

*This document has been translated from the Japanese original for the convenience of non-Japanese shareholders.  
In the event of any discrepancy between this document and the Japanese original, the original shall prevail.*

Securities code: 9069  
June 6, 2025

To our shareholders:

Yasuhisa Fukuda  
President and Representative Director  
**SENKO Group Holdings Co., Ltd.**  
8-10, Shiomi 2-chome, Koto-ku, Tokyo

## **NOTICE OF CONVOCATION OF THE 108th ANNUAL MEETING OF SHAREHOLDERS**

You are cordially invited to attend the 108th Annual Meeting of Shareholders of SENKO Group Holdings Co., Ltd. (the “Company”) on June 26, 2025, which will be held as described hereunder. Information that constitutes the content of Reference Documents for the Meeting of Shareholders, etc. (items for which the measures for providing information in electronic format are to be taken) is provided in electronic format for this Annual Meeting of Shareholders. Please access the Company website below and review the information.

The Company’s website  
[https://www.senkogrouphd.co.jp/ir/stock\\_info/general\\_meeting/](https://www.senkogrouphd.co.jp/ir/stock_info/general_meeting/) (in Japanese)

Regarding items for which the measures for providing information in electronic format are to be taken, measures for providing information in electronic format are also taken in the Tokyo Stock Exchange (TSE) website. Please access the TSE website below (Listed Company Search), and enter “SENKO Group Holdings” in “Issue name (company name)” field, or “9069” in “Code” field, and click “Search.” Then select “Basic information” followed by “Documents for public inspection/PR information,” and review the information.

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

**If you are unable to attend the Meeting in person, you may exercise your voting rights by postal mail or via the Internet. Please review the Reference Documents for the Meeting of Shareholders and exercise your voting rights by either of the following methods by 6:15 p.m., Wednesday, June 25, 2025 (Japan Standard Time).**

[Voting by postal mail]

Please indicate your approval or disapproval of the proposals on the enclosed voting form, and return it by postal mail to reach us by the above deadline.

[Voting via the Internet]

Please access the website for exercising voting rights designated by the Company (<https://evote.tr.mufig.jp/>), which is in Japanese only, and indicate your approval or disapproval of the proposals by the above deadline.

## Meeting Details

**1. Date and Time:** Thursday, June 26, 2025 at 10:00 a.m. (Japan Standard Time)

**2. Venue:** 1-30, Oyodonaka 1-chome, Kita-ku, Osaka  
Umeda Sky Bldg., Tower West, F3 Stella Hall

### 3. Purposes:

#### Items to be reported:

1. Reports on the Business Report, Consolidated Financial Statements for the 108th fiscal year from April 1, 2024 to March 31, 2025 and Reports of Audit on the Consolidated Financial Statements by Financial Auditor and the Board of Corporate Auditors
2. Reports on the Non-Consolidated Financial Statements for the 108th fiscal year (from April 1, 2024 to March 31, 2025)

#### Items to be resolved:

**Proposal 1:** Appropriation of Surplus

**Proposal 2:** Election of Eleven (11) Directors

**Proposal 3:** Election of Three (3) Corporate Auditors

### 4. Other matters concerning the Meeting:

Documents stating the items subject to the measures for electronic provision will be sent to shareholders who requested the delivery of paper-based documents. However, as provided for by laws and regulations and Article 16, paragraph 2 of the Company's Articles of Incorporation, such documents do not include the following items.

- (i) "Systems necessary to ensure that the execution of duties by Directors complies with laws and regulations and the Articles of Incorporation and other systems necessary to ensure the properness of operations" and "Outline of the operation of the internal control systems" described in the Business Report
- (ii) "Consolidated Statements of Changes in Net Assets" and "Notes to the Consolidated Financial Statements" in Consolidated Financial Statements
- (iii) "Statements of Changes in Net Assets" and "Notes to the Non-Consolidated Financial Statements" in Non-Consolidated Financial Statements

Accordingly, the documents that are delivered to shareholders who have made a request for delivery of paper-based documents are part of the documents included in the scope of audits by the Corporate Auditors and the Financial Auditor when they create their respective audit reports.

Institutional investors may use the electronic voting platform for institutional investors operated by ICJ, Inc.

