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Securities Code: 1888

Date of sending by postal mail: June 5, 2025

Start date of measures for electronic provision: June 2, 2025

To our shareholders:

Katsuhiko Karasuda  
President & Representative Director  
**WAKACHIKU CONSTRUCTION CO., LTD.**  
1-4-7, Hamamachi, Wakamatsu-ku, Kitakyushu-shi,  
Fukuoka

## Notice of the 209th Annual General Meeting of Shareholders

Notice is hereby given that the 209th Annual General Meeting of Shareholders of WAKACHIKU CONSTRUCTION CO., LTD. (the “Company”) will be held as described below.

When convening this General Meeting of Shareholders, the Company takes measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (items for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information as “Notice of the 209th Annual General Meeting of Shareholders” on each of the following websites. Please access any of these websites by using the internet addresses shown below to review the information.

The Company’s website:

[https://www.wakachiku.co.jp/ir/shareholder\\_meeting.html](https://www.wakachiku.co.jp/ir/shareholder_meeting.html) (in Japanese)

Website for posted informational materials for the General Meeting of Shareholders:

<https://d.sokai.jp/1888/teiji/> (in Japanese)

In addition to posting items subject to measures for electronic provision on the website above, the Company also posts this information on the website of Tokyo Stock Exchange, Inc. (TSE). To access this information from the latter website, access the TSE website (Listed Company Search) by using the internet address shown below, enter “WAKACHIKU CONSTRUCTION” or “1888” for the issue name (company name) or securities code, and click “Search,” and then click “Basic information” and select “Documents for public inspection/PR information,” and “Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting.”

TSE website (Listed Company Search):

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

Furthermore, it is possible to exercise voting rights in advance via the Internet, or with the Voting Form delivered together with this notice, instead of attending on the day. If you will not be attending the General Meeting of Shareholders, please refer to the Reference Documents for the General Meeting of Shareholders and exercise your voting rights by 6:00 p.m. on Thursday, June 26, 2025 (JST).

- 1. Date and Time:** Friday, June 27, 2025, at 10:00 a.m. (JST)
- 2. Venue:** 2nd floor conference room, the Company's Hamamachi Head Office  
1-4-7, Hamamachi, Wakamatsu-ku, Kitakyushu-shi, Fukuoka
- 3. Purpose of the Meeting**  
**Matters to be reported:**
  1. Business Report and Non-consolidated Financial Statements for the 209th fiscal year (from April 1, 2024 to March 31, 2025)
  2. Consolidated Financial Statements and Audit Results of Consolidated Financial Statements by the Financial Auditor and the Audit & Supervisory Board for the 209th fiscal year (from April 1, 2024 to March 31, 2025)**Matters to be resolved:**  
**Proposal No. 1** Election of Nine Directors  
**Proposal No. 2** Election of One Audit & Supervisory Board Member
- 4. Predetermined terms of the convening**
  - (1) Among the items subject to measures for electronic provision, in accordance with the provisions of laws and regulations and the Articles of Incorporation of the Company, the following items are not provided in the paper-based documents delivered to shareholders who have made a request for delivery of such documents. The Audit & Supervisory Board Members and the Financial Auditor have audited the documents subject to audit, including the following items.
    - (i) "Statement of Changes in Equity" in the Non-consolidated Financial Statements and "Notes to Non-consolidated Financial Statements"
    - (ii) "Consolidated Statement of Changes in Equity" in the Consolidated Financial Statements and "Notes to Consolidated Financial Statements"
  - (2) If you exercise your voting rights both in writing (postal mail) and via the Internet, the voting rights as exercised via the Internet shall be deemed valid. Furthermore, if you exercise your voting rights via the Internet multiple times, the last exercise of voting rights shall be deemed valid.
  - (3) If neither approval nor disapproval of a proposal is indicated on the Voting Form, it shall be deemed a vote of approval for the proposal.

- If you are attending the meeting, please submit the Voting Form delivered together with this notice to the reception desk at the venue.
- If you are a shareholder attending the meeting and require assistance, please inform a member of the venue staff.
- Regardless of whether shareholders have made a request for delivery of documents in paper-based format, we have also sent the Reference Documents for the General Meeting.
- If revisions to the items subject to measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on each of the aforementioned websites.

