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(Stock Exchange Code 2331)
June 7, 2022

To Shareholders with Voting Rights:

Atsushi Murai
Chairman and Representative Director,
and Chief Executive Officer (CEO)
SOHGO SECURITY SERVICES CO., LTD.
1-6-6 Motoakasaka, Minato-ku, Tokyo

**NOTICE OF
THE 57th ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

We would like to express our appreciation for your continued support and patronage.

We hereby announce that the 57th Annual General Meeting of Shareholders of SOHGO SECURITY SERVICES CO., LTD. (the “Company”) will be held for the purposes as described below.

If you are unable to attend the meeting, you can exercise your voting rights in writing or via the Internet, etc. Please review the attached Reference Documents for the General Meeting of Shareholders, and exercise your voting rights by 6:00 p.m. on Thursday, June 23, 2022, Japan time by following the guides below.

- 1. Date and Time:** Friday, June 24, 2022 at 10:00 a.m. Japan time
- 2. Place:** Eminence Hall, South Tower 5F, Keio Plaza Hotel Tokyo
2-2-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo
- 3. Meeting Agenda:**
Matters to be reported:
 1. The Business Report, Consolidated Financial Statements for the Company’s 57th Fiscal Year (April 1, 2021 - March 31, 2022) and results of audits by the accounting auditor and the Audit & Supervisory Board of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company’s 57th Fiscal Year (April 1, 2021 - March 31, 2022)

Proposals to be resolved:

- Proposal 1:** Appropriation of Surplus
- Proposal 2:** Partial Amendments to the Articles of Incorporation
- Proposal 3:** Election of 12 Directors
- Proposal 4:** Election of 1 Audit & Supervisory Board Member

[Disclosure on the Company’s Website]

The following items, in accordance with laws and regulations, and Article 14 of the Articles of Incorporation of the Company, are available on the Company’s website and are thus omitted from this notice. In addition, the attachments to this notice are only part of the documents audited by the Audit & Supervisory Board Members and the accounting auditor in their preparation of the audit reports.

- (1) Notes to Consolidated Financial Statements
- (2) Notes to Non-consolidated Financial Statements

[Notification Method for Matters Subsequent to Revision]

Should any matters required to be included in the Reference Documents for the General Meeting of Shareholders, Business Report, Non-consolidated Financial Statements, or Consolidated Financial Statements require revisions, the revised versions will be posted immediately on the Company’s website.

The Company’s website: <https://www.alsok.co.jp/ir/index.html> (in Japanese)

- As a part of measures to conserve energy, the Company's executives and attendants will be dressed in light attire ("Cool biz style"). We appreciate your understanding.

Guide to Exercising Voting Rights

When attending the Annual General Meeting of Shareholders

When attending the meeting, please submit the enclosed Voting Rights Exercise Form at the reception desk.

Date and time of the Annual General Meeting of Shareholders: Friday, June 24, 2022 at 10:00 a.m. Japan time (Reception starts at 9:00 a.m.)

When exercising your voting rights by mail

Please indicate your approval or disapproval of each of the proposals on the enclosed Voting Rights Exercise Form, and drop the form into a mailbox (postage not necessary).

Deadline for exercising voting rights: To arrive by Thursday, June 23, 2022 at 6:00 p.m. Japan time

When exercising your voting rights via the Internet

Please access the Voting Rights Exercise Website (<https://www.web54.net>), log in to the system using the Voting Rights Exercise Code and Password printed on the enclosed Voting Rights Exercise Form, and enter your approval or disapproval of each of the proposals.

Deadline for exercising voting rights: No later than Thursday, June 23, 2022 at 6:00 p.m. Japan time

Please refer to the following page for details.

- * When you exercise your voting rights more than once, only the vote received last shall be accepted as valid. When both votes via the Internet, etc. and in writing arrive on the same day, only the vote via the Internet, etc. shall be accepted as valid.

Matters concerning the exercise of voting rights via proxy

If you are unable to attend the meeting, you may exercise your voting rights by designating another shareholder who holds voting rights as your proxy. However, please note that documentation proving power of attorney for this General Meeting of Shareholders and the submission of separate Voting Rights Exercise Forms for both the shareholder and the proxy will be required.

Method of notification for non-uniform exercise of voting rights

In the event of non-uniform exercise of voting rights (limited to shareholders who hold shares for other parties), please notify the Company in writing to this effect, together with the reason therefor, three days prior to the General Meeting of Shareholders.

Guide to Exercising Voting Rights via the Internet, etc.

Method for scanning the QR code: “Smart Exercise”

You can log in to the Voting Rights Exercise Website without entering the Voting Rights Exercise Code and Password.

1. Scan the QR code printed on the lower right of the Voting Rights Exercise Form.

* “QR code” is a registered trademark of DENSO WAVE INCORPORATED.

