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Stock Exchange Code 2331

June 9, 2025

(Electronic provision measure starts on: June 2, 2025)

**To Shareholders with Voting Rights:**

Tsuyoshi Murai  
Representative Director and Group CEO  
SOHGO SECURITY SERVICES CO., LTD.  
1-6-6 Motoakasaka, Minato-ku, Tokyo

**NOTICE OF  
THE 60th 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 60th Annual General Meeting of Shareholders (this “Meeting”) of SOHGO SECURITY SERVICES CO., LTD. (the “Company”) will be held for the purposes as described below.

In convening this Meeting, the Company has taken measures for electronic provision of information to provide the information contained in the Reference Documents for the General Meeting of Shareholders, etc. (matters subject to the measures for electronic provision). The information is posted on the Company’s Internet website as “Notice of the 60th Annual General Meeting of Shareholders.” Please access the Company’s website below to review the information.

The Company’s website: <https://www.alsok.co.jp/en/ir/stock/meeting.html>

In addition to the above website, the matters subject to the measures for electronic provision are posted on the website mentioned in “Information” 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 Reference Documents for the General Meeting of Shareholders stated in the matters subject to the measures for electronic provision, and exercise your voting rights by 6:00 p.m. Japan time on Tuesday, June 24, 2025, by following the guides below.

- 1. Date and Time:** Wednesday, June 25, 2025 at 10:00 a.m. Japan time  
(Reception starts at 9:00 a.m.)
- 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 60th Fiscal Year (April 1, 2024 - March 31, 2025) and results of audits of the Consolidated Financial Statements by the accounting auditor and the Audit & Supervisory Board
    2. Non-consolidated Financial Statements for the Company’s 60th Fiscal Year (April 1, 2024 - March 31, 2025)
  - Proposals to be resolved:**
    - Proposal 1:** Appropriation of Surplus
    - Proposal 2:** Partial Amendment to the Articles of Incorporation
    - Proposal 3:** Election of 11 Directors
    - Proposal 4:** Election of 2 Audit & Supervisory Board Members

Information
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- The matters subject to the measures for electronic provision are also posted on the following Internet website:  
Tokyo Stock Exchange (TSE) website (Listed Company Search)  
  
<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>  
  
Please access the TSE website, enter and search for “SOHGO SECURITY SERVICES” or the stock exchange code “2331,” select “Basic information,” click on “Documents for public inspection/PR information,” and go to “Notice of General Shareholders Meeting/Informational Materials for a General Shareholders Meeting” to view the information.
- Of the matters subject to the measures for electronic provision, the following items, in accordance with laws and regulations and the Articles of Incorporation of the Company, are omitted from the paper-based documents delivered to shareholders who have requested it. Note that the Audit & Supervisory Board Members and the accounting auditor have audited the documents subject to audit including the following items.
  - Notes to Consolidated Financial Statements
  - Notes to Non-consolidated Financial Statements
- Should the matters subject to the measures for electronic provision require revisions, a notice on the revisions and the details of the matters before and after the revisions will be posted on the aforementioned websites of the Company and TSE.
- 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.
- The results and other matters of resolutions for this Meeting will be posted on the Company’s website in lieu of delivering paper-based documents to save resources and for other purposes in consideration of the global environment.

## **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: Wednesday, June 25, 2025 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). If there is no indication of an approval or a disapproval of the proposals on the Voting Rights Exercise Form, they shall be treated as an indication of approval.

**Deadline for exercising voting rights: To arrive by Tuesday, June 24, 2025 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 Tuesday, June 24, 2025 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 Meeting 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 or via electromagnetic means 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”**

The Voting Rights Exercise Website can be accessed 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 may 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.

## Information on Internet-based Live Webcast

We will conduct an Internet-based live webcast for shareholders, as shown below, so that you can see this Meeting from your homes and other sources.