## Reference Documents for the Meeting of Shareholders

### Proposal 1: Appropriation of Surplus

The Company aims to enhance the return of profit to its shareholders and maintains a basic policy regarding the distribution of profit to pay dividends, taking into account, in addition to stable dividends, performance-linked dividends. In addition, it is necessary to secure sufficient internal reserves for future business development and putting the Company on a firmer footing. In accordance with those views, the Company proposes to appropriate surplus for this fiscal year as follows:

1. Matters concerning year-end dividend  
In view of the Company's performance in this fiscal year, the Company proposes to pay 23 yen per share as the year-end dividend. Combined with interim dividend of 23 yen per share, this brings the annual dividend to 46 yen per share.
  - (1) Type of dividend assets  
Cash
  - (2) Allocation and total amount of the dividend assets  
23 yen per share of the Company's common shares  
Total amount of dividends: 4,030,327,651 yen
  - (3) Effective date of dividend payment  
June 27, 2025
2. Other matters relating to the appropriation of surplus
  - (1) Item and amount of reduction in surplus:  
General reserve 5,100,000,000 yen
  - (2) Item and amount of increase in surplus:  
Retained earnings carried forward 5,100,000,000 yen
  - (3) Reason for such action:  
To enable the implementation of flexible capital management policies such as shareholder returns responding to changes in the business environment in the future.

**Proposal 2:** Election of Eleven (11) Directors

At the conclusion of this Annual Meeting of Shareholders, the terms of office of all the nine (9) Directors will expire.

Accordingly, the Company proposes the election of eleven (11) Directors including five (5) Outside Directors.

The candidates for the Directors are as follows:

No.	Name	Attribute	Current positions and areas of responsibility in the Company	Attendance at Board of Directors meeting (108th fiscal year)
1	Yasuhisa Fukuda	Reelection	President and Representative Director General Manager of Strategic Planning HQ General Manager of Manufacturing Business Promotion HQ	14/14 (100%)
2	Noburoh Sasaki	Reelection	Director and Senior Managing Executive Officer General Manager of Administration HQ	14/14 (100%)
3	Shigeru Ono	Reelection	Director and Senior Managing Executive Officer General Manager of International Business Operation HQ	14/14 (100%)
4	Yasuhiro Masuda	Reelection	Director and Managing Executive Officer General Manager of Living Support Business HQ	14/14 (100%)
5	Hideki Tsutsumi	Reelection	Director and Managing Executive Officer Responsible for Trading & Commerce	14/14 (100%)
6	Noboru Ohgoshi	New candidate	Managing Executive Officer Responsible for Logistics	—
7	Yasuyuki Sugiura	Reelection Outside Independent	Outside Director	14/14 (100%)
8	Yoko Araki	Reelection Outside Independent	Outside Director	14/14 (100%)
9	Fumiko Okuno	Reelection Outside Independent	Outside Director	14/14 (100%)
10	Masumi Shiraishi	New candidate Outside Independent		—
11	Yasuko Teraura	New candidate Outside Independent		—