## Reference Documents for the General Meeting of Shareholders

### Proposal No. 1 Election of Nine Directors

The terms of office of all nine Directors will expire at the conclusion of this meeting. Therefore, the Company proposes the election of nine Directors.

The candidates for Director are as follows:

Candidate No.	Name	Current position and responsibility	Attributes	Attendance at Board of Directors meetings (fiscal year ended March 2025)
1	Katsuhiko Karasuda	President & Representative Director, Executive President, and General Manager of Safety and Environment Division	Reelection Male	10/10 (100%)
2	Kazumi Ishii	Representative Director, Senior Managing Executive Officer, General Manager of Construction Business Division, and Deputy General Manager of Safety and Environment Division	Reelection Male	10/10 (100%)
3	Hisatoshi Makihara	Director, Senior Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	Reelection Male	10/10 (100%)
4	Makoto Nakamura	Director, Managing Executive Officer, and General Manager of Business Management Division	Reelection Male	10/10 (100%)
5	Kazutaka Hanada	Managing Executive Officer, Officer in charge of Construction Business Division and Supervisor of Private Sector Sales	New election Male	—
6	Mikihiko Nagasako	Managing Executive Officer, in charge of Corporate Planning Department, Corporate Management Division, General Manager of Corporate Planning Department and in charge of Information Systems Department	New election Male	—
7	Yasuo Asakura	Director	Reelection Outside Independent Male	10/10 (100%)
8	Miho Harada	Director	Reelection Outside Independent Female	10/10 (100%)
9	Hayato Morita	Director	Reelection Outside Independent Male	9/10 (90%)

Reelection	Candidate for Director to be reelected
New election	Candidate for Director to be newly elected
Outside	Candidate for outside Director
Independent	Independent officer as defined by the securities exchange
Male	Male candidate
Female	Female candidate

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company		Number of the Company's shares owned
1 Reelection Male	Katsuhiko Karasuda (August 25, 1958)	Apr. 1983	Joined the Company	10,000
		Mar. 2009	General Manager of Fukuoka Branch	
		Apr. 2013	General Manager of Kyushu Branch	
		June 2013	Executive Officer and General Manager of Kyushu Branch	
		June 2015	Managing Executive Officer, General Manager of Hamamachi Head Office, and General Manager of Kyushu Branch	
		June 2016	Director, Managing Executive Officer, General Manager of Hamamachi Head Office, and General Manager of Kyushu Branch	
		Apr. 2017	Director, Managing Executive Officer, and Officer in charge of Construction Business Division	
		June 2019	Director, Senior Managing Executive Officer, and Officer in charge of Construction Business Division	
		Apr. 2020	Director, Senior Managing Executive Officer, General Manager of Construction Business Division, and Deputy General Manager of Safety and Environment Division	
		June 2020	Representative Director, Senior Managing Executive Officer, General Manager of Construction Business Division, and Deputy General Manager of Safety and Environment Division	
		Apr. 2021	President & Representative Director, Executive President, and General Manager of Safety and Environment Division (current position)	
[Reasons for nomination as candidate for Director] Mr. Karasuda has been engaged with the Company's civil engineering and construction department and sales department for many years in the Kyushu area and has extensive experience and achievements. He has been involved in management as Director of the Company since 2016, and was appointed as President & Representative Director in April 2021. Since he has a high level of discernment and ability to appropriately supervise and make decisions regarding the overall management of the Company group (the "Group"), he is renominated as a candidate for Director.				
2 Reelection Male	Kazumi Ishii (November 8, 1959)	Apr. 1982	Joined the Company	8,600
		Apr. 2013	General Manager of Nagoya Branch	
		June 2013	Executive Officer and General Manager of Nagoya Branch	
		Apr. 2016	Executive Officer and General Manager of Tokyo Branch	
		June 2016	Director, Managing Executive Officer, and General Manager of Tokyo Branch	
		June 2019	Director, Senior Managing Executive Officer, and General Manager of Tokyo Branch	
		Apr. 2021	Representative Director, Senior Managing Executive Officer, General Manager of Construction Business Division, and Deputy General Manager of Safety and Environment Division (current position)	
[Reasons for nomination as candidate for Director] Mr. Ishii has extensive experience and achievements in the Company's civil engineering and construction department and sales department. In addition, he has served as General Manager of the Company's Nagoya Branch from 2013 and General Manager of the Company's Tokyo Branch from 2016, and has been involved in management as Director of the Company since June 2016. Since he has a high level of discernment and ability, he is renominated as a candidate for Director.				