2. Then, enter your approval or disapproval of each of the proposals by following the instructions on the screen.

You may exercise your voting rights only once via the “Smart Exercise.”

To change your vote after exercising your voting rights, please access the website for PC, log in to the system using the Voting Rights Exercise Code and Password printed on the Voting Rights Exercise Form, and again exercise your voting rights.

* You can access the website for PC by rescanning the QR code.

Method for entering the Voting Rights Exercise Code and Password

Voting Rights Exercise Website: <https://www.web54.net>

1. Access the Voting Rights Exercise Website.
2. Enter the Voting Rights Exercise Code printed on the Voting Rights Exercise Form.
3. Enter the Password printed on the Voting Rights Exercise Form and the new password to be used for actual voting and click “Register.”
4. Then, enter your approval or disapproval of each of the proposals by following the instructions on the screen.

If you have any questions on how to exercise your voting rights using a PC or some other means on the above website, please contact the department below.

Stock Transfer Agency Web-Support Department
Sumitomo Mitsui Trust Bank, Ltd.
Web Support Dedicated Dial:
Telephone: 0120-652-031
(Opening hours: 9:00 a.m. to 9:00 p.m.)

For Institutional Investors

In addition to the exercise of voting rights via the Internet as described above, institutional investors may use the Electronic Voting Platform operated by ICJ, Inc., subject to prior application for the use of the platform.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Appropriation of Surplus

The Company considers the return of earnings to shareholders to be an important management scheme, and its basic policy is to distribute profits to shareholders based on its operating results while fortifying internal reserves.

Based on the above policy, the Company proposes the appropriation of surplus as follows.

Matters Related to the Year-end Dividend

1. Type of dividend property
Cash
2. Matters related to the allocation of dividend property to shareholders and its total amount
44.0 yen per common share of the Company
Total amount: 4,455,341,440 yen
(As a result, the annual dividend will be 82 yen per share, including the interim dividend.)
3. Effective date of dividends from surplus
June 27, 2022

Proposal 2: Partial Amendments to the Articles of Incorporation

1. Reasons for the proposal

- (1) With the expansion and diversification of business by the Company and subsidiaries, objectives will be added to Article 2 of the current Articles of Incorporation (Purpose). In accordance with the addition of the new provisions, the numbering of articles will be adjusted.
- (2) The amended provisions stipulated in the proviso of Article 1 of the supplementary provisions of the “Act Partially Amending the Companies Act” (Act No. 70 of 2019) will be enforced on September 1, 2022. In response to the introduction of the system for electronic provision of materials for general meetings of shareholders, the Articles of Incorporation of the Company shall be amended as follows.
 - 1) The proposed Article 14 (Measures for Electronic Provision, Etc.), Paragraph 1 is established as the Articles of Incorporation must set forth that the information contained in the reference documents for the general meeting of shareholders, etc. shall be provided electronically.
 - 2) The proposed Article 14 (Measures for Electronic Provision, Etc.), Paragraph 2 shall be established to limit the scope of information contained in the reference documents for the general meeting of shareholders, etc. subject to electronic provision to be included in the paper copy to be sent to a shareholder who requested a hard copy to the scope prescribed in the Ordinance of the Ministry of Justice.
 - 3) With the introduction of the electronic provision of materials for general meeting of shareholders, the provisions of Article 14 (Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders, Etc.) of the current Articles of Incorporation will become unnecessary and shall therefore be deleted.
 - 4) Supplementary provisions shall be established with regard to the effectiveness of the above provisions to be newly established or deleted. These supplementary provisions shall be deleted after specified expiry date.
- (3) To prevent inconsistency with the titles of directors with special titles and titles based on the executive officer system, the paragraph on directors with special titles shall be deleted.

2. Details of the amendments

The details of the amendments are as follows.

(Amended parts are underlined.)

| Current Articles of Incorporation | Proposed Amendments |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>(Purpose) Article 2 <Omitted> (1) to (42) <Omitted> <Newly established> (43) All other undertakings incidental to or in connection with the preceding items.</p> <p><u>(Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders, Etc.)</u> Article 14 The Company may, when convening a <u>General Meeting of Shareholders, deem that it has provided information to shareholders pertaining to matters to be described or indicated in the reference documents for the General Meeting of Shareholders, business report, non-consolidated financial statements, and consolidated financial statements, by disclosing such information through the internet in accordance with the provisions provided in the Ordinance of the Ministry of Justice.</u> <Newly established></p> | <p>(Purpose) Article 2 <Unchanged> (1) to (42) <Unchanged> (43) <u>Sale of food and beverages</u> (44) All other undertakings incidental to or in connection with the preceding items.</p> <p><Omitted></p> <p><u>(Measures for Electronic Provisions, Etc.)</u> Article 14 The Company shall, when convening a <u>General Meeting of Shareholders, provide information contained in the reference documents for the General Meeting of Shareholders, etc. electronically.</u> 2. <u>Among the matters to be provided electronically, the Company may choose not to include all or part of the matters stipulated in the Ordinance of the Ministry of Justice in the paper copy to be sent to shareholders who have requested it by the record date for voting rights.</u></p> |
| <p><u>(Representative Directors and Directors with Special Titles)</u> Article 22 The Company shall, by the resolution of the Board of Directors, appoint several directors who represent the Company. 2. <u>The Company may, by the resolution of the Board of Directors, appoint one (1) Chairman and Director, one (1) Vice Chairman and Director, one (1) President and Director, and one (1) or more Vice Presidents and Directors, Senior Managing Directors and Managing Directors.</u></p> | <p>(Representative Directors) Article 22 <Unchanged></p> <p>2. <Deleted></p> |