1. Webcast date and time

2. How to watch

3. Important Notice regarding the Live Webcast

- The Company does not consider viewing this live webcast as attendance at the General Meeting of Shareholders under the Companies Act. Therefore, you are not allowed to participate in the resolution thereof on the day through this Website and webcast page. Please exercise your voting rights in advance. In addition, please be advised that you are not allowed to ask questions or make motions.
- Only shareholders are allowed to view this live webcast. We would like to ask you to refrain from viewing by agents, etc.
- Photographing, audio recording, video recording, or saving of the live webcast and the unauthorized disclosure thereof via SNS and so forth is strictly prohibited.
- Depending on the equipment and network environment, you may not be able to view it.
- Communication charges for viewing shall be borne by shareholders.
- For the live webcast, the venue will be recorded from the back on the day of this Meeting. Please note that the shareholders in attendance may be unavoidably captured on video.
- Due to unavoidable circumstances, we may be unable to conduct the live webcast. In such cases, we will notify you on our website (<https://www.alsok.co.jp/ir/stock/meeting.html>).

# 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.

Further, the Company will celebrate its 60<sup>th</sup> anniversary on July 16, 2025. It proposes the appropriation of surplus as follows, paying a commemorative dividend in addition to the ordinary dividend to express our gratitude to shareholders who have supported the Company thus far:

### 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  
13.4 yen per common share of the Company (the ordinary dividend: 12.4 yen and the commemorative dividend: 1 yen)  
Total amount: 6,499,039,128yen  
(As a result, the annual dividend will be 25.8 yen per share, including the interim dividend.)
3. Effective date of dividends from surplus  
June 26, 2025

## Proposal 2: Partial Amendments to the Articles of Incorporation

### 1 Reason for the proposal

- (1) Since our founding in July 1965, we have used “SOHGO SECURITY SERVICES CO., LTD.” as our trade name, and since 2003 we have used “ALSOK” as our corporate brand. Today, “ALSOK” of our corporate brand is widely recognized by stakeholders as a means of strongly recalling safety and security. With the aim of further enhancing brand value by unifying our trade name and corporate brand, the Company will amend Article 1 of the current Articles of Incorporation (trade name) with the aim of changing our trade name from SOHGO SECURITY SERVICES CO., LTD. to ALSOK CO., LTD. on and after July 16, 2025, and provide supplementary provisions for the effective date of such amendment. Such supplementary provisions will be deleted after the effective date of such change.
- (2) Our group companies have been accepting foreign technical intern trainees and foreign specified skilled workers in the field of nursing care and FM (facility management) due to labor shortages. We can expect to further stabilize the recruitment of human resources by becoming a registered support organization and accepting such human resources, and as the utilization of foreign nationals in the security field is under consideration, we will add a business concerning support for foreign specified skilled workers to Article 2 (Purpose) of the current Articles of Incorporation in order to prepare for the full-fledged acceptance of foreign nationals in the security industry in the future. At the same time, we will renumber subsequent items due to the addition of this new item.

### 2 Details of the change

The details of the amendments to the Articles of Incorporation are as follows.

(The underlined part indicates the changed part.)

Current Articles of Incorporation	Proposed change
(Trade Name) Article 1 The name of the Company shall be <u>Sohgo Keibi Hosho Kabushiki Kaisha</u> , and it shall be written in English as <u>SOHGO SECURITY SERVICES CO., LTD.</u>	(Trade Name) Article 1 The name of the Company shall be <u>ALSOK Kabushiki Kaisha</u> ., and it shall be written in English as <u>ALSOK CO., LTD.</u>
(Purpose) Article 2 <Omission of Articles> (1) ~(43) <Omission of Articles> <Newly established> (44)Any and all businesses incidental or related to any of the preceding items.	(Purpose) Article 2 <Omission of Articles> (1) ~(43) <Omission of Articles> (44) <u>Business concerning support for foreign specified skilled workers; and</u> (45)Any and all businesses incidental or related to any of the preceding items.
<Newly established>	(Supplementary Provisions) <u>Article 1</u> <u>The amendment of Article 1 (trade name) of the Articles of Incorporation shall become effective as of July 16, 2025. This Supplementary Provisions shall be deleted after the effective date of the amendment of Article 1 of the Articles of Incorporation.</u>

**Proposal 3:** Election of 11 Directors

The terms of office of all 12 Directors will expire at the conclusion of this Meeting. 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 11 Directors is proposed.

