Manager, Corporate Planning Headquarters; General Manager, MaaS Promotion Department of the Company	
		Nov. 2020	Executive Officer; Deputy Senior General Manager, Digital Solution Headquarters of the Company	
		June 2021	Administrative Officer; Deputy Senior General Manager, Digital Solution Headquarters of the Company	
		June 2022	Director and Executive Officer; Senior General Manager, Digital Solution Headquarters of the Company	
		June 2024	Director and Senior Executive Officer; Senior General Manager, Digital Solution Headquarters of the Company (present post)	
		<Important concurrent offices>		
• President and Representative Director, TRAILBLAZER inc. (scheduled to retire in June 2025)				
[Reason for selecting him as a candidate for Director] Mr. Hideo Okuda has been engaged mainly in the planning division and divisions involved in the life design field of the Company and has experience in management of a Group company and is familiar with the operations of the Company in general, including being engaged in strengthening the Group management system. Currently, he has been implementing the JR-West Group Digital Strategy, which he helped formulate, and he has taken the initiative in working to create new value through digital technology and to transform operations throughout the Group. In further promoting the initiatives for the “JR West Group Medium-Term Management Plan 2025” and aiming for the sustainable development of the JR West Group, we believe that his objective decision-making ability, foresight and feasibility are suitable for the management of the Company and that he is qualified to serve as a Director of the Company.				

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
10	Takeshi Urushihara (December 9, 1969) [Male] [Reelection]	Apr. 1992	Joined the Company	9,500 shares
		June 2003	General Manager, Osaka Nishi Conductor’s Office, Osaka Branch of the Company	
		June 2006	Section Manager, Osaka Conductor’s District, Osaka Branch of the Company	
		July 2009	Chief Manager, Transportation Section, Kyoto Branch of the Company	Attendance at the meetings of the Board of Directors
		Dec. 2010	Chief Manager, Crew Section, Kyoto Branch, Kansai Urban Area Regional Head Office of the Company	11/11 (100%)
		July 2011	Chief Manager in charge of Driver Section, Transport Department, Railway Operations Headquarters of the Company	
		June 2012	Chief Manager, Driver Section, Transport Department, Railway Operations Headquarters of the Company	
		June 2014	Chief Manager, Planning Section, Transport Department, Railway Operations Headquarters of the Company	
		June 2016	Deputy General Manager, Osaka Branch, Kansai Urban Area Regional Head Office of the Company	
		July 2017	Deputy General Manager, Kansai Urban Area Regional Head Office of the Company	
		Feb. 2019	Executive Officer; General Manager, Fukuchiyama Branch of the Company	
		June 2021	Administrative Officer; General Manager, Kanazawa Branch of the Company	
		June 2023	Senior Administrative Officer; General Manager, Kanazawa Branch of the Company	
		June 2024	Director and Senior Executive Officer; Deputy Senior General Manager, Railway Operations Headquarters; General Manager, Transport Safety Department, Railway Operations Headquarters; Director, Safety Research Institute, Railway Operations Headquarters of the Company (present post)	
		[Reason for selecting him as a candidate for Director] Mr. Takeshi Urushihara has long been engaged mainly in the railway divisions of the Company and also has accumulated experience in the administration of branch offices. He is familiar with the railway operations of the Company in general, mainly in the transport division, and has greatly contributed to safe and stable railway transportation. We believe that his ability to make objective decisions, foresight and feasibility are appropriate for the management of the Company and that he is qualified to serve as a Director of the Company in order to steadily implement the “JR-West Group Railway Safety Think-and-Act Plan 2027,” solve the Company’s management issues, including the further improvement of safety, and achieve the sustainable development of the JR West Group.		

