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(Stock Exchange Code 2331)

June 6, 2023

(Electronic provision measure starts on: June 1, 2023)

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 58th 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 58th 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 58th 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 Monday, June 26, 2023, by following the guides below.

- 1. Date and Time:** Tuesday, June 27, 2023 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 58th Fiscal Year (April 1, 2022 - March 31, 2023) 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 58th Fiscal Year (April 1, 2022 - March 31, 2023)
 - Proposals to be resolved:**
 - Proposal 1:** Appropriation of Surplus
 - Proposal 2:** Partial Amendments to the Articles of Incorporation
 - Proposal 3:** Election of 11 Directors
 - Proposal 4:** Election of 1 Audit & Supervisory Board Member

Information

- 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.

- The following items, in accordance with laws and regulations and Article 14 of the Articles of Incorporation of the Company, are omitted from the paper-based documents delivered to shareholders who have requested it. Accordingly, the documents are part of the documents audited by the Audit & Supervisory Board Members and the accounting auditor in preparing their audit reports.
 - 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.

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- 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: Tuesday, June 27, 2023 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 Monday, June 26, 2023 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 Monday, June 26, 2023 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.

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
43 yen per common share of the Company
Total amount: 4,354,078,176 yen
(As a result, the annual dividend will be 86 yen per share, including the interim dividend.)
3. Effective date of dividends from surplus
June 28, 2023

Proposal 2: Partial Amendments to the Articles of Incorporation

1. Reasons for the proposal

The Company proposes to amend its Articles of Incorporation to allow minutes to be prepared and recorded in electromagnetic format for the minutes of General Meetings of Shareholders, meetings of the Board of Directors and the Audit & Supervisory Board, necessary amendments to Article 17 (Minutes), Article 28 (Minutes of Meetings of the Board of Directors), and Article 40 (Minutes of Meetings of the Audit & Supervisory Board).

2. Details of the amendments

The details of the amendments are as follows.

(Amended parts are underlined.)

Current Articles of Incorporation	Proposed Amendments
<p>(Minutes) Article 17 For the proceedings of General Meetings of Shareholders, the date, time, and place the meeting is held, along with an outline of the course of proceedings, results, and other matters stipulated by the Ordinance of the Ministry of Justice shall be <u>stated in the minutes compiled in writing, with signatures and seals affixed thereto by the chairperson and attending Directors</u>, and shall be stored at the Company.</p>	<p>(Minutes) Article 17 For the proceedings of General Meetings of Shareholders, the date, time, and place the meeting is held, along with an outline of the course of proceedings, results, and other matters stipulated by the Ordinance of the Ministry of Justice shall be <u>stated or recorded in the minutes compiled in a paper-based document or electromagnetic format</u>, and shall be stored at the Company.</p>
<p>(Minutes of Meetings of the Board of Directors) Article 28 For the proceedings of meetings of the Board of Directors, the date, time, and place the meeting is held, along with an outline of the course of proceedings, results, and other matters stipulated by the Ordinance of the Ministry of Justice shall be <u>stated</u> in the minutes compiled <u>in writing</u>, with <u>signatures and seals affixed</u> thereto by the chairperson and attending Directors and Audit & Supervisory Board Members, and shall be stored at the Company.</p>	<p>(Minutes of Meetings of the Board of Directors) Article 28 For the proceedings of meetings of the Board of Directors, the date, time, and place the meeting is held, along with an outline of the course of proceedings, results, and other matters stipulated by the Ordinance of the Ministry of Justice shall be <u>stated or recorded</u> in the minutes compiled <u>in a paper-based document or electromagnetic format</u>, with <u>signatures, seals or electronic signatures affixed</u> thereto by the chairperson and attending Directors and Audit & Supervisory Board Members, and shall be stored at the Company.</p>
<p>(Minutes of Meetings of the Audit & Supervisory Board) Article 40 For the proceedings of meetings of the Audit & Supervisory Board, the date, time, and place the meeting is held, along with an outline of the course of proceedings, results, and other matters stipulated by the Ordinance of the Ministry of Justice shall be <u>stated</u> in the minutes compiled <u>in writing</u>, with <u>signatures and seals affixed</u> thereto by the attending Audit & Supervisory Board Members, and shall be stored at the Company.</p>	<p>(Minutes of Meetings of the Audit & Supervisory Board) Article 40 For the proceedings of meetings of the Audit & Supervisory Board, the date, time, and place the meeting is held, along with an outline of the course of proceedings, results, and other matters stipulated by the Ordinance of the Ministry of Justice shall be <u>stated or recorded</u> in the minutes compiled <u>in a paper-based document or electromagnetic format</u>, with <u>signatures, seals or electronic signatures affixed</u> thereto by the attending Audit & Supervisory Board Members, and shall be stored at the Company.</p>