Reelection: Candidate for reelection as Director

New candidate: New candidate for Director

Outside: Candidate for Outside Director

Independent: Candidate for Independent Officer

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
1	Yasuhisa Fukuda (August 23, 1946)	<p>April 1969      Joined SENKO Co., Ltd.</p> <p>June 1993      Director, SENKO Co., Ltd.</p> <p>June 1997      Managing Director, SENKO Co., Ltd.</p> <p>June 2003      Director, Vice President, SENKO Co., Ltd.</p> <p>June 2004      President and Representative Director, SENKO Co., Ltd. (present)</p> <p>April 2009      General Manager of Production Management HQ, SENKO Co., Ltd.</p> <p>April 2017      Responsible for Logistics, General Manager of Business Support Promotion HQ, SENKO Group Holdings Co., Ltd.</p> <p>October 2017   Responsible for International Business, SENKO Group Holdings Co., Ltd.</p> <p>April 2021      General Manager of Strategic Planning HQ, SENKO Group Holdings Co., Ltd. (present)</p> <p>June 2023      General Manager of Manufacturing Business Promotion HQ, SENKO Group Holdings Co., Ltd. (present)</p> <p>(Important concurrent positions held in other organizations) Director, Chairman, Senko Co., Ltd.</p>	251,800
<p>[Reasons for nomination as the candidate for Director] Mr. Fukuda has served as the Company's Representative Director for many years, directing the management of the SENKO Group as a whole and contributing to the expansion of business fields. We can expect him to use his accumulated experience and performance as a manager with his wealth of insight into the industry in general, and provide strong leadership to continue to play an ample role in further growth of the SENKO Group and increasing corporate value. We have therefore nominated him as a candidate to continue serving as a Director.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
2	Noburoh Sasaki (March 12, 1957)	<p>April 1979      Joined SENKO Co., Ltd.</p> <p>April 2005      Senior Manager of Public Relations Dept., SENKO Co., Ltd.</p> <p>April 2007      General Manager of President Office, SENKO Co., Ltd.</p> <p>April 2009      Executive Officer, Responsible for Public Relations Dept., SENKO Co., Ltd.</p> <p>October 2014    President and Representative Director, SENKO Facilities Co., Ltd.</p> <p>April 2015      Managing Executive Officer, SENKO Co., Ltd.</p> <p>June 2015      Director, SENKO Co., Ltd. (present)</p> <p>April 2017      Responsible for PR &amp; IR, SENKO Group Holdings Co., Ltd.</p> <p>November 2017   Responsible for Real Estate Business, SENKO Group Holdings Co., Ltd.</p> <p>April 2018      President and Representative Director, SENKO Real Estate Co., Ltd.</p> <p>April 2019      General Manager of Business Support Promotion HQ, SENKO Group Holdings Co., Ltd.</p> <p>April 2022      General Manager of Administration HQ, SENKO Group Holdings Co., Ltd. (present)</p> <p>April 2024      Senior Managing Executive Officer, SENKO Group Holdings Co., Ltd. (present)</p>	60,500
<p>[Reasons for nomination as the candidate for Director]  Mr. Sasaki has served as the officer responsible for PR &amp; IR, the real estate business, General Manager of Business Support Promotion HQ, and General Manager of Administration HQ since his appointment as Director and has a wealth of experience and wide-ranging insight. We can expect him to play an ample role in increasing the corporate value of the Company based on his experience and so forth. We have therefore nominated him as a candidate to continue serving as a Director.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
3	Shigeru Ono (September 25, 1964)	<p>April 1988      Joined Matsushita Electric Industrial Co., Ltd. (now Panasonic Holdings Corporation)</p> <p>April 2013      Division Manager, the said company</p> <p>April 2015      General Manager of Device Solution Business Unit, the said company</p> <p>January 2016    Joined SENKO Co., Ltd. Officer, Assistant to General Manager of International Business HQ</p> <p>April 2016      Executive Officer, Head of ASEAN Region Sec. Office, Production Management HQ, Responsible for ASEAN Region Sec., International Business HQ, SENKO Co., Ltd.</p> <p>April 2019      Managing Executive Officer, SENKO Group Holdings Co., Ltd.</p> <p>April 2023      General Manager of International Business Promotion HQ, Senior Manager Responsible for ASEAN Region Sec., SENKO Group Holdings Co., Ltd.</p> <p>June 2023      Director (present), General Manager of International Business Operation HQ, SENKO Group Holdings Co., Ltd. (present)</p> <p>April 2025      Senior Managing Executive Officer, SENKO Group Holdings Co., Ltd. (present)</p> <p>(Important concurrent positions held in other organizations) President and Representative Director, SENKO INTERNATIONAL PTE. LTD. Chairman and Representative Director, SENKO INTERNATIONAL JAPAN CO., LTD. President and Representative Director, SENKO (THAILAND) Co., LTD.</p>	15,200
<p>[Reasons for nomination as the candidate for Director] Mr. Ono has consistently been responsible for the ASEAN region since he joined the Company and has a wealth of experience and specialist knowledge in international business. In addition, since June 2023, he has taken office as General Manager of International Business Operation HQ, and has been leading the SENKO Group's international business. We can expect him to play an ample role in increasing the corporate value of the Company by promoting overseas development as the person responsible for the SENKO Group's international business. We have therefore nominated him as a candidate to continue serving as a Director.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
4	Yasuhiro Masuda (September 20, 1957)	<p>April 1981      Joined Nippon Credit Bank, Ltd. (now Aozora Bank, Ltd.)</p> <p>December 1997      Joined HIMARAYA Co., Ltd. General Manager of Corporate Planning Office</p> <p>June 1998      Director, Responsible for Finance, the said company</p> <p>October 2002      Joined the Center for Global Communications, International University of Japan Executive Officer and Senior Manager Responsible for the Corporate Planning Div., Center for Global Communications, International University of Japan</p> <p>November 2004      Joined Nippon Mirai Capital Co., Ltd. Senior Director</p> <p>March 2007      Partner, the said company</p> <p>August 2013      Joined HIMARAYA Co., Ltd. General Manager of Management HQ</p> <p>November 2013      Managing Director, General Manager of Management HQ, the said company</p> <p>July 2015      Joined SENKO Co., Ltd. Senior Manager, Assistant to Officer Responsible for Living Support Business Project</p> <p>April 2016      Senior Manager of Business Strategy Promotion Dept., Living Support Business Promotion HQ, Senior Manager of Planning Business Promotion Dept., SENKO Co., Ltd.</p> <p>April 2019      Executive Officer, SENKO Group Holdings Co., Ltd.</p> <p>April 2020      Senior Manager of Business Strategy Promotion Dept., Living Support Business Promotion HQ, SENKO Group Holdings Co., Ltd.</p> <p>April 2021      Deputy General Manager of Living Support Business Promotion HQ, SENKO Group Holdings Co., Ltd.</p> <p>April 2022      Managing Executive Officer (present), General Manager of Living Support Business Promotion HQ, SENKO Group Holdings Co., Ltd.</p> <p>June 2023      Director (present), General Manager of Living Support Business HQ, SENKO Group Holdings Co., Ltd. (present)</p> <p>(Important concurrent positions held in other organizations) Director and Chair, SERIO Holdings Co., Ltd.</p>	17,000
<p>[Reasons for nomination as the candidate for Director]</p> <p>Mr. Masuda has been responsible for the living support business for many years since he joined the Company, and has been leading the living support business of the SENKO Group as General Manager of the Living Support Business HQ since June 2023. We can expect him to play an ample role in increasing the corporate value of the Company by promoting business expansion as the person responsible for the SENKO Group's living support business. We have therefore nominated him as a candidate to continue serving as a Director.</p>			