The matters relating to the basic policy and methods of decision-making, etc. concerning the nomination of Directors have been determined upon the deliberation and recommendation of the voluntary Nomination and Remuneration Committee, a majority of which consists of Independent Outside Directors.

The candidates are as follows:

No.	Name	Current Positions	Attendance at meetings of Board of Directors
1	[Reappointment] Tsuyoshi Murai	Representative Director, Group CEO and Chief Technology Officer (CTO)	13 out of 13
2	[Reappointment] Ikuji Kayaki	Representative Director, Group COO and President	13 out of 13
3	[Reappointment] Motohisa Suzuki	Director	13 out of 13
4	[Reappointment] Naoki Hyakutake	Director	13 out of 13
5	[Reappointment] Kazuhide Shigemi	Director	13 out of 13
6	[New appointment] Shinichiro Hayashi		
7	[Reappointment] [Independent] Toshie Ikenaga [Outside]	Director	13 out of 13
8	[Reappointment] [Independent] Masahiko Mishima [Outside]	Director	13 out of 13
9	[Reappointment] [Independent] Kenji Iwasaki [Outside]	Director	13 out of 13
10	[Reappointment] [Independent] Hiroyuki Morita [Outside]	Director	10 out of 10
11	[Reappointment] [Independent] Risa Tanaka [Outside]	Director	10 out of 10

Note: Attendance at meetings of Board of Directors reflects the status of attendance during the 60th fiscal year (April 1, 2024 - March 31, 2025). Further, attendance at the meeting of Board of Directors regarding to Mr. Hiroyuki Morita and Ms. Risa Tanaka reflects the status of attendance after their serving as directors in June 2024.



No.	Name (Date of birth)	Career summary, positions, responsibilities and significant concurrent positions	Number of shares of the Company held
1	Tsuyoshi Murai (August 15, 1969)  [Reappointment]	July 1999    Joined the Company June 2007    General Manager of Home Marketing Department April 2010    Executive Officer, Chief Officer of Regional Division (I) February 2011 In charge of General Property Management March 2011    Seconded to Japan Facilio Co., Ltd. Representative Director (Resigned in March 2014) 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 June 2016    Director and Senior Executive Officer April 2018    In charge of General Affairs/PR, Compliance, Risk Management, and Information Assets Management, Chief Officer of Tokyo 2020 Olympic and Paralympic Games Promotion Division May 2018    In charge of Central Japan Area, Deputy Chief Officer of Business Promotion Division in charge of Central Japan Area Sales April 2019    Executive Vice President and Director, Tokyo 2020 Olympic and Paralympic Games Promotion Division, in charge of Promotion April 2020    In charge of Management Company April 2022    In charge of R&D Engineering Affairs June 2022    Representative Director, Group CEO and Chief Technology Officer (CTO) (Current) [Major concurrent positions] Chairman, All Japan Security Service Association Representative Director, SOHGO CORPORATION	3,359,000  Attendance at meetings of Board of Directors  13 out of 13
		Reason for nomination as a candidate for Director Mr. Tsuyoshi Murai has abundant experience and achievements in regard to management as Representative Director and Group CEO, and can be expected to lead the Group with superior leadership. Therefore, the Company has nominated him again as a candidate for Director.	
2	Ikuji Kayaki (January 3, 1960)  [Reappointment]	April 1982    Joined the Company April 2011    Chief Officer of Regional Division (IV) April 2012    Executive Officer April 2014    Second in charge of Security Operations Affairs, in charge of Structural Reform of Transportation Security Services April 2015    Senior Executive Officer, in charge of Security Operations Affairs June 2017    Director and Senior Executive Officer April 2018    Executive Vice President and Representative Director, Head of ALSOK In-house Company, in charge of East Japan Area, Deputy Chief Officer of Business Promotion Division in charge of Corporate Customers April 2019    Vice President and Representative Director, Senior Executive Vice President, in charge of Corporate Customers and East Japan Area Sales Chief Officer of Business Promotion Division (Current) June 2022    Representative Director (Current), Group COO (Current) and President (Current) April 2024    In charge of Quality Management (Current) [Major concurrent positions] None	46,400  Attendance at meetings of Board of Directors  13 out of 13
		Reason for nomination as a candidate for Director Mr. Ikuji Kayaki has abundant experience and achievements in regard to management as Representative Director, Group COO and President, and can be expected to lead the Group with superior leadership. Therefore, the Company has nominated him again as a candidate for Director.	