| Current Articles of Incorporation | Proposed Amendments |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><Newly established></p> | <p><u>(Supplementary Provisions)</u></p> <p><u>1. The deletion of Article 14 (Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders, Etc.) of the current Articles of Incorporation and the establishment of the proposed Article 14 (Measures for Electronic Provisions, Etc.) shall come into effect on the date of enforcement of the amended provisions stipulated in the proviso of Article 1 of the supplementary provisions of the Act Partially Amending the Companies Act (Act No. 70 of 2019) (the “Effective Date”).</u></p> <p><u>2. Notwithstanding the provisions of the preceding paragraph, Article 14 of the current Articles of Incorporation shall remain in force with respect to a General Meeting of Shareholders to be held on a date within six months from the Effective Date.</u></p> <p><u>3. These supplementary provisions shall be deleted after the lapse of six months from the Effective Date or the lapse of three months from the date of the General Meeting of Shareholders set forth in the preceding paragraph, whichever is later.</u></p> |

Proposal 3: Election of 12 Directors

The terms of office of all 12 Directors will expire at the conclusion of this Annual General Meeting of Shareholders. The Company's Board of Directors make it a basic policy to present proposals for election of Directors at General Meetings of Shareholders in view of factors such as the corporate scale of the Group, and to select candidates with superior personalities, insight, and performance from both inside and outside the Company that are well-versed in various corporate management issues.

Based on the above policy, the election of 12 Directors is proposed.

The candidates are as follows:

| No. | Name | Current Positions | Attendance at meetings of Board of Directors |
|-----|------------------------------------------------------------------|--------------------------------------------|----------------------------------------------|
| 1 | [Reappointment] Ikuji Kayaki | Vice President and Representative Director | 14 out of 14 |
| 2 | [Reappointment] Tsuyoshi Murai | Director | 14 out of 14 |
| 3 | [Reappointment] Motohisa Suzuki | Director | 14 out of 14 |
| 4 | [Reappointment] Koji Kishimoto | Director | 14 out of 14 |
| 5 | [New appointment] Takashi Kumagai | | |
| 6 | [New appointment] Kazuhide Shigemi | | |
| 7 | [New appointment] Naoki Hyakutake | | |
| 8 | [New appointment] Yutaka Komatsu | | |
| 9 | [Reappointment] [Independent] Hiroto Suetsugu [Outside] | Director | 14 out of 14 |
| 10 | [Reappointment] [Independent] Toshie Ikenaga [Outside] | Director | 11 out of 11 |
| 11 | [New appointment] [Independent] Masahiko Mishima [Outside] | | |
| 12 | [New appointment] [Independent] Kenji Iwasaki [Outside] | | |

Note: Attendance at meetings of Board of Directors reflects the status of attendance during the 57th fiscal year (April 1, 2021 - March 31, 2022). For Ms. Toshie Ikenaga, it reflects the status of attendance after her appointment as Director in June 2021.