Proposal 3: Election of 11 Directors

The terms of office of all 11 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)	15 out of 15
2	[Reappointment] Ikuji Kayaki	Representative Director, Group COO and Senior Executive President	15 out of 15
3	[Reappointment] Motohisa Suzuki	Director	15 out of 15
4	[Reappointment] Takashi Kumagai	Director	12 out of 12
5	[Reappointment] Kazuhide Shigemi	Director	12 out of 12
6	[Reappointment] Naoki Hyakutake	Director	12 out of 12
7	[Reappointment] Yutaka Komatsu	Director	12 out of 12
8	[Reappointment] [Independent] [Outside] Hiroto Suetsugu	Director	15 out of 15
9	[Reappointment] [Independent] [Outside] Toshie Ikenaga	Director	15 out of 15
10	[Reappointment] [Independent] [Outside] Masahiko Mishima	Director	12 out of 12
11	[Reappointment] [Independent] [Outside] Kenji Iwasaki	Director	12 out of 12

Note: Attendance at meetings of Board of Directors reflects the status of attendance during the 58th fiscal year (April 1, 2022 - March 31, 2023). For Mr. Takashi Kumagai, Mr. Kazuhide Shigemi, Mr. Naoki Hyakutake, Mr. Yutaka Komatsu, Mr. Masahiko Mishima, and Mr. Kenji Iwasaki, it reflects the status of attendance after their appointment as Director in June 2022.