No.	Name (Date of birth)	Career summary, positions, responsibilities 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)	23,700
		April 2016 Joined the Company as Senior Executive Officer, in charge of General Affairs/PR and Procurement, second in charge of Security Operations Affairs (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 In charge of Security Operations Affairs and Structural Reform of Transportation Security Services, Deputy Chief Officer of Tokyo 2020 Olympic and Paralympic Games Promotion Division	Attendance at meetings of Board of Directors
		April 2019 Chief Officer of Tokyo 2020 Olympic and Paralympic Games Promotion Division	13 out of 13
		June 2019 Director and Senior Executive Officer	
		June 2022 In charge of Management Company	
		In charge of General Affairs/PR, Compliance, Risk Management, Information Assets Management, and International Affairs (Current)	
		Chief Officer of International Affairs Division (Current)	
		August 2022 Deputy Chief Officer of Business Promotion Division (Current)	
		April 2023 Director and Executive Vice President, in charge of Affiliated Corporate (Current)	
		In charge of Quality Management	
		April 2025 Representative Director, ALSOK Business Support Co., Ltd. (scheduled to resign in June, 2025)	
		[Major concurrent positions] None	
Reason for nomination as a candidate for Director Mr. Motohisa Suzuki possesses abundant experience and achievements through serving in positions such as the person in charge of general affairs/PR, security operations affairs, and international affairs, 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.			