| No. | Name (Date of birth) | Career summary, positions and significant concurrent positions | | Number of shares of the Company held |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| 1 | Ikuji Kayaki (January 3, 1960) [Reappointment] | April 1982 | Joined the Company | 4,900 |
| | | April 2011 | Chief Officer of Regional Division (IV) | |
| 1 | Ikuji Kayaki (January 3, 1960) [Reappointment] | April 2012 | Executive Officer | Attendance at meetings of Board of Directors |
| | | April 2014 | Deputy Chief Officer of Security Operations, in charge of Structural Reform (Transportation Security Services) | |
| | | April 2015 | Senior Executive Officer, Chief Officer of Security Operations | |
| | | June 2017 | Director and Senior Executive Officer | |
| | | April 2018 | Executive Vice President and Representative Director, Head of ALSOK In-house Company (Current), East Japan Area (Current), Deputy Chief Officer of Business Promotion Division in charge of Corporate Customers | |
| 1 | Ikuji Kayaki (January 3, 1960) [Reappointment] | April 2019 | Vice President and Representative Director (Current), Senior Executive Vice President (Current), Chief Officer of Business Promotion Division in charge of Corporate Customers, in charge of Business Promotion Division (East Japan Area) (Current) | 14 out of 14 |
| | | April 2021 | Chief Officer of Regional Division (VI) | |
| [Major concurrent positions] None | | | | |
| Reason for nomination as a candidate for Director Mr. Ikuji Kayaki has abundant experience and achievements through serving in positions such as Chief Officer of Security Operations, Head of ALSOK In-house Company, in charge of East Japan area, Vice President and Representative Director, and Chief Officer of Business Promotion Division in charge of corporate customers. He also possesses abundant knowledge and advanced ability in regard to business and management of the Group and can be expected to lead the Group with strong leadership, and therefore the Company has nominated him again as a candidate for Director. | | | | |
| 2 | Tsuyoshi Murai (August 15, 1969) [Reappointment] | July 1999 | Joined the Company | 671,800 |
| | | June 2007 | Chief Officer of Home Marketing Division | |
| | | April 2010 | Executive Officer, Chief Officer of Regional Division (I) | Attendance at meetings of Board of Directors |
| | | February 2011 | In charge of General Property Management | |
| | | March 2011 | Representative Director, Japan Facilio Co., Ltd. (Seconded, resigned in March 2014) | Attendance at meetings of Board of Directors |
| | | April 2014 | Senior Executive Officer, Deputy Chief Officer of Business Promotion Division, in charge of Business Planning & Management and Regional Financial Institution Services | |
| | | April 2016 | In charge of Human Resources Affairs and Corporate Ethics (Current) | 14 out of 14 |
| | | June 2016 | Director and Senior Executive Officer | |
| | | April 2018 | In charge of General Affairs/PR (Current), in charge of Compliance (Current), Risk Management (Current), and Information Assets Management (Current), Chief Officer of Tokyo 2020 Olympic and Paralympic Games Promotion Affairs | 14 out of 14 |
| | | May 2018 | In charge of Central Japan Area, Deputy Chief Officer of Business Promotion Division in charge of Business Promotion Division (Central Japan Area) | |
| | | April 2019 | Executive Vice President and Director (Current), Tokyo 2020 Olympic and Paralympic Games Promotion Affairs in charge of Promotion | 14 out of 14 |
| | | April 2020 | In charge of Management Company (Current) | |
| April 2022 | In charge of R&D Engineering Affairs (Current) | 14 out of 14 | | |
| [Major concurrent positions] Vice Chairman, All Japan Security Service Association Chairman, Tokyo Security Service Association Representative Director, SOHGO CORPORATION | | | | |
| Reason for nomination as a candidate for Director Mr. Tsuyoshi Murai has abundant experience and achievements through serving in positions such as being in charge of general property management, being Deputy Chief Officer of Business Promotion Division, in charge of business planning & management, and being in charge of human resources affairs, general affairs/PR, and Management Company. He possesses abundant knowledge and advanced ability in regard to business and management of the Group and can be expected to lead the Group with superior leadership, and therefore the Company has nominated him again as a candidate for Director. | | | | |

| No. | Name (Date of birth) | Career summary, positions and significant concurrent positions | Number of shares of the Company held |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| 3 | Motohisa Suzuki (October 17, 1959) [Reappointment] | January 2015 Director of Traffic Bureau, National Police Agency (Resigned in Jan. 2016) | 2,700 |
| | | April 2016 Joined the Company as Senior Executive Officer, in charge of General Affairs/PR and Procurement, Deputy Chief Officer of Security Operations (in charge of Olympic and Paralympic Games Tokyo 2020 and Other Security Operations), in charge of HOME ALSOK, Compliance, Risk Management and Information Asset Management, Deputy Chief Officer of Business Promotion Division | |
| | | April 2018 Chief Officer of Security Operations (Current), in charge of Structural Reform (Transportation Security Services) (Current), Deputy Chief Officer of Tokyo 2020 Olympic and Paralympic Games Promotion Affairs | Attendance at meetings of Board of Directors |
| | | April 2019 Chief Officer of Tokyo 2020 Olympic and Paralympic Games Promotion Affairs | 14 out of 14 |
| | | June 2019 Director and Senior Executive Officer (Current) [Major concurrent positions] None | |
| Reason for nomination as a candidate for Director Mr. Motohisa Suzuki possesses abundant operational experience and achievements through serving in positions such as being in charge of general affairs/PR and being Chief Officer of Security Operations, and can be expected to contribute to further improvement in the Company's corporate value, and therefore the Company has nominated him again as a candidate for Director. | | | |
| 4 | Koji Kishimoto (May 30, 1958) [Reappointment] | November 1985 Joined the Company | 4,100 |
| | | October 2012 General Manager of Financial & Accounting Department | |
| | | April 2016 Executive Officer and second in charge of Financial & Accounting Department | Attendance at meetings of Board of Directors |
| | | April 2018 Senior Executive Officer, in charge of Financial & Accounting Department (Current), in charge of Internal Control (Current) | |
| | | April 2019 In charge of Procurement (Current) | 14 out of 14 |
| June 2020 Director and Senior Executive Officer (Current) [Major concurrent positions] None | | | |
| Reason for nomination as a candidate for Director Mr. Koji Kishimoto possesses abundant operational experience and achievements through serving in positions such as being in charge of finance, accounting, and procurement. He can be expected to contribute to further improvement in the Company's corporate value, and therefore the Company has nominated him again as a candidate for Director. | | | |