No.	Name (Date of birth)	Career summary, positions and significant concurrent positions	Number of shares of the Company held	
1	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)	
		April 2014	Senior Executive Officer, Deputy Chief Officer of Business Promotion Affairs, in charge of Business Planning & Management and Regional Financial Institution Services	15 out of 15
		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 Affairs	
		May 2018	In charge of Central Japan Area, Deputy Chief Officer of Business Promotion Affairs in charge of Central Japan Area Sales	
April 2019	Executive Vice President and Director, Tokyo 2020 Olympic and Paralympic Games Promotion Affairs in charge of Promotion			
April 2020	In charge of Management Company			
April 2022	In charge of R&D Engineering Affairs			
June 2022	Representative Director and Group CEO (Current), Chief Technology Officer (CTO) (Current)			
		[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 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	6,100
		April 2011	Chief Officer of Regional Division (IV)	
		April 2012	Executive Officer	Attendance at meetings of Board of Directors
		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	15 out of 15
		April 2018	Executive Vice President and Representative Director, Head of ALSOK In-house Company, in charge of East Japan Area (Current), Deputy Chief Officer of Business Promotion Affairs in charge of Corporate Customers	
		April 2019	Vice President and Representative Director, Senior Executive Vice President, Chief Officer of Business Promotion Affairs (Current), in charge of Corporate Customers and East Japan Area Sales	
		June 2022	Group COO (Current), Senior Executive President (Current)	
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 Senior Executive 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 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)	3,400
		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 Affairs	
		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 Affairs	Attendance at meetings of Board of Directors
		April 2019 Chief Officer of Tokyo 2020 Olympic and Paralympic Games Promotion Affairs	15 out of 15
		June 2019 Director and Senior Executive Officer	
		June 2022 In charge of General Affairs/PR (Current), Compliance (Current), Risk Management (Current), Information Assets Management (Current), Management Company, and International Affairs (Current), Chief Officer of International Affairs (Current)	
		August 2022 Deputy Chief Officer of Business Promotion Affairs (Current)	
		April 2023 Director and Executive Vice President (Current), in charge of Quality Management (Current) and Affiliated Corporate (Current)	
[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 and significant concurrent positions	Number of shares of the Company held
4	Takashi Kumagai (December 15, 1958) [Reappointment]	July 2014 Director General, Reconstruction Agency (Resigned in June 2016)	1,300
		October 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	
4	[Reappointment]	April 2017 Senior Executive Officer, in charge of Long-term Care Business (Current), Management Company and Regional Administration, Deputy Chief Officer of Business Promotion Affairs, second in charge of Sales Promotion	Attendance at meetings of Board of Directors
		April 2018 Deputy Chief Officer of Business Promotion Affairs, in charge of HOME ALSOK	12 out of 12
		April 2020 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)	
		April 2022 President and Representative Director of ALSOK CARE CO., LTD. (Current)	
		June 2022 Director and Senior Executive Officer (Current)	
[Major concurrent positions] None			
Reason for nomination as a candidate for Director Mr. Takashi Kumagai possesses abundant experience and achievements through serving in positions such as the person in charge of long-term care business, Deputy Chief Officer of Business Promotion Affairs in charge of HOME ALSOK, and President and Representative Director of Group companies engaged in long-term care services including ALSOK CARE 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)	1,000
		May 2011 General Manager of Regional Administration Department of the Company	
5	[Reappointment]	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	12 out of 12
		June 2022 Director and Senior Executive Officer (Current)	
October 2022 In charge of Financial & Accounting (Current), Internal Control (Current) and Procurement (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, financial & accounting, 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 and significant concurrent positions	Number of shares of the Company held
6	Naoki Hyakutake (May 15, 1964) [Reappointment]	April 1989 Joined the Company	2,600
		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 April 2019 Executive Officer, in charge of Human Resources April 2022 Senior Executive Officer, second in charge of Human Resources Affairs June 2022 Director and Senior Executive Officer (Current), in charge of Human Resources Affairs (Current) and Corporate Ethics (Current) [Major concurrent positions] None	Attendance at meetings of Board of Directors
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 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.			
7	Yutaka Komatsu (November 3, 1958) [Reappointment]	March 1981 Joined the Company	1,700
		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, Chairman and Representative Director of ALSOK HOKKAIDO CO., LTD. June 2022 Director and Senior Executive Officer (Current), in charge of West Japan Area (Current) and 2025 World Exposition (General) (Current), Deputy Chief Officer of Business Promotion Affairs (Current), in charge of West Japan Area Sales (Current), Chief Officer of Regional Division (II) (Current), Chairman, President, and Representative Director of ALSOK KINKI CO., LTD., Chairman and Representative Director of ALSOK OSAKA CO., LTD. [Major concurrent positions] Representative Director, Hiroshima Sohgo Security Services, Co., Ltd. Representative Director, Ehime Sohgo Security Services, Co., Ltd.	Attendance at meetings of Board of Directors
Reason for nomination as a candidate for Director Mr. Yutaka Komatsu has abundant experience and achievements through serving in positions such as the person in charge of West Japan Area and 2025 World Exposition, as well as President and Representative Director of ALSOK KINKI 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.			

No.	Name (Date of birth)	Career summary, positions and significant concurrent positions		Number of shares of the Company held
8	Hiroto Suetsugu (December 30, 1953) [Reappointment] [Independent] [Outside]	April 2009	Executive Officer, Nippon Steel Corporation (Currently NIPPON STEEL CORPORATION) (Resigned in June 2012)	600
		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)	15 out of 15
		[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 a 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.				
9	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 April 2014	Professor, Hosei Graduate School of Regional Policy Design 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)	15 out of 15		
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)			
July 2022	President, 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.				

No.	Name (Date of birth)	Career summary, positions and significant concurrent positions	Number of shares of the Company held
10	Masahiko Mishima (July 14, 1956) [Reappointment] [Independent] [Outside]	April 2016 Senior Vice President, Mitsubishi Heavy Industries, Ltd.	500
		October 2018 Executive Vice President, Mitsubishi Heavy Industries, Ltd.	
		June 2019 Representative Director, Executive Vice President, Mitsubishi Heavy Industries, Ltd.	Attendance at meetings of Board of Directors
		June 2021 Executive Vice President, Mitsubishi Heavy Industries, Ltd. (Resigned in September 2021)	12 out of 12
		October 2021 Senior Corporate Adviser, Mitsubishi Heavy Industries, Ltd. (Resigned in September 2022)	
		June 2022 Joined the Company as Director (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 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.			
11	Kenji Iwasaki (January 3, 1955) [Reappointment] [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.	Attendance at meetings of Board of Directors
		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)	12 out of 12
		June 2018 Executive Director, The General Insurance Association of Japan (Resigned in June 2022)	
		June 2022 Joined the Company as Director (Current), President and Representative Director, HMS Holdings Co., Ltd. (Current)	
		July 2022 Outside Audit & Supervisory Board Member, DAIICHISEIWA JIMUSHO CO., LTD. (Current)	
		June 2023 Scheduled to assume office as Director and Audit & Supervisory Committee Member, Japan Airport Terminal Co., Ltd.	
		[Major concurrent positions] President and Representative Director, HMS Holdings, Co., Ltd. Director and Audit & Supervisory Committee Member, Japan Airport Terminal Co., Ltd. (Scheduled to assume office in June 2023)	
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.			