No.	Name (Date of birth)	Career summary, positions, responsibilities and significant concurrent positions		Number of shares of the Company held
4	Naoki Hyakutake (May 15, 1964)  [Reappointment]	April 1989	Joined the Company	17,000
		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	Attendance at meetings of Board of Directors
		April 2019	Executive Officer, in charge of Human Resources	
		April 2022	Senior Executive Officer, second in charge of Human Resources Affairs	13 out of 13
		June 2022	Director and Senior Executive Officer In charge of Human Resources Affair and Corporate Ethics (Current)	
		April 2025	Director and Executive Vice President (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 the person in charge of human resources affairs, human resources, and President and Representative Director of ALSOK Care & Support Co., Ltd. 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.				
5	Kazuhide Shigemi (December 25, 1959)  [Reappointment]	April 2009	General Manager of Osaka Sales Department II, Mizuho Corporate Bank, Ltd. (Currently Mizuho Bank, Ltd.) (Resigned in April 2012)	7,800
		May 2011	General Manager of Regional Administration Department of the Company	
		April 2013	General Manager of Affiliated Corporate Department	Attendance at meetings of Board of Directors
		April 2015	General Manager of Corporate Planning & Administration Department	
		April 2017	Executive Officer, second in charge of Corporate Planning & Administration, second in charge of Strategic Business	
		April 2019	Senior Executive Officer, in charge of Corporate Planning & Administration and Strategic Business	13 out of 13
		June 2022	Director and Senior Executive Officer (Current)	
		October 2022	In charge of Financial & Accounting Internal Control and Procurement (Current)	
		April 2025	CFO (Chief Financial Officer) (Current)	
				[Major concurrent positions] None
Reason for nomination as a candidate for Director Mr. Kazuhide Shigemi possesses abundant experience and achievements through serving in positions such as the person in charge of corporate planning & administration, CFO, and strategic business. 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, responsibilities and significant concurrent positions	Number of shares of the Company held
6	Shinichiro Hayashi (December 9, 1964)  [New Appointment]	May 2014    Branch Manager of Matsumoto Branch, Bank of Japan April 2017    Director-General of Operations Department, Bank of Japan May 2020    Director-General of Information System Services Department, Bank of Japan April 2021    Branch Manager of Nagoya Branch, Bank of Janan (Resigned in June 2022) June 2022    Joined the Company as Executive Officer, in charge of Finance, and second in charge of Business Planning & Management April 2023    Senior Executive Officer, in charge of Corporate Planning & Administration(Current) Deputy Chief Officer of Business Promotion Division, in charge of Finance (Current) In charge of Strategic Business [Major concurrent positions] None	400
Reason for nomination as a candidate for Director Mr. Shinichiro Hayashi has abundant experience and achievements at the Company through serving in positions such as the person in charge of finance and corporate planning & administration. 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, responsibilities and significant concurrent positions		Number of shares of the Company held	
7	Toshie Ikenaga (January 23, 1961)  [Reappointment]  [Independent]  [Outside]	April 1987	Joined the Economic Planning Agency	500	
		September 2010	Director, Policy Evaluation and Public Relations Division, Minister’s Secretariat, Cabinet Office		
		April 2012	Professor, Hosei Graduate School of Regional Policy Design		
		April 2014	Director, Cabinet Office	Attendance at meetings of Board of Directors	
		September 2014	Director, General Affairs Division, Gender Equality Bureau, Cabinet Office		
		January 2016	Vice-Governor, Shiga Prefecture (Resigned in July 2018)	13 out of 13	
		July 2018	Director General, Gender Equality Bureau, Cabinet Office (Resigned in August 2020)		
		June 2021	Joined the Company as Director and Outside Audit & Supervisory Board Member, Shimizu Corporation (Current)		
		July 2022	Director, National Hospital Organization (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.					
8	Masahiko Mishima (July 14, 1956)  [Reappointment]  [Independent]  [Outside]	April 2016	Senior Vice President, Mitsubishi Heavy Industries, Ltd.	2,500	
		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)	Attendance at meetings of Board of Directors	
		October 2021	Senior Corporate Adviser, Mitsubishi Heavy Industries, Ltd. (Resigned in September 2022)		
		June 2022	Joined the Company as Director (Current)	13 out of 13	
		[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 a 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 nominated him again as a candidate for Outside Director.			

No.	Name (Date of birth)	Career summary, positions, responsibilities and significant concurrent positions		Number of shares of the Company held
9	Kenji Iwasaki (January 3, 1955)  [Reappointment]  [Independent]  [Outside]	June 2009	Executive Officer, Tokio Marine & Nichido Fire Insurance Co., Ltd.	1,700
		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)	Attendance at meetings of Board of Directors
		June 2018	Executive Director, The General Insurance Association of Japan (Resigned in June 2022)	13 out of 13
		June 2022	Joined the Company as Director and President and Representative Director, HMS Holdings Co., Ltd. (Current)	
		July 2022	Outside Audit & Supervisory Board Member, DAIICHI SEIWA JIMUSHO CO., LTD. (Current)	
		June 2023	Director and Audit & Supervisory Committee Member, Japan Airport Terminal Co., Ltd. (Current)	
		[Major concurrent positions] President and Representative Director, HMS Holdings, Co., Ltd. Director and Audit & Supervisory Committee Member, Japan Airport Terminal Co., Ltd.		
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 a 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 nominated him again as a candidate for Outside Director.				