| No. | Name (Date of birth) | Career summary, positions and significant concurrent positions | | Number of shares of the Company held |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 5 | Takashi Kumagai (December 15, 1958) [New appointment] | July 2014 October 2016 April 2017 April 2018 April 2020 April 2022 [Major concurrent positions] None | Director General, Reconstruction Agency (Resigned in June 2016) Joined the Company as Executive Officer, second in charge of Management Company, second in charge of Regional Administration, second in charge of R&D Engineering Affairs, second in charge of Sales Promotion, Business Promotion Affairs, second in charge of Corporate Customers Senior Executive Officer (Current), in charge of Long-term Care Business (Current), Management Company, Regional Administration, Deputy Chief Officer of Business Promotion Affairs, second in charge of Sales Promotion Deputy Chief Officer of Business Promotion Affairs, in charge of HOME ALSOK Deputy Chief Officer of Business Promotion Affairs (Current), President and Representative Director of Life Holdings Co., Ltd. (Current), President and Representative Director of Life Co., Ltd. (Current), President and Representative Director of MBIC Life Co., Ltd. (Current) President and Representative Director of ALSOK CARE CO., LTD. (Current) | 1,000 |
| Reason for nomination as a candidate for Director Mr. Takashi Kumagai possesses abundant experience and achievements through serving in positions such as Deputy Chief Officer of Business Promotion Affairs, in charge of HOME ALSOK and as President and Representative Director of Group companies engaged in long-term care services including Life Holdings Co., Ltd. He can be expected to contribute to further improvement in the Company's corporate value, and therefore the Company has newly nominated him as a candidate for Director. | | | | |
| 6 | Kazuhide Shigemi (December 25, 1959) [New appointment] | April 2009 May 2011 April 2013 April 2015 April 2017 April 2019 [Major concurrent positions] None | General Manager of Osaka Sales Department II, Mizuho Corporate Bank, Ltd. (Currently Mizuho Bank, Ltd.) (Resigned in April 2012) General Manager of Regional Administration Department of the Company General Manager of Affiliated Corporate Department General Manager of Corporate Planning & Administration Department Executive Officer, second in charge of Corporate Planning & Administration, second in charge of Strategic Business Senior Executive Officer (Current), in charge of Corporate Planning & Administration (Current), in charge of Strategic Business (Current) | 700 |
| Reason for nomination as a candidate for Director Mr. Kazuhide Shigemi possesses abundant experience and achievements through serving in positions such as being in charge of corporate planning & administration and strategic business. He can be expected to contribute to further improvement in the Company's corporate value, and therefore the Company has newly nominated him as a candidate for Director. | | | | |

| No. | Name (Date of birth) | Career summary, positions and significant concurrent positions | | Number of shares of the Company held |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 7 | Naoki Hyakutake (May 15, 1964) [New appointment] | April 1989 | Joined the Company | 2,400 |
| | | April 2016 | Seconded to ALSOK Care & Support Co., Ltd. President and Representative Director (Resigned in March 2017) | |
| | | April 2017 | General Manager of Human Resources Department (Current) | |
| | | April 2019 | Executive Officer, in charge of Human Resources | |
| | | April 2022 | Senior Executive Officer (Current), second in charge of Human Resources Affairs (Current) | |
| | | [Major concurrent positions] | | |
| | | None | | |
| Reason for nomination as a candidate for Director Mr. Naoki Hyakutake has abundant experience and achievements at the Company through serving in positions such as President and Representative Director of ALSOK Care & Support Co., Ltd., General Manager of Human Resources Department, and being in charge of human resources over many years. He can be expected to contribute to further improvement in the Company's corporate value, and therefore the Company has newly nominated him as a candidate for Director. | | | | |
| 8 | Yutaka Komatsu (November 3, 1958) [New appointment] | March 1981 | Joined the Company | 1,400 |
| | | April 2008 | General Manager of Corporate Sales Dept. (I) | |
| | | October 2014 | Seconded to Hokkaido Sohgo Security Services Co., Ltd. (currently ALSOK HOKKAIDO CO., LTD.), President and Representative Director | |
| | | April 2020 | Executive Officer, President and Representative Director of ALSOK HOKKAIDO CO., LTD. | |
| | | April 2022 | Senior Executive Officer (Current), Chairman and Representative Director of ALSOK HOKKAIDO CO., LTD. (Current) | |
| | | [Major concurrent positions] | | |
| | | Representative Director, Hiroshima Sohgo Security Services, Co., Ltd. | | |
| | | Representative Director, Ehime Sohgo Security Services, Co., Ltd. | | |
| Reason for nomination as a candidate for Director Mr. Yutaka Komatsu has abundant experience and achievements at the Company through serving in positions such as General Manager of Corporate Sales Dept. (I) and President and Representative Director of ALSOK HOKKAIDO CO., LTD., over many years. He can be expected to contribute to further improvement in the Company's corporate value, and therefore the Company has newly nominated him as a candidate for Director. | | | | |