Candidate No.	Name (Date of birth)	Brief history, position, assignment and important concurrent office		Number of shares of the Company held by candidate
11	Yasuo Umetani (July 18, 1967) [Male] [New election]	Apr. 1990	Joined the Company	9,800 shares
		July 2000	Section Manager, Tennoji Conductor’s District, Osaka Branch of the Company	
		July 2002	Manager, Personnel Department of the Company	Attendance at the meetings of the Board of Directors
		June 2006	Manager, Personnel Department of the Company	
		July 2008	Chief Manager, Personnel Section, Osaka Branch of the Company	—
		Dec. 2009	Deputy General Manager, Kobe Branch of the Company	
		July 2011	General Manager, Personnel Department of the Company	
		July 2013	President and Representative Director, West Japan Railway Food Service Net Company	
		June 2017	Executive Officer, General Manager, Yonago Branch; General Manager, San-in Regional Promotion Headquarters of the Company	
		June 2019	Executive Officer; Deputy Senior General Manager, Supporting Headquarters for the Victims of the Derailment Accident on the Fukuchiyama Line of the Company	
		June 2021	Senior Executive Officer; Senior General Manager, Supporting Headquarters for the Victims of the Derailment Accident on the Fukuchiyama Line of the Company (present post)	
		[Reason for selecting him as a candidate for Director] Mr. Yasuo Umetani has been engaged mainly in the planning and general affairs division of the Company, as well as in the management of a Group company and in the administration of branch offices. He is familiar with the operations of the Company in general, and has demonstrated his ability in improving the management of a Group company and building smooth relationships with local governments and other entities. He is also serving as Senior General Manager of Supporting Headquarters for the Victims of the Derailment Accident on the Fukuchiyama Line. In aiming for the future sustainable development of the JR West Group through promoting the “JR West Group Medium-Term Management Plan 2025” and formulating the next medium-term management plan, we believe that his ability to make objective decisions, foresight and feasibility are suitable for the management of the Company and that he is qualified to serve as a Director of the Company.		

- (Notes) 1. Candidate Mr. Yutaka Kanai has held the office of Representative Director and Chairman of the Board of Hokuriku Electric Power Company, and candidate Mr. Hideo Okuda has held the office of President and Representative Director of TRAILBLAZER inc. (scheduled to retire in June 2025) The Company has transaction relations with each company. Each of the other Candidates has no special interest in the Company.
2. Candidates Ms. Haruko Nozaki and Messrs. Kenji Iino, Yoshiyuki Miyabe and Yutaka Kanai are candidates for external director as provided for in Article 2, paragraph (3), item (vii) of the Regulations for Enforcement of the Companies Act of Japan. Candidates Ms. Haruko Nozaki, Messrs. Kenji Iino and Yoshiyuki Miyabe are External Directors of the Company currently in office. The years of service of them as External Directors will be five years, three years, and three years, respectively, at the close of this General Meeting of Shareholders.
3. Candidates Ms. Haruko Nozaki, Messrs. Kenji Iino and Yoshiyuki Miyabe have satisfied the “Criteria for Independence of External Officers” of the Company and the requirements for

independent officers specified by the Tokyo Stock Exchange, and the Company has registered them as independent officers in accordance with the rules of said Exchange. Candidate Mr. Yutaka Kanai has also satisfied the “Criteria for Independence of External Officers” of the Company and the requirements for independent officers specified by the Tokyo Stock Exchange, and the Company plans to register him as an independent officer in accordance with the rules of said Exchange.

Candidate Ms. Haruko Nozaki is an Executive Officer at National university corporation Kyoto University and the university corporation is a recipient of donation from the Company and the Company’s client. The donation amount to and the transaction amount between the university corporation for the most recent three fiscal years are both less than 1% of the total annual income of the university corporation and consolidated operating revenue of the Company. Therefore, the Company has determined that her independence as an External Director is fully ensured in light of “Criteria for Independence of External Officers” of the Company.

Candidate Mr. Yutaka Kanai has held the office of Representative Director and Chairman of the Board, Hokuriku Electric Power Company, and the Company has electricity supply transactions, etc. with the said company. However, the transaction amount with the said company for the most recent three fiscal years is less than 1% of their respective consolidated operating revenues. Therefore, the Company has determined that his independence as an External Director is fully ensured in light of “Criteria for Independence of External Officers” of the Company.