No.	Name (Date of birth)	Career summary, positions, responsibilities and significant concurrent positions		Number of shares of the Company held
10	Hiroyuki Morita (July 16, 1958)  [Reappointment]  [Independent]  [Outside]	June 1997	President & CEO, ENICOM Inc. (Currently NS Solutions USA Corporation) (Resigned in June 1999)	100
		April 2010	Operating Officer, NS Solutions Corporation	
		June 2012	Director, NS Solutions Corporation	
		June 2015	Executive Director and Senior Executive Officer, NS Solutions Corporation	Attendance at meetings of Board of Directors
		April 2016	Executive Director and Managing Executive Officer, NS Solutions Corporation	
		April 2019	Representative Director & President, NS Solutions Corporation	
		April 2023	Executive Director and Senior Advisor, NS Solutions Corporation	10 out of 10
		June 2024	Joined the Company as Director and Outside Director, TOHO SYSTEM SCIENCE CO., LTD. (Current)	
			Senior Advisor, NS Solutions Corporation (scheduled to resign in June, 2025)	
			[Major concurrent positions] Outside Director, TOHO SYSTEM SCIENCE CO., LTD.	
Reason for nomination as a candidate for Outside Director and overview of expected role Mr. Hiroyuki Morita possesses abundant experience and insight, and advanced ability, developed through serving in important positions at a major system integrator 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.				
11	Risa Tanaka (November 14, 1966)  [Reappointment]  [Independent]  [Outside]	April 1995	Editor-in-Chief, Sendenkaigi Co., Ltd.	200
		November 2008	Director and Executive Vice President, Head of Editorial Office, Sendenkaigi Co., Ltd.	
		August 2010	Director, Japan Association for Rail Advertising (Current)	
		April 2012	Professor, The Graduate School of Project Design of Advanced Academic Agency	
		June 2014	Outside Director, Japan Post Co., Ltd. (Resigned in June 2022)	
		April 2016	President, The Graduate School of Project Design of Advanced Academic Agency (Current), Director, Sendenkaigi Co., Ltd. (Resigned in March 2023)	Attendance at meetings of Board of Directors
		January 2019	Member of the Central Environment Council, the Ministry of the Environment (Current)	
		February 2019	Member of the Panel on Infrastructure Development and the Council of Transportation Policy, the Ministry of Land, Infrastructure, Transportation and Tourism (Current)	
		April 2021	Trustee and Executive Vice President, Mie University (Current)	
		June 2021	Outside Director, Imuraya Group Co., Ltd. (Current)	
		January 2022	Member of the 33rd Local Government System Research Council, the Ministry of Internal Affairs and Communications	10 out of 10
		June 2022	Outside Audit & Supervisory Board Member, Metropolitan Expressway Co., Ltd. (Current)	
		June 2024	Joined the Company as Director, Outside Director of The AKITA BANK LTD. and Outside Director of KOITO MANUFACTURING CO., LTD. (Current)	
		April 2025	Member of Fiscal System Council, Ministry of Finance (Current)	
			[Major concurrent positions] President, The Graduate School of Project Design of Advanced Academic Agency Outside Director, Imuraya Group Co., Ltd. Outside Audit & Supervisory Board Member, Metropolitan Expressway Co., Ltd. Outside Director, The AKITA BANK LTD. Outside Director, KOITO MANUFACTURING CO., LTD.	
Reason for nomination as a candidate for Outside Director and overview of expected role Ms. Risa Tanaka possesses abundant experience developed through serving in important positions in publishing and education businesses over many years. She has also served as President of Graduate School for working professionals at an incorporated educational institution approved by the Minister of Education, Culture, Sports, Science and Technology, 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				



No.	Name (Date of birth)	Career summary, positions, responsibilities and significant concurrent positions	Number of shares of the Company held
	perspective regarding management, and therefore the Company has nominated her again 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 Director 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 Meeting)

Ms. Toshie Ikenaga	4years
Mr. Masahiko Mishima	3 years
Mr. Kenji Iwasaki	3 years
Mr. Hiroyuki Morita	1 years
Ms. Risa Tanaka	1 years