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company		Number of the Company's shares owned
3 Reelection Male	Hisatoshi Makihara (March 20, 1962)	Apr. 1986	Joined the Company	7,000
		Apr. 2014	Assistant General Manager of Nagoya Branch and Supervising General Manager of Nagoya Sales Office	
		Apr. 2016	Deputy General Manager of Nagoya Branch	
		Apr. 2017	General Manager of Civil Engineering Department, Construction Business Division	
		June 2018	Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	
		Apr. 2020	Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	
		June 2020	Director, Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	
		Apr. 2024	Director, Senior Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department (current position)	
[Reasons for nomination as candidate for Director] Mr. Makihara has been engaged with the Company's civil engineering department for many years in the Chubu area. He has extensive experience and achievements, coupled with close familiarity with on-site work, as well as a high level of expertise. He was appointed Executive Officer and officer in charge of the Construction Business Division in 2018, and has been involved in management as Director of the Company since 2020. Since he has a high level of discernment and ability, he is renominated as a candidate for Director.				

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
4 Reelection Male	Makoto Nakamura (November 10, 1960)	<p>Apr. 1983      Joined the Company</p> <p>Apr. 2012      General Manager of General Affairs and Human Resources Department, Management Division</p> <p>July 2012      General Manager of General Affairs and Human Resources Department and General Manager of Corporate Planning Department, Management Division</p> <p>Apr. 2014      General Manager of Corporate Planning Department</p> <p>June 2015      Director, Executive Officer, in charge of Corporate Planning Department, and General Manager of Corporate Planning Department</p> <p>June 2016      Director, Executive Officer, General Manager of Management Division, in charge of Corporate Planning Department, and General Manager of Corporate Planning Department</p> <p>June 2017      Director of AuBEX CORPORATION (current position)</p> <p>June 2018      Director, Managing Executive Officer, General Manager of Management Division, in charge of Corporate Planning Department, and General Manager of Corporate Planning Department of the Company</p> <p>Apr. 2020      Director, Managing Executive Officer, General Manager of Business Management Division, and in charge of Corporate Planning Department</p> <p>Apr. 2021      Director, Managing Executive Officer, General Manager of Business Management Division, in charge of General Affairs Department, in charge of Human Resources Department, and in charge of Corporate Planning Department</p> <p>Apr. 2022      Director, Managing Executive Officer, and General Manager of Business Management Division (current position)</p> <p>(Significant concurrent positions outside the Company) Director of AuBEX CORPORATION</p>	7,500
<p>[Reasons for nomination as candidate for Director]</p> <p>Mr. Nakamura has served in the Company's general affairs department and corporate planning department for many years, and has extensive experience and achievements in management decisions and business strategies for the Company and the Group's businesses as a whole. In addition, he has been involved in management as Director of the Company since 2015. Since he has a high level of discernment and ability, he is renominated as a candidate for Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company		Number of the Company's shares owned
5 New election Male	Kazutaka Hanada (August 9, 1961)	Apr. 1985	Joined the Company	3,700
		May 2008	General Manager of Development and Real Estate Department, Kyushu Branch	
		Apr. 2014	Assistant General Manager of Sales Department, Construction Business Division	
		Apr. 2016	General Manager of Sales Department, Construction Business Division	
		June 2016	General Manager of Sales Planning Department, Construction Business Division	
		Apr. 2019	General Manager of Sales Planning Department, Construction Business Division	
		June 2019	Executive Officer, Officer in charge of Construction Business Division, and General Manager of Sales Planning Department	
		Apr. 2022	Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Sales Planning Department	
		Apr. 2025	Managing Executive Officer, Officer in charge of Construction Business Division and Supervisor of Private Sector Sales (current position)	
[Reasons for nomination as candidate for Director] Mr. Hanada has been engaged with the Company's development and real estate department and sales planning department for many years in the Kyushu area. He has extensive experience and achievements in these areas and was appointed Executive Officer and officer in charge of the Construction Business Division in 2019. Since he has a high level of discernment and ability, he is nominated as a candidate for Director. We believe that he can leverage his experience and profound insight into sales strategy as Director, and therefore, he is nominated as a new candidate for Director.				
6 New election Male	Mikihiko Nagasako (November 29, 1964)	Apr. 1987	Joined the Company	3,700
		Apr. 2012	Assistant General Manager of Tokyo Branch and General Manager of General Evaluation Office	
		Apr. 2017	Deputy General Manager of Tokyo Branch	
		Apr. 2018	General Manager of Corporate Planning Department	
		Apr. 2020	General Manager of Corporate Planning Section, Corporate Management Division	
		Apr. 2022	Executive Officer, in charge of Corporate Management Division and General Manager of Corporate Planning Department	
		Apr. 2024	Managing Executive Officer, in charge of Corporate Planning Department, Corporate Management Division, General Manager of Corporate Planning Department and in charge of Information Systems Department (current position)	
[Reasons for nomination as candidate for Director] Mr. Nagasako has been engaged with the Company's general evaluation policy department and corporate planning department for many years. He has extensive experience and achievements in these areas, was appointed Executive Officer in charge of the Corporate Planning Department, Corporate Management Division in 2022 and has a high level of discernment and ability. We believe that he can leverage his experience and profound insight into management strategy as Director, and therefore, he is nominated as a new candidate for Director.				



Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company		Number of the Company's shares owned		
7 Reelection Outside Independent Male	Yasuo Asakura (November 18, 1956)	Apr. 1981	Teaching Associate of Faculty of Engineering, Kyoto University	1,600		
		Apr. 1988	Lecturer of Faculty of Engineering, Ehime University			
		Mar. 1991	Visiting Scholar of University of London, the UK			
		Apr. 1991	Assistant Professor of Faculty of Engineering, Ehime University			
		Apr. 1998	Professor			
		Apr. 2002	Professor of Kobe University Graduate School			
		Jan. 2011	Professor of Tokyo Institute of Technology Graduate School			
		Apr. 2016	Professor of Tokyo Institute of Technology			
		June 2016	Outside Director of the Company (current position)			
		Apr. 2022	Professor Emeritus of Tokyo Institute of Technology (current position)			
		June 2022	President of Japan Research Institute for Road and Street (current position)			
		June 2022	Chairman of Institute of Systems Science Research (current position)			
		(Significant concurrent positions outside the Company)				
		President of Japan Research Institute for Road and Street Chairman of Institute of Systems Science Research				
[Reasons for nomination as candidate for outside Director and summary of expected role] Mr. Asakura has deep academic knowledge and broad discernment in the fields of traffic engineering and national land planning, which are relevant to the management of the Company. He is renominated as a candidate for outside Director with the expectation that he will provide advice and recommendations on the Company's overall management from an objective standpoint in order to improve the supervisory function and transparency of management. If he is elected, he will be involved from an objective and neutral position in the appointment of candidates for Company officers and decisions on officer remuneration and other matters as a member of the Nomination and Remuneration Advisory Committee.						
8 Reelection Outside Independent Female	Miho Harada (June 28, 1961)	Mar. 1987	Registered as a shiho-shoshi (solicitor)	2,800		
		Apr. 1988	Joined Harada Shiho-shoshi Joint Office (current position)			
		Apr. 2003	Civil conciliation commissioner, Kokura Summary Court (current position)			
		Oct. 2014	Domestic relations conciliation commissioner, Kokura Branch, Fukuoka Family Court (current position)			
		Apr. 2017	Wakamatsu Police Station Council Member			
		June 2020	Outside Director of the Company (current position)			
		Apr. 2023	Chairman of Wakamatsu Police Station Council			
		(Significant concurrent positions outside the Company)				
		Harada Shiho-shoshi Joint Office				
		Civil conciliation commissioner, Kokura Summary Court				
		Domestic relations conciliation commissioner, Kokura Branch, Fukuoka Family Court				
		[Reasons for nomination as candidate for outside Director and summary of expected role] Ms. Harada has broad knowledge and sufficient discernment in all aspects of legal affairs as a shiho-shoshi (solicitor). She is renominated as a candidate for outside Director with the expectation that she will provide appropriate advice and recommendations from the perspective of legal compliance in order to improve the supervisory function and transparency of management. If she is elected, she will be involved from an objective and neutral position in the appointment of candidates for Company officers and decisions on officer remuneration and other matters as a member of the Nomination and Remuneration Advisory Committee.				