- (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 Meeting)

Mr. Hirotomo Suetsugu	3 years
Ms. Toshie Ikenaga	2 years
Mr. Masahiko Mishima	1 year
Mr. Kenji Iwasaki	1 year
 - (2) Summary of content of liability limitation agreements

The Company has concluded liability limitation agreements with Mr. Hirotomo Suetsugu, Ms. Toshie Ikenaga, Mr. Masahiko Mishima, and Mr. Kenji Iwasaki 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, Ms. Toshie Ikenaga, Mr. Masahiko Mishima, and Mr. Kenji Iwasaki 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 Mr. Hirotomo Suetsugu to 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 the Tokyo Stock 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 and National Hospital Organization, 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, 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 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, and The General Insurance Association of Japan, where he served until June 2022, 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 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 2023.
- 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 CEO, Chief Technology Officer (CTO)	●		●	●		●	●	●
Ikuji Kayaki	Representative Director, Group COO, Senior Executive President	●		●			●	●	●
Motohisa Suzuki	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. Shinichiro Nakano, 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 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
Shinichiro Nakano (December 15, 1959) [Reappointment] [Independent] [Outside]	June 2008	General Manager of Risk Management Division, The Norinchukin Bank	900
	June 2012	General Manager of Planning Management Division, The Norinchukin Bank	
	June 2014	Managing Director, The Norinchukin Bank (Resigned in March 2019)	
	June 2014	Director, Norinchukin Value Investments Co., Ltd. (Resigned in March 2018)	Attendance at meetings of Audit & Supervisory Board
	June 2014	Director, The Norinchukin Trust & Banking Co., Ltd. (Resigned in March 2019)	17 out of 17
	June 2014	Auditor, Kyodo Housing Loan Co., Ltd. (Resigned in June 2019)	
	April 2019	Standing Advisor, The Norinchukin Bank (Resigned in June 2019)	
	June 2019	Joined the Company as Audit & Supervisory Board Member (Current)	
[Major concurrent positions]	None		
Reason for nomination as candidate for Outside Audit & Supervisory Board Member Mr. Shinichiro Nakano possesses abundant experience and insight, as well as advanced abilities developed through his experience at financial institutions over many years, and can be expected to provide effective audits and advice in regard to the overall management of the Group. He is able to appropriately perform the duties of an Outside Audit & Supervisory Board Member, and therefore the Company has nominated him again as a candidate for Outside Audit & Supervisory Board Member.			

- (Notes)
- 1 There are no special interests between the candidate and the Company.
 - 2 Matters concerning the candidate for Outside Audit & Supervisory Board Member are as follows.
 - (1) Number of years since election as Outside Audit & Supervisory Board Member (at the conclusion of this Meeting)
4 years
 - (2) Summary of content of liability limitation agreements
The Company has concluded a liability limitation agreement with Mr. Shinichiro Nakano to limit his 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. Shinichiro Nakano is reelected, the Company plans to continue the above liability limitation agreement with him.
 - 3 Independence of the candidate for Outside Audit & Supervisory Board Member
The Company has submitted Mr. Shinichiro Nakano as an independent auditor to Tokyo Stock Exchange, Inc. The Company has judged that he is qualified as an independent auditor 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 The Norinchukin Trust & Banking Co., Ltd., where he served until March 2019, and The Norinchukin Bank, where he served until June 2019, the scales of these transactions were less than 1% 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. Shinichiro Nakano 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 2023.