- (2) Summary of content of liability limitation agreements

The Company has concluded liability limitation agreements with Ms. Toshie Ikenaga, Mr. Masahiko Mishima, Mr. Kenji Iwasaki, Mr. Hiroyuki Morita and Ms. Risa Tanaka 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 Ms. Toshie Ikenaga, Mr. Masahiko Mishima, Mr. Kenji Iwasaki, Mr. Hiroyuki Morita and Ms. Risa Tanaka are reelected, the Company plans to continue the above liability limitation agreements with them.

3 Independence of candidates for Outside Director

The Company has submitted Ms. Toshie Ikenaga to the Tokyo Stock Exchange, Inc. 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 Shimizu Corporation, where she is currently serving as Outside Audit & Supervisory Board Member, and National Hospital Organization, where she is currently serving as Director, 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 Mr. Masahiko Mishima as an independent director to the Tokyo Stock 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 and Mitsubishi Heavy Industries, Ltd., where he served until September 2022, 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 Mr. Kenji Iwasaki as an independent director to the Tokyo Stock 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 and Tokio Marine & Nichido Fire Insurance Co., Ltd., where he served until March 2018, and Tokio Marine Holdings, Inc., where he served until June 2018, 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 Mr. Hiroyuki Morita as an independent director to the Tokyo Stock 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 general property management and fire protection services between the Company and NS Solutions Corporation, where he is currently serving as Senior Advisor, 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. Risa Tanaka as an independent director to the Tokyo Stock Exchange. 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 Japan Post Co., Ltd., where she served as Outside Director until June 2022, and transactions for contracted security operations between the Company and Imuraya Group Co., Ltd and KOITO MANUFACTURING CO., LTD., where she is currently serving



as Outside Director, and Metropolitan Expressway Co., Ltd., where she is currently serving as Outside Audit & Supervisory Board Member, 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 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 2025.

5 Indication of names

Ms. Toshie Ikenaga's name on the family register is Toshie Kobayashi, and Ms. Risa Tanaka's name on the family register is Risa Saito.

[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 subject to approval of the Proposal 3 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 CEO, Chief Technology Officer (CTO)	●		●	●		●	●	●
Ikuji Kayaki	Representative Director, Group COO, President	●		●			●	●	●
Motohisa Suzuki	Director	●		●		●		●	●
Naoki Hyakutake	Director	●		●			●	●	●
Kazuhide Shigemi	Director	●	●				●		
Shinichiro Hayashi	Director	●	●	●			●	●	
Toshie Ikenaga	Director	●		●				●	
Masahiko Mishima	Director	●		●		●	●		
Kenji Iwasaki	Director	●	●	●			●	●	
Hiroyuki Morita	Director	●	●		●	●	●		
Risa Tanaka	Director	●					●	●	

**Proposal 4:** Election of 2 Audit & Supervisory Board Members

Mr. Juichiro Mochizuki, an Audit & Supervisory Board Member, will resign from his position as an Audit & Supervisory Board Member at the conclusion of this Meeting, and the term of office of an Audit & Supervisory Board Member, Mr. Yoshiaki Nakagawa, will expire at the conclusion of this Meeting.

Accordingly, the election of 2 Audit & Supervisory Board Members is proposed. Furthermore, the consent of the Audit & Supervisory Board has been obtained in regard to this proposal.