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
9 Reelection Outside Independent Male	Hayato Morita (August 13, 1976)	<p>Apr. 2000      Joined Shabondama Soap Co., Ltd.</p> <p>Apr. 2001      Director</p> <p>Jan. 2002      Director and Vice President</p> <p>Mar. 2007      President and Representative Director (current position)</p> <p>June 2021      Outside Director of The Kitakyushu Bank, Ltd. (Audit &amp; Supervisory Committee Member) (current position)</p> <p>June 2022      Outside Director of the Company (current position)</p> <p>(Significant concurrent positions outside the Company)</p> <p>President and Representative Director of Shabondama Soap Co., Ltd.</p> <p>Outside Director of The Kitakyushu Bank, Ltd. (Audit &amp; Supervisory Committee Member)</p>	2,200
<p>[Reasons for nomination as candidate for outside Director and summary of expected role]</p> <p>Mr. Morita has extensive experience and broad knowledge as a manager of a company. He is expected to provide advice and recommendations on the Company's overall management from an objective standpoint in order to improve the supervisory function and transparency of management. The company he heads carries out environmentally friendly businesses. He is renominated as a candidate for outside Director based on our judgment that he is necessary for strengthening the Company's SDGs efforts. If he is elected, he will be involved from an objective and neutral position in the appointment of candidates for Company officers and decisions on officer remuneration and other matters as a member of the Nomination and Remuneration Advisory Committee.</p>			

- Notes:
1. There is no special interest between any of the candidates and the Company.
  2. Yasuo Asakura, Miho Harada and Hayato Morita are candidates for outside Director.
  3. The Company has entered into limited liability agreements with Mr. Asakura, Ms. Harada, and Mr. Morita that limit their liability for damages under Article 423, paragraph (1) of the Companies Act to the amount provided for in laws and regulations, pursuant to the provisions of the Articles of Incorporation of the Company and Article 427, paragraph (1) of the same Act. If the election of each candidate is approved, the Company plans to renew the same limited liability agreements with them.
  4. The Company has submitted notification to the Tokyo Stock Exchange that Mr. Asakura, Ms. Harada, and Mr. Morita have been designated as independent officers as provided for by the aforementioned exchange. If the election of each candidate is approved, the Company plans for their designation as independent officers to continue.
  5. Mr. Asakura, Ms. Harada, and Mr. Morita are currently outside Directors of the Company. At the conclusion of this meeting, their tenures as outside Directors will have been nine years for Mr. Asakura, five years for Ms. Harada, and three years for Mr. Morita.
  6. The Company has entered into a directors and officers liability insurance agreement stipulated in Article 430-3, paragraph (1) of the Companies Act with an insurance company. For an outline of the aforementioned insurance agreement, please see the Business Report (in Japanese only). Refer to "3. Outline of the contents of the directors and officers liability insurance agreement" provided in the section on matters concerning officers of the Company. If the election of the candidates for Director is approved, they will be insured under the insurance agreement. The Company plans to renew the insurance agreement in July 2025.

**Proposal No. 2 Election of One Audit & Supervisory Board Member**

The term of office of Audit & Supervisory Board Member Katsunori Maeda will expire at the conclusion of this meeting. Therefore, the Company proposes the election of one Audit & Supervisory Board Member.

In addition, the consent of the Audit & Supervisory Board has been obtained for this proposal.