No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
5	Hideki Tsutsumi (March 13, 1961)	<p>April 1983      Joined Asahi Chemical Industry Co., Ltd. (now Asahi Kasei Corp.)</p> <p>April 2006      General Manager of Tenac Sales &amp; Marketing Dept., Asahi Kasei Chemicals Corporation</p> <p>June 2009      Senior Manager of Planning &amp; Administration Dept., PS Japan Corporation</p> <p>April 2011      General Manager of Styrene &amp; Nylon Intermediates Marketing &amp; Sales Dept., Asahi Kasei Chemicals Corporation</p> <p>October 2012    General Manager of Functional Resin Marketing &amp; Sales Dept., the said company</p> <p>April 2015      Executive Officer, the said company</p> <p>April 2016      Executive Officer, Asahi Kasei Corp. President &amp; Director, Asahi Kasei Europe GmbH</p> <p>April 2018      Lead Executive Officer, Asahi Kasei Corp.</p> <p>April 2021      Senior Executive Officer, the said company</p> <p>April 2022      Responsible for Purchasing &amp; Logistics, the said company</p> <p>April 2023      Joined SENKO Group Holdings Co., Ltd. Managing Executive Officer (present), Assistant to President, Responsible for Special Appointee</p> <p>June 2023      Director (present), Responsible for Commerce, SENKO Group Holdings Co., Ltd.</p> <p>April 2024      Responsible for Trading &amp; Commerce, SENKO Group Holdings Co., Ltd. (present)</p> <p>(Important concurrent positions held in other organizations) President and Representative Director, SENKO SHOJI CO., LTD.</p>	8,600
<p>[Reasons for nomination as the candidate for Director] Mr. Tsutsumi has a wealth of experience and achievements as well as wide-ranging knowledge and insight into corporate management, among other things. Since joining the Company, he has contributed to the expansion of the Company's trading and commerce business as the person responsible for that business. We can expect him to play an ample role in increasing the corporate value of the Company by promoting further growth of the SENKO Group's trading and commerce business. We have therefore nominated him as a candidate to continue serving as a Director.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
*6	Noboru Ohgoshi (February 13, 1962)	<p>April 1980      Joined SENKO Co., Ltd.</p> <p>April 2007      Branch Manager of Omiya Branch, SENKO Co., Ltd.</p> <p>April 2011      Branch Manager of Saitama Supervising Branch, SENKO Co., Ltd.</p> <p>April 2013      Executive Officer, SENKO Co., Ltd.</p> <p>April 2017      Director and Managing Executive Officer, Senko Co., Ltd.</p> <p>April 2019      Senior Managing Executive Officer, Branch Manager of Tokyo Supervising Branch, the said company</p> <p>April 2022      General Manager of Business Policy Promotion HQ, the said company (present)</p> <p>April 2025      President and Representative Director, the said company (present) Managing Executive Officer (present), Responsible for Logistics, SENKO Group Holdings Co., Ltd. (present)</p> <p>(Important concurrent positions held in other organizations) President and Representative Director, Senko Co., Ltd.</p>	53,900
<p>[Reasons for nomination as the candidate for Director]</p> <p>Mr. Ohgoshi has been responsible for the logistics business for many years since he joined the Company, and has extensive experience and achievements. In addition, since April 2025, he has been leading the SENKO Group's logistics business as President and Representative Director of Senko Co., Ltd. We can expect him to play an ample role in increasing the corporate value of the Company by promoting further growth of the SENKO Group's logistics business. We have therefore nominated him as a candidate for a new Director.</p>			
7	Yasuyuki Sugiura (September 25, 1953)	<p>April 1978      Joined Mitsubishi Corporation</p> <p>April 2009      Senior Vice President, the said company</p> <p>April 2013      Executive Vice President, the said company Director, President, Mitsubishi Corporation (Americas)</p> <p>April 2016      Advisor, Mitsubishi Corporation (present)</p> <p>June 2017      Managing Director, Toyo Bunko (The Oriental Library) (present) Director, SENKO Group Holdings Co., Ltd. (present)</p> <p>June 2021      Outside Member of the Board, SEIKAGAKU CORPORATION (present)</p> <p>May 2022      Director, The American Studies Foundation (present)</p> <p>(Important concurrent positions held in other organizations) Advisor, Mitsubishi Corporation Managing Director, Toyo Bunko (The Oriental Library) Outside Member of the Board, SEIKAGAKU CORPORATION Director, The American Studies Foundation</p>	6,300
<p>[Reasons for nomination as the candidate for Outside Director and outline of expected roles]</p> <p>Mr. Sugiura has a wealth of experience and achievements in the trading, finance and international fields, as well as wide-ranging knowledge and insight. Therefore, we have nominated him as a candidate to continue serving as an Outside Director so that these can be utilized in the Company's management. We can expect him to play an ample role in advising and supervising business operations by providing opinions from objective and diverse perspectives, utilizing his wealth of knowledge on management.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
8	Yoko Araki (July 4, 1957)	<p>April 1982      Joined Internal Medicine Class, Keio University School of Medicine</p> <p>January 1992    Studied abroad at University of California San Francisco</p> <p>April 2002      Director, Tokyo Health Management Center, NTT East Metropolitan Area Health Management Center</p> <p>April 2006      Director, Araki Occupational Health Consultancy (present)</p> <p>September 2008 Specially-Appointed Professor, Support Office for Female Researchers, Tokyo Medical and Dental University</p> <p>June 2019      Director, SENKO Group Holdings Co., Ltd. (present)</p> <p>(Important concurrent positions held in other organizations) Director, Araki Occupational Health Consultancy</p>	13,600
<p>[Reasons for nomination as the candidate for Outside Director and outline of expected roles]</p> <p>Ms. Araki has specialist knowledge and experience as a medical doctor as well as insight regarding the promotion of health and so forth. Therefore, we have nominated her as a candidate to continue serving as an Outside Director so that these can be utilized in the Company's management. We can expect her to play an ample role in advising and supervising business operations by providing advice on the Company's health management and work-style reform based on her knowledge of health promotion in particular, while also providing opinions from an objective and expert perspective.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
9	Fumiko Okuno (April 14, 1972)	<p>August 1992 Bronze medal in solo and duet synchronized swimming, Barcelona Olympics</p> <p>September 1994 Silver medal in solo and duet synchronized swimming, bronze medal as a team, World Championships in Rome</p> <p>January 1995 Retired from professional swimming, Sports commentator (present)</p> <p>April 2012 Member, Central Council for Education, Ministry of Education, Culture, Sports, Science and Technology</p> <p>April 2015 Visiting Professor, Biwako Seikei Sport College (present)</p> <p>June 2020 Committee Member, Kyoto City Board of Education</p> <p>June 2021 Director, SENKO Group Holdings Co., Ltd. (present)</p> <p>April 2022 Special Visiting Professor, Osaka Seikei University (Director, Institute for Sports Innovation) (present)</p> <p>July 2022 Artistic Swimming Technical Committee Member, World Aquatics (present)</p> <p>June 2023 International Committee Member, Japan Swimming Federation (present)</p> <p>June 2025 Vice Chairperson of Artistic Swimming Committee, Japan Swimming Federation (present)</p> <p>(Important concurrent positions held in other organizations)</p> <p>Sports commentator</p> <p>Visiting Professor, Biwako Seikei Sport College</p> <p>Special Visiting Professor, Osaka Seikei University (Director, Institute for Sports Innovation)</p> <p>Vice Chairperson of Artistic Swimming Committee and International Committee Member, Japan Swimming Federation</p> <p>Artistic Swimming Technical Committee Member, World Aquatics</p>	1,200
<p>[Reasons for nomination as the candidate for Outside Director and outline of expected roles]</p> <p>Ms. Okuno has a wealth of experience and wide-ranging knowledge from her career as a top athlete, as well as having worked as a sports commentator and visiting professor, etc. Therefore, we have nominated her as a candidate to continue serving as an Outside Director so that her insights can be utilized in the Company's management. We can expect her to play an ample role in advising and supervising business operations by providing opinions from objective and diverse perspectives while also providing advice on the Company's health management, cultural and sporting activities.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
*10	Masumi Shiraishi (November 6, 1958)	<p>April 1987      Joined The Seibu Department Stores, Ltd.</p> <p>May 1989        Joined NLI Research Institute</p> <p>April 2002      Assistant Professor, Department of Socioeconomic Systems, Faculty of Economics, Toyo University</p> <p>April 2007      Professor, Faculty of Policy Studies, Kansai University</p> <p>June 2010      Outside Director, JP-HOLDINGS, INC.</p> <p>June 2013      Outside Director, Asahi Kasei Corp.</p> <p>June 2014      Outside Director, C'BON COSMETICS Co.,Ltd.</p> <p>June 2019      Outside Director, Ryoyo Electro Corporation (now Ryoyo Ryosan Holdings, Inc.) (present)</p> <p>June 2022      Outside Director, MIKUNI CORPORATION (present)</p> <p>April 2024      Professor Emeritus, Kansai University (present) Visiting Professor, Higashi Nippon International University (present)</p> <p>February 2025   Outside Director, E-SUPPORTLINK,Ltd. (present)</p> <p>(Important concurrent positions held in other organizations) Professor Emeritus, Kansai University Visiting Professor, Higashi Nippon International University Outside Director, Ryoyo Ryosan Holdings, Inc. Outside Director, MIKUNI CORPORATION Outside Director, E-SUPPORTLINK,Ltd.</p>	0
<p>[Reasons for nomination as the candidate for Outside Director and outline of expected roles] Ms. Shiraishi has specialist knowledge and experience as a university professor as well as the experience of having served as Outsider Directors of many companies. Therefore, we have nominated her as a candidate for a new Outside Director so that these can be utilized in the Company's management. We can expect her to play an ample role in advising and supervising business operations by providing objective and expert opinions, utilizing her insight as a university professor.</p>			