4. The Company has entered into an agreement with each of the three candidates for External Director Ms. Haruko Nozaki and Messrs. Kenji Iino and Yoshiyuki Miyabe to limit their liabilities as provided for in Article 423, paragraph (1) of the Companies Act of Japan, to the amount as provided for in laws and regulations. If the reelection of each of them is approved, the Company will maintain such agreement with each of them. If the election of candidate Mr. Yutaka Kanai is approved, the Company will enter into the same agreement with him.
5. 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 of Japan. This policy covers losses, including compensation for damage, litigation expenses, etc., incurred by insured in the event of a claim for damages arising from the performance of duties carried out by the insured including Directors of the Company. If the proposition is approved, each candidate above will be named as an insured by this insurance policy. In addition, the Company plans to renew the insurance policy with the same terms at the next renewal.

[Reference] Knowledge, experience, ability, etc. possessed by candidates for Directors (including Directors who are Audit and Supervisory Committee Members currently in office) (Skill Matrix)

To realize the five key strategies in the “JR West Group Medium-Term Management Plan 2025”: “Improve safety of railways,” “Revitalize and restructure core businesses (railway business and Group business),” “Further evolve real estate and city development,” “Develop diverse services via digital strategy” and “Create new businesses,” in order for the Board of Directors to make appropriate decisions in a timely manner and to exercise a highly effective monitoring and supervisory function, the skills (knowledge, experience, abilities, etc.) currently considered important for the Board of Directors are defined as (i) corporate management, (ii) governance, (iii) safety and quality, (iv) customer satisfaction and marketing, (v) innovation and global environment, (vi) community and city development and (vii) coexistence with local communities. The Company believes that the components of ESG-related skills are included in each of the seven individual skills, and that all board members should be equipped to exhibit each of these skills.

The table below lists the skills that each Director candidate (including Director who are currently serving as members of the Audit and Supervisory Committee) currently possesses and is expected to demonstrate in particular with regard to the above seven skills.

Name	Position in the Company (expected)	Skills particularly expected to be displayed (major components stated in the lower column)						
		Corporate management Business strategy Organization development Finance strategy	Governance Legal affairs/risk management Diversity Human rights Human resources cultivation	Safety/Quality Safety-related technologies/management Quality control	Customer satisfaction/ Marketing Creation of customer value Expanding into new businesses areas Brand value	Innovation/ Global environment DX/ Advanced technology Productivity improvement Decarbonization Energy savings	Community/ City development Real estate development Enhancing convenience of railway networks Improving appeal of communities/cities	Coexistence with local communities Tourism/ industrial development Local culture development Sustainable transportation systems
Kazuaki Hasegawa	Representative Director (Chairman of the Board)	●	●				●	
Haruko Nozaki	Director (Independent, External)		●					●
Kenji Iino	Director (Independent, External)	●			●		●	
Yoshiyuki Miyabe	Director (Independent, External)	●		●		●		
Yutaka Kanai	Director (Independent, External)	●		●		●		
Shoji Kurasaka	Representative Director	●	●	●				
Kouichi Haruna	Representative Director	●					●	●
Akira Inoue	Representative Director	●		●				
Hideo Okuda	Director	●			●	●		
Takeshi Urushihara	Director			●				●
Yasuo Umetani	Director	●	●		●			
Maki Ogura	Director who is a full-time Audit and Supervisory Committee Member (Independent, External) Chair of the (Audit and Supervisory Committee)		●					●
Makiko Tada	Director who is a full-time Audit and Supervisory Committee Member			●	●			●
Emiko Hazama	Director who is an Audit and Supervisory Committee Member (Independent, External)		●				●	●
Kenryo Goto	Director who is an Audit and Supervisory Committee Member (Independent, External)	●	●					

(Notes) 1. Of skills possessed by each individual, up to three skills that are particularly expected to be displayed in light of the composition of the Board of Directors have the mark “●.”

2. The above table is not an exhaustive list of all the knowledge, experience, ability, etc., the individuals possess.