| No. | Name (Date of birth) | Career summary, positions and significant concurrent positions | | Number of shares of the Company held |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| 9 | Hiroto Suetsugu (December 30, 1953) [Reappointment] [Independent] [Outside] | April 2009 | Executive Officer, Nippon Steel Corporation (Currently NIPPON STEEL CORPORATION) (Resigned in June 2012) | 300 |
| | | June 2012 | Audit & Supervisory Board Member, Nippon Steel Corporation (Resigned in June 2016) | |
| | | June 2016 | Advisor, NIPPON STEEL & SUMITOMO METAL CORPORATION (Currently NIPPON STEEL CORPORATION) (Resigned in June 2019) | Attendance at meetings of Board of Directors |
| | | June 2016 June 2020 | Advisor, Nippon Denko Co., Ltd. (Resigned in June 2021) Joined the Company as Director (Current) | 14 out of 14 |
| | | [Major concurrent positions] None | | |
| Reason for nomination as a candidate for Outside Director and overview of expected role Mr. Hiroto Suetsugu possesses abundant experience and insight, and advanced ability, developed through serving in important positions at the major steel manufacturing company over many years. He can be expected to contribute to enhancing and strengthening the corporate governance of the Group and further improvement in corporate value, through providing valuable opinions from a broad perspective regarding management, and therefore the Company has nominated him again as a candidate for Outside Director. | | | | |
| 10 | Toshie Ikenaga (January 23, 1961) [Reappointment] [Independent] [Outside] | April 1987 | Joined the Economic Planning Agency | 0 |
| | | September 2010 | Director, Policy Evaluation and Public Relations Division, Minister's Secretariat, Cabinet Office | |
| | | April 2012 | Professor, Hosei Graduate School of Regional Policy Design | Attendance at meetings of Board of Directors |
| | | April 2014 | Director, Cabinet Office | |
| September 2014 | Director, General Affairs Division, Gender Equality Bureau, Cabinet Office | 11 out of 11 | | |
| January 2016 | Vice-Governor, Shiga Prefecture (Resigned in July 2018) | | | |
| July 2018 | Director General, Gender Equality Bureau, Cabinet Office (Resigned in August 2020) | | | |
| June 2021 | Joined the Company as Director (Current), Outside Audit & Supervisory Board Member, Shimizu Corporation (Current) | | | |
| | | [Major concurrent positions] Outside Audit & Supervisory Board Member, Shimizu Corporation | | |
| Reason for nomination as a candidate for Outside Director and overview of expected role Ms. Toshie Ikenaga possesses abundant experience in public administration in areas including gender equity and local administration over many years. She has also served as a graduate school professor, proving her advanced insight and ability. She can be expected to contribute to enhancing and strengthening the corporate governance of the Group and further improvement in corporate value, through providing valuable opinions from a broad perspective regarding management, and therefore the Company has nominated her again as a candidate for Outside Director. | | | | |