No.	Name (Date of birth)	Career summary, positions and areas of responsibility in the Company, and important concurrent positions	Number of the Company's shares held
*11	Yasuko Teraura (October 16, 1970)	<p>April 2000 Registered as attorney at law Joined TMI Associates</p> <p>October 2006 Admitted to the New York State Bar</p> <p>July 2008 Partner, TMI Associates</p> <p>March 2010 Established Endeavour Law Office (present)</p> <p>January 2016 Judicial Commissioner, Tokyo District Court</p> <p>May 2017 Temporary Member, Central Environmental Council (Soil and Agricultural Chemicals Departmental Meeting)</p> <p>April 2018 Member, Bidding Monitoring Committee (now Bidding Monitoring and Contract Appropriateness Committee), Ministry of the Environment (present)</p> <p>May 2024 Outside Audit &amp; Supervisory Board Member, CEL Corporation (present)</p> <p>September 2024 Expert Member, Central Environmental Council (Water Environment, Soil, and Agricultural Chemicals Departmental Meeting; Soil Systems Subcommittee) (present)</p> <p>(Important concurrent positions held in other organizations) Representative, Endeavour Law Office Outside Audit &amp; Supervisory Board Member, CEL Corporation</p>	0
<p>[Reasons for nomination as the candidate for Outside Director and outline of expected roles] Ms. Teraura has specialist knowledge and experience as an attorney-at-law as well as a wealth of experience in environmental administration. Therefore, we have nominated her as a candidate for a new Outside Director so that these can be utilized in the Company's management. We can expect her to play an ample role in advising and supervising business operations by providing objective and expert opinions, utilizing her insight as an attorney-at-law.</p>			