The candidates are as follows:

No.	Name (Date of birth)	Career summary, positions and significant concurrent positions	Number of shares of the Company held
1	Jun Tanaka (May 23, 1962)  [New appointment]	<div> <div>April 1987</div> <div>Joined the Company</div> </div> <div> <div>April 2010</div> <div>General Manager of Owari Branch</div> </div> <div> <div>April 2013</div> <div>General Manager of Johoku Branch</div> </div> <div> <div>April 2015</div> <div>General Manager of R&amp;D Engineering Department</div> </div> <div> <div>April 2020</div> <div>General Manager of the International Affairs Department (II)</div> </div> <div> <div>April 2022</div> <div>Seconded to ALSOK Shojitsu Security Service Co., Ltd., Representative Director</div> </div> <div> <div>April 2024</div> <div>Representative Director, ALSOK Shojitsu Security Service Co., Ltd. (scheduled to resign in June 2025)</div> </div> <div> <div>[Major concurrent positions]</div> <div>None</div> </div>	13,500
<p>Reason for nomination as candidate for Audit &amp; Supervisory Board Member</p> <p>Mr. Jun Tanaka possesses abundant and diverse experience and broad insight developed through serving as General Manager of R&amp;D Engineering Department and Representative Director of ALSOK Shojitsu Security Service Co., Ltd., and can be expected to provide effective audits and advice in regard to the overall management of the Group. Judging that he will be able to appropriately perform the duties of an Audit &amp; Supervisory Board Member, the Company has newly nominated him as a candidate for Audit &amp; Supervisory Board Member.</p>			
2	Toshie Tanaka (October 19, 1965)  [New appointment]  [Independent]  [Outside]	<div> <div>August 2013</div> <div>Chief of Iwate Prefectural Police Headquarter</div> </div> <div> <div>March 2018</div> <div>Director of the Traffic Bureau, Tokyo Metropolitan Police Department</div> </div> <div> <div>March 2019</div> <div>Director of International Police Center, National Police Academy</div> </div> <div> <div>September 2021</div> <div>Chief of Chiba Prefectural Police Headquarter</div> </div> <div> <div>August 2023</div> <div>Deputy Superintendent General of Tokyo Metropolitan Police Department</div> </div> <div> <div>April 2024</div> <div>President of National Police Academy (Resigned in August 2024)</div> </div> <div> <div>December 2024</div> <div>Corporate Advisor, The Gibraltar Life Insurance Co., Ltd.(Current)</div> </div> <div> <div>March 2025</div> <div>Outside Director, ITOKI CORPORATION (Current)</div> </div> <div> <div>April 2025</div> <div>Special Corporate Advisor, Sogo Development Co., Ltd. (Current)</div> </div> <div> <div>[Major concurrent positions]</div> <div>Outside Director, ITOKI CORPORATION</div> </div>	0
<p>Reason for nomination as candidate for Outside Audit &amp; Supervisory Board Member</p> <p>Ms. Toshie Tanaka possesses abundant experience and insight, as well as advanced abilities developed through her experience at administrative authorities and elsewhere over many years, and can be expected to provide effective audits and advice in regard to the overall management of the Group. Judging that she will be able to appropriately perform the duties of an Outside Audit &amp; Supervisory Board Member, the Company has newly nominated her as a candidate for Outside Audit &amp; Supervisory Board Member.</p>			

- (Notes)
- There are no special interests between the candidates and the Company.
  - Summary of content of liability limitation agreements  
If Ms. Toshie Tanaka is elected, the Company intends to conclude a liability limitation agreement with her to limit her liabilities to either 10 million yen or the minimum liability amount stipulated by Article 425, Paragraph 1 of the Companies Act, whichever is higher.
  - Independence of the candidate for Outside Audit & Supervisory Board Member  
As Ms. Toshie Tanaka fulfils the requirements of an independent auditor as stipulated by the Tokyo Stock Exchange, the Company plans to submit her as an independent auditor to said exchange. The Company has judged that she is qualified as an independent auditor 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 The Gibraltar Life Insurance Co., Ltd., where she is currently serving as Corporate Advisor, transactions for contracted security operations between the Company and ITOKI CORPORATION, where she is currently serving as Outside Director, and transactions for security transportation services between the Company and Sogo Development Co., Ltd., where she is currently serving as Special Corporate Advisor, 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 Mr. Jun Tanaka and Ms. Toshie Tanaka are approved, they 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 2025.