| No. | Name (Date of birth) | Career summary, positions and significant concurrent positions | | Number of shares of the Company held |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 11 | Masahiko Mishima (July 14, 1956) [New appointment] [Independent] [Outside] | April 2016 | Senior Vice President, Mitsubishi Heavy Industries, Ltd. | 0 |
| | | October 2018 | Executive Vice President, Mitsubishi Heavy Industries, Ltd. | |
| | | June 2019 | Representative Director, Executive Vice President, Mitsubishi Heavy Industries, Ltd. | |
| | | June 2021 | Executive Vice President, Mitsubishi Heavy Industries, Ltd. (Resigned in September 2021) | |
| | | October 2021 | Senior Corporate Adviser, Mitsubishi Heavy Industries, Ltd. (Current) | |
| | | [Major concurrent positions] | | |
| | | None | | |
| Reason for nomination as a candidate for Outside Director and overview of expected role Mr. Masahiko Mishima possesses abundant experience and insight, and advanced ability, developed through serving in important positions at the major comprehensive heavy machinery manufacturing company over many years. He can be expected to contribute to enhancing and strengthening the corporate governance of the Group and further improvement in corporate value, through providing valuable opinions from a broad perspective regarding management, and therefore the Company has newly nominated him as a candidate for Outside Director. | | | | |
| 12 | Kenji Iwasaki (January 3, 1955) [New appointment] [Independent] [Outside] | June 2009 | Executive Officer, Tokio Marine & Nichido Fire Insurance Co., Ltd. | 0 |
| | | June 2010 | Managing Director, Tokio Marine & Nichido Fire Insurance Co., Ltd. | |
| | | April 2014 | Senior Managing Director, Tokio Marine & Nichido Fire Insurance Co., Ltd. | |
| | | April 2017 | Executive Vice President, Tokio Marine & Nichido Fire Insurance Co., Ltd. (Resigned in March 2018), Vice President Executive Officer, Tokio Marine Holdings, Inc. | |
| | | June 2017 | Executive Vice President, Tokio marine Holdings, Inc. (Resigned in June 2018) | |
| | | June 2018 | Executive Director, The General Insurance Association of Japan (Scheduled to resign in June 2022) | |
| | | [Major concurrent positions] | | |
| | | Representative Director and President, HMS Holdings, Co., Ltd. (Scheduled to assume office in June 2022) | | |
| Reason for nomination as a candidate for Outside Director and overview of expected role Mr. Kenji Iwasaki possesses abundant experience and insight, and advanced ability, developed through serving in important positions at the major non-life insurance company and elsewhere over many years. He can be expected to contribute to enhancing and strengthening the corporate governance of the Group and further improvement in corporate value, through providing valuable opinions from a broad perspective regarding management, and therefore the Company has newly nominated him as a candidate for Outside Director. | | | | |

(Notes) 1 Special interests between the candidates and the Company

- (1) The Company makes donations to the JUN MURAI MEMORIAL SCHOLARSHIP FOUNDATION, where Mr. Tsuyoshi Murai serves as Chairman of the Board.
- (2) There are no special interests between the Company and the other candidates.

2 Matters concerning candidates for Outside Director are as follows.

- (1) Number of years since election as Outside Director (at the conclusion of this Annual General Meeting of Shareholders)

| | |
|-----------------------|---------|
| Mr. Hirotomo Suetsugu | 2 years |
| Ms. Toshie Ikenaga | 1 year |

- (2) Summary of content of liability limitation agreements

The Company has concluded liability limitation agreements with Mr. Hirotomo Suetsugu and Ms. Toshie Ikenaga to limit their liability to either 10 million yen or the minimum liability amount stipulated by Article 425, Paragraph 1 of the Companies Act, whichever is higher. If Mr. Hirotomo Suetsugu and Ms. Toshie Ikenaga are reelected, the Company plans to continue the above liability limitation agreements with Mr. Hirotomo Suetsugu and Ms. Toshie Ikenaga.

Additionally, if Mr. Masahiko Mishima and Mr. Kenji Iwaki are elected as Director, the Company plans to conclude a liability limitation agreements with them identical to the ones concluded with Mr. Hirotomo Suetsugu and Ms. Toshie Ikenaga.

3 Independence of candidates for Outside Director

The Company has submitted Mr. Hirotomo Suetsugu to the Tokyo Stock Exchange, Inc., as an independent director. The Company has judged that he is qualified as an independent director as no conditions exist that create a conflict of interest with general shareholders, such as him having been affiliated in the past with a major transaction partner of the Company. Furthermore, although there are transactions for contracted security operations between the Company and NIPPON STEEL CORPORATION, where he served until June 2019, the scales of these transactions were less than 2% of the Company's net sales for the most recent fiscal year.

Additionally, the Company has submitted Ms. Toshie Ikenaga to said exchange as an independent director. The Company has judged that she is qualified as an independent director as no conditions exist that create a conflict of interest with general shareholders, such as her having been affiliated in the past with a major transaction partner of the Company. Furthermore, although there are transactions for contracted security operations between the Company and Hosei University, where she served until March 2014, and Shimizu Corporation, where she is currently serving, the scales of these transactions were less than 2% of the Company's net sales for the most recent fiscal year.

Additionally, as Mr. Masahiko Mishima fulfils the requirements of an independent director as stipulated by the Tokyo Stock Exchange, the Company plans to submit him as an independent director to said exchange. The Company has judged that he is qualified as an independent director as no conditions exist that create a conflict of interest with general shareholders, such as him having been affiliated in the past with a major transaction partner of the Company. Furthermore, although there are transactions for contracted security operations between the Company Mitsubishi Heavy Industries, Ltd., where he is currently serving, the scales of these transactions were less than 2% of the Company's net sales for the most recent fiscal year.