- Notes:
1. New candidates are marked with an asterisk (\*).
  2. There are no special interests between any of the candidates and the Company.
  3. Mr. Yasuyuki Sugiura, Ms. Yoko Araki, Ms. Fumiko Okuno, Ms. Masumi Shiraishi and Ms. Yasuko Teraura are candidates for Outside Directors.
  4. The terms of office of Mr. Yasuyuki Sugiura, Ms. Yoko Araki and Ms. Fumiko Okuno as Outside Directors will be eight (8) years, six (6) years and four (4) years, respectively, at the conclusion of this Annual Meeting of Shareholders.
  5. Ms. Fumiko Okuno's name in her family register is Fumiko Asahara.
  6. The Company has entered into a directors and officers liability insurance policy with an insurance company with all Directors as insureds. The policy covers losses that may arise from Directors, who are the insureds, assuming responsibility for the execution of their duties or receiving claims related to the pursuit of such responsibility. If each candidate is elected as Director, such candidate will become an insured under this policy, and the Company plans to renew the insurance policy during their terms of office.
  7. The Company has entered into a limited liability agreement with Mr. Yasuyuki Sugiura, Ms. Yoko Araki and Ms. Fumiko Okuno. The purpose of this agreement is to limit liability as provided for in Article 423, paragraph (1) of the Companies Act. The maximum liability amount shall be the amount stipulated in applicable laws and regulations. If the reelection of them is approved, the Company will continue the said agreements. If the election of Ms. Masumi Shiraishi and Ms. Yasuko Teraura is approved, the Company plans to enter into the limited liability agreement with them.
  8. The Company has submitted an Independent Officer Notification Form to register Mr. Yasuyuki Sugiura, Ms. Yoko Araki and Ms. Fumiko Okuno as Independent Officers at Tokyo Stock Exchange, Inc. If the proposal of reelection is approved, the Company will notify them as Independent Officers, continuously. Furthermore, if the election of Ms. Masumi Shiraishi and Ms. Yasuko Teraura is approved, the Company will submit an Independent Officer Notification Form to register them as Independent Officers at Tokyo Stock Exchange, Inc.