The candidate for Audit & Supervisory Board Member is as follows:

Name (Date of birth)	Career summary, position in the Company, and significant concurrent positions outside the Company	Number of the Company's shares owned
New election Outside Independent Male Mitsuhiro Iwata (October 3, 1964)	<div>Apr. 1988</div> <div>Joined The Sumitomo Trust and Banking Company, Limited (currently Sumitomo Mitsui Trust Bank, Limited)</div> <div>June 2012</div> <div>General Manager of Wakayama Branch</div> <div>Feb. 2015</div> <div>General Manager of Retail Operations Planning Department</div> <div>Apr. 2017</div> <div>General Manager of Retail Operations Planning Department</div> <div>Apr. 2018</div> <div>General Manager of Umeda Branch and Hankyu-Umeda Branch</div> <div>Apr. 2020</div> <div>General Manager of Internal Audit Department</div> <div>Apr. 2021</div> <div>Director and President of Sumitomo Mitsui Trust Wealth Partners Co., Ltd.</div> <div>Apr. 2025</div> <div>Advisor (current position)</div>	—
<p>[Reasons for nomination as candidate for outside Audit &amp; Supervisory Board Member]</p> <p>Mr. Iwata has many years of experience at financial institutions and broad discernment cultivated as Director. He is nominated as a candidate for outside Audit &amp; Supervisory Board Member for the purpose of conducting audits from an objective and neutral position based on his experience and discernment.</p>		

- Notes:
1. There is no special interest between the candidate and the Company.
  2. Mitsuhiro Iwata is a candidate for outside Audit & Supervisory Board Member.
  3. If the election of Mr. Iwata is approved, the Company plans to enter into a limited liability agreement with him that limits his liability for damages under Article 423, paragraph (1) of the Companies Act to the amount provided for in laws and regulations, pursuant to the provisions of the Articles of Incorporation of the Company and Article 427, paragraph (1) of the same Act.
  4. Mr. Iwata satisfies the requirements for an independent officer as provided for by the Tokyo Stock Exchange, and the Company plans to submit notification to the aforementioned exchange concerning his designation as an independent officer.
  5. The Company has entered into a directors and officers liability insurance agreement stipulated in Article 430-3, paragraph (1) of the Companies Act with an insurance company. For an outline of the aforementioned insurance agreement, please see the Business Report (in Japanese only). Refer to “3. Outline of the contents of the directors and officers liability insurance agreement” provided in the section on matters concerning officers of the Company. If the election of the candidate for Audit & Supervisory Board Member is approved, he will be insured under the insurance agreement. The Company plans to renew the insurance agreement in July 2025.

Reference: If the proposal is approved and adopted, the skills held by the Directors and Audit & Supervisory Board Members will be as follows.

Name	Gender	Corporate strategy / Management strategy	Construction technology	Real estate development	Sales strategy (Marketing)	Financial accounting / Legal affairs	Global diversity
Katsuhiko Karasuda	Male	○	○		○		○
Kazumi Ishii	Male	○	○		○		○
Hisatoshi Makihara	Male	○	○		○		
Makoto Nakamura	Male	○		○		○	○
Kazutaka Hanada	Male	○	○	○	○		
Mikihiko Nagasako	Male	○	○			○	○
Yasuo Asakura	Male		○				○
Miho Harada	Female					○	○
Hayato Morita	Male	○			○		○
Nobuaki Tanaka	Male	○				○	
Mitsuhiro Iwata	Male	○		○	○	○	○
Kenichi Sawai	Male	○		○	○	○	○

\* The above table is not a comprehensive list of the knowledge, experience and abilities of the Directors and Audit & Supervisory Board Members.

## Definition of Skills

Skill	Definition
Corporate strategy Management strategy	Possessing experience of involvement in corporate management and significant decision-making in businesses, formulating management strategies to improve the Company's corporate value in the medium to long term and contributing to sustainable business development.
Construction technology	Possessing deep specialist knowledge and ample experience regarding construction technology and promoting construction work centered on quality and safety.
Real estate development	Having close familiarity with real estate market trends, equipped with specialist knowledge in the real estate business and advancing projects.
Sales strategy (Marketing)	Having close familiarity with market trends in the construction business and proposing and promoting sales strategies.
Financial accounting / Legal affairs	In addition to having an appropriate level of knowledge and practical experience related to finance and accounting, having close familiarity with corporate law, working to increase management stability through thorough risk management and legal compliance, and achieving smooth relationship building with shareholders and all other stakeholders.
Global diversity	Reforming workstyles and enhancing employee engagement, securing diverse human resources to increase the organization's overall productivity and promote sustainable growth.