Additionally, as Mr. Kenji Iwasaki fulfils the requirements of an independent director as stipulated by the Tokyo Stock Exchange, the Company plans to submit him as an independent director to said exchange. The Company has judged that he is qualified as an independent director as no conditions exist that create a conflict of interest with general shareholders, such as his having been affiliated in the past with a major transaction partner of the Company. Furthermore, although there are transactions for contracted security operations between the Company and Tokio Marine & Nichido Fire Insurance Co., Ltd., where he served until March 2018, the scales of these transactions were less than 2% of the Company's net sales for the most recent fiscal year.

4 Conclusion of a directors and officers liability insurance contract

The Company has concluded a directors and officers liability insurance contract with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act. If the election of each candidate is approved, they will be insured under the insurance contract.

The insurance policy contract damages that may arise when the insured assumes liability for the execution of his or her duties or receives a claim related to the pursuit of such liability.

The Company plans to renew the insurance contract with the same coverage at the time of the next renewal in August 2022.

5 Indication of names

Ms. Toshie Ikenaga's name on the family register is Toshie Kobayashi.

[Reference] The structure and skills matrix of the Board of Directors subject to approval of the Proposal 3

The composition of the Board of Directors and the expertise and experience of each director is as stated below.

| Name | Position | Corporate Management (including Sustainability) | Finance/Accounting | Legal Affairs/Compliance | IT/Digital | Global | Sales/Marketing | Human Resource Management | Industry Knowledge (Security/Facility/ Long-term Care) |
|------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------|--------------------|--------------------------|------------|--------|-----------------|------------------------------|--------------------------------------------------------------|
| Tsuyoshi Murai | Representative Director, Group Chief Executive Officer (CEO), Chief Technology Officer (CTO) | ● | | ● | ● | | ● | ● | ● |
| Ikuji Kayaki | Representative Director, Group Chief Operating Officer (COO), Senior Executive President | ● | | ● | | | ● | ● | ● |
| Motohisa Suzuki | Director | ● | | ● | | ● | | ● | ● |
| Koji Kishimoto | Director | ● | ● | | ● | | | | |
| Takashi Kumagai | Director | ● | | ● | ● | | | | ● |
| Kazuhide Shigemi | Director | ● | ● | | | | ● | | |
| Naoki Hyakutake | Director | ● | | ● | | | ● | ● | ● |
| Yutaka Komatsu | Director | ● | | | | | ● | | ● |
| Hiroto Suetsugu | Director | ● | ● | | ● | | ● | | |
| Toshie Ikenaga | Director | | | ● | | | | ● | |
| Masahiko Mishima | Director | ● | | ● | | ● | ● | | |
| Kenji Iwasaki | Director | ● | ● | ● | | | ● | ● | |

Proposal 4: Election of 1 Audit & Supervisory Board Member

The term of office of an Audit & Supervisory Board Member, Mr. Akira Kono, will expire at the conclusion of this Annual General Meeting of Shareholders. The Company's Board of Directors make it a basic policy to present proposals for election of Audit & Supervisory Board Member at General Meetings of Shareholders in view of factors such as the corporate scale of the Group, and to select candidates with superior personalities, insight, and performance from both inside and outside the Company that are well-versed in various corporate management issues. Based on the above policy, the election of 1 Audit & Supervisory Board Member is proposed.

Furthermore, the consent of the Audit & Supervisory Board has been obtained in regard to this proposal.

The candidate is as follows:

| Name (Date of birth) | Career summary, positions and significant concurrent positions | Number of shares of the Company held |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| Juichirou Mochizuki (January 25, 1960) | April 1982 Joined the Company August 2012 General Manager of Security Operations Department (I) April 2014 Seconded to Ibaraki Sohgo Security Services Co., Ltd. (currently ALSOK IBARAKI CO., LTD.) as Representative Director and President (Resigned in March 2020) | 0 |
| [New appointment] | April 2020 Chief Officer of Regional Division VI April 2021 Chief Officer of Regional Division VII (Current) | |
| | [Major concurrent positions] None | |
| Reason for nomination as candidate for Audit & Supervisory Board Member Mr. Juichirou Mochizuki possesses abundant experience, and a wide range of insight developed through serving as the General Manager of Securities Operations Department (I), and Chief Officer of Regional Divisions VI and VII. He can be expected to provide an effective audit and appropriate advice on the overall management of the Group, and is considered to be able to appropriately perform the duties of an Audit & Supervisory Board Member, and therefore the Company has newly nominated him as a candidate for Audit & Supervisory Board Member. | | |

(Notes) 1 There are no special interests between the candidate and the Company.

2 Conclusion of a directors and officers liability insurance contract

The Company has concluded a directors and officers liability insurance contract with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act. If the election of Mr. Juichirou Mochizuki is approved, he will be insured under the insurance contract.

The insurance contract covers damages that may arise when the insured assumes liability for the execution of his or her duties or receives a claim related to the pursuit of such liability.

The Company plans to renew the insurance contract with the same coverage at the time of the next renewal in August 2022.