**Proposal 3:** Election of Three (3) Corporate Auditors

The terms of office of Corporate Auditors Mr. Masanobu Uenaka, Mr. Masami Washida and Mr. Yoshiro Okano will expire at the conclusion of this Annual Meeting of Shareholders. Accordingly, the Company proposes the election of three (3) Corporate Auditors.

With respect to this proposal, the Company has obtained the consent of the Board of Corporate Auditors.

The candidates for the Corporate Auditors are as follows:

No.	Name (Date of birth)	Career summary, positions in the Company, and important concurrent positions	Number of the Company's shares held
1	Masanobu Uenaka (November 23, 1959)	<p>April 1982      Joined SENKO Co., Ltd.</p> <p>April 2006      Senior Manager of Accounting Dept., SENKO Co., Ltd.</p> <p>April 2014      Deputy General Manager of International Business HQ, Senior Manager of International Multimodal Transport Business Dept., SENKO Co., Ltd.</p> <p>April 2015      Executive Officer, SENKO Co., Ltd.</p> <p>April 2017      Managing Executive Officer, Responsible for Strategic Planning, General Manager of Strategic Planning Office, SENKO Group Holdings Co., Ltd.</p> <p>June 2017      Director, SENKO Group Holdings Co., Ltd.</p> <p>April 2019      Responsible for Finance, SENKO Group Holdings Co., Ltd.</p> <p>April 2020      General Manager of Finance and Accounting HQ, SENKO Group Holdings Co., Ltd.</p> <p>June 2021      Full-time Corporate Auditor, SENKO Group Holdings Co., Ltd. (present)</p>	50,200
<p>[Reasons for nomination as the candidate for Corporate Auditor] Mr. Uenaka has been working mainly in the accounting division and has a wealth of experience and specialist knowledge in business administration and financial affairs since he joined the Company. In light of such experience as well as his achievements, etc., we believe he will appropriately fulfill his duties as a Corporate Auditor and nominate him as a candidate to continue serving as a Corporate Auditor.</p>			

No.	Name (Date of birth)	Career summary, positions in the Company, and important concurrent positions	Number of the Company's shares held
*2	Satoshi Taketani (November 5, 1960)	<p>April 1986    Joined SENKO Co., Ltd.</p> <p>April 2008    Head of Kansai Operation Center, SENKO Co., Ltd.</p> <p>April 2011    Head of Legal Affairs Group, General Affairs Department, SENKO Co., Ltd.</p> <p>April 2012    General Manager of General Affairs Department, SENKO Co., Ltd.</p> <p>April 2017    Executive Officer, General Manager of General Affairs Department, Senko Co., Ltd.</p> <p>April 2019    Managing Executive Officer (present), General Manager of Administration HQ, General Manager of General Affairs Department, SENKO Group Holdings Co., Ltd.</p> <p>April 2022    Assistant to President, Responsible for Special Appointee, SENKO Group Holdings Co., Ltd. (present) Director and Chairman, Crefeel Koto Co., Ltd. Director and Chair, NDC CO., LTD.</p> <p>April 2023    Representative Director and Chair, President, Crefeel Koto Co., Ltd.</p>	46,200
<p>[Reasons for nomination as the candidate for Corporate Auditor]</p> <p>Mr. Taketani has been working mainly in the general affairs and legal divisions and has a wealth of experience and specialist knowledge in corporate governance and risk management since he joined the Company. In light of such experience as well as his achievements, we believe he will appropriately fulfill his duties as a Corporate Auditor and nominate him as a new candidate as a Corporate Auditor.</p>			
3	Yoshiro Okano (February 11, 1955)	<p>November 1978    Joined Kinki Daiichi Audit Corporation</p> <p>August 1982    Registered as Certified Public Accountant</p> <p>June 1986    Partner, Kinki Daiichi Audit Corporation</p> <p>September 2002    Representative Partner, Kinki Daiichi Audit Corporation</p> <p>February 2005    Registered as Certified Public Tax Accountant</p> <p>July 2020    Partner, ARK LLC</p> <p>June 2021    Outside Corporate Auditor, SENKO Group Holdings Co., Ltd. (present)</p> <p>September 2021    Representative Partner, ARK LLC</p> <p>September 2023    Representative, Okano Certified Public Accountant Office (present)</p> <p>(Important concurrent positions held in other organizations) Representative, Okano Certified Public Accountant Office</p>	500
<p>[Reasons for nomination as the candidate for Outside Corporate Auditor]</p> <p>Mr. Okano has a wealth of experience and achievements as well as specialist knowledge and insights as a certified public accountant and certified public tax accountant. We believe he will appropriately fulfill his duties as a Corporate Auditor from an independent standpoint based on such experience and so forth and nominate him as a candidate to continue serving as an Outside Corporate Auditor.</p>			

- Notes:
1. New candidates are marked with an asterisk (\*).
  2. There are no special interests between any of the candidates and the Company.
  3. Mr. Yoshiro Okano is a candidate for Outside Corporate Auditor.
  4. Mr. Yoshiro Okano is a current Outside Corporate Auditor of the Company, and his term of office as a Corporate Auditor will be four (4) years at the conclusion of this Annual Meeting of Shareholders.
  5. The Company has entered into a directors and officers liability insurance policy with an insurance company with all Corporate Auditors as insureds. The policy covers losses that may arise from Corporate Auditors, who are the insureds, assuming responsibility for the execution of their duties or receiving claims related to the pursuit of such responsibility. If Mr. Satoshi Taketani is elected as Corporate Auditor, he will become an insured under this policy, and the Company plans to renew the insurance policy during his term of office.
  6. If Mr. Yoshiro Okano is elected, the Company plans to enter into an agreement with him to limit his



liability for damages as stipulated in Article 423, paragraph (1) of the Companies Act to the minimum amount stipulated in applicable laws and regulations.

7. The Company has submitted an Independent Officer Notification Form to register Mr. Yoshiro Okano as an Independent Officer at Tokyo Stock Exchange, Inc. If the proposal of reelection is approved, the Company will notify him as an Independent Officer, continuously.

(Reference) Skills Matrix

The following illustrates skills possessed by Directors and Corporate Auditors, provided that Proposal 2 and Proposal 3 are approved as originally proposed.

Position	Name	Independent outside	Corporate management /strategic planning	Human resource/ personnel development	Finance/ accounting	Legal/ risk management	Global	IT/DX	Sustainability (ESG+H)
Director	Yasuhisa Fukuda		○	○	○		○	○	
	Noburoh Sasaki		○	○		○			○
	Shigeru Ono		○		○		○		
	Yasuhiro Masuda		○		○			○	
	Hideki Tsutsumi		○				○		
	Noboru Ohgoshi		○		○			○	
	Yasuyuki Sugiura	★	○	○	○		○		○
	Yoko Araki	★		○					○
	Fumiko Okuno	★		○					○
	Masumi Shiraishi	★	○	○					○
	Yasuko Teraura	★				○	○		○
Corporate Auditor	Masanobu Uenaka		○		○		○		
	Satoshi Taketani		○	○		○			○
	Shinichiro Kohara	★	○						○
	Yoshiro Okano	★			○	○			