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(Stock Exchange Code 1972)

June 12, 2025

(Date of Commencement of Measures for Electronic Provision: June 2, 2025)

To Shareholders with Voting Rights:

Eiichi Aoki
Representative Director and President
Sanko Metal Industrial Co., Ltd.
4-13-23 Shibaura, Minato-ku,
Tokyo

NOTICE OF
THE 76TH ANNUAL GENERAL MEETING OF SHAREHOLDERS

Dear Shareholders:

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

We hereby notify you that the 76th Annual General Meeting of Shareholders of Sanko Metal Industrial Co., Ltd. (the “Company”) will be held as described below.

In convening this General Meeting of Shareholders, the Company has taken measures for electronic provision of information, and posted matters to be provided electronically as “NOTICE OF THE 76TH ANNUAL GENERAL MEETING OF SHAREHOLDERS” on the following Company’s website.

The Company’s website:

<https://www.sankometal.co.jp/ir/business-report.html>

In addition to the above, the matters to be provided electronically are also posted on the Tokyo Stock Exchange’s website. Please access the following Tokyo Stock Exchange’s website (Listed Company Search), and enter and search the issue name (company name) or securities code, and select “Basic information” and then “Documents for public inspection/PR information”.

The Tokyo Stock Exchange’s website (Listed Company Search):

<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

If you do not attend the meeting, you may exercise your voting rights in writing (by mail) or by electromagnetic means (via the Internet). Please review the Reference Documents for the General Meeting of Shareholders contained in this notice or posted as the matters to be provided electronically on the above websites and exercise your voting rights by 5:30 p.m. on Thursday, June 26, 2025 Japan time. For further details, please see pages 4 and 5 of the Japanese version of this document.

1. **Date and Time:** Friday, June 27, 2025 at 10:00 a.m. Japan time
2. **Place:** Conference room at the Corporate Headquarters on the 11F of MS Shibaura Building located at 4-13-23 Shibaura, Minato-ku, Tokyo
3. **Meeting Agenda:**
 - Matters to be reported:** The Business Report and Non-consolidated Financial Statements for the Company's 76th Fiscal Year (April 1, 2024 – March 31, 2025)
 - Proposals to be resolved:**
 - Proposal 1:** Appropriation of Surplus
 - Proposal 2:** Partial Amendments to the Articles of Incorporation
 - Proposal 3:** Election of 7 Directors
 - Proposal 4:** Election of 1 Audit & Supervisory Board Member
 - Proposal 5:** Election of 1 Substitute Audit & Supervisory Board Member
 - Proposal 6:** Presentation of Retirement Benefits Payable to Retiring Director and Retiring Audit & Supervisory Board Members

Notice Concerning Stock Split

As previously announced, at a meeting of the Board of Directors held on May 28, 2025, the Company resolved to conduct a stock split with an effective date of October 1, 2025.

- The purpose of this stock split is to improve the liquidity of the stock by lowering the investment amount per trading unit, thereby creating a more accessible investment environment and expanding the investor base.
- The Company will conduct a 5-for-1 stock split for each share of the Company's common stock held by shareholders recorded in the shareholder register as of September 30, 2025.
- Effective date: October 1, 2025

For details, please refer to the Company's website (in Japanese).

Request for Shareholders

- When attending the Meeting, please submit the enclosed Voting Rights Exercise Form at the reception desk.
- Should the matters to be provided electronically require any revisions, the revised version will be posted on the websites containing such matters.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Appropriation of Surplus

The Company's fundamental dividend policy is to distribute profits corresponding to business results, and while considering factors such as maintaining funds required for investment, etc., toward improving corporate value, projections of future business results, and financial standing, etc., implement distribution of year-end dividends from surplus.

As an index for "profit distribution corresponding to business results," we aim for a dividend payout ratio of 50%.

Based on this policy, the Company proposes that the dividend per share with a record date of March 31, 2025 be 380 yen per share, an increase of 180 yen from the dividend of 200 yen per share paid at the end of the previous fiscal year.

1. Matters concerning the allotment of dividend property to shareholders and the total amount
Per-share common stock of the Company: 380 yen Total amount: 1,465,122,300 yen
2. Effective date of distribution of surplus:
June 30, 2025

Proposal 2: Partial Amendments to the Articles of Incorporation

1. Reasons for the proposal

Introduction of an interim dividend program

With the aim of increasing the opportunities to return profit to shareholders, the Company proposes to amend its Articles of Incorporation as detailed below to introduce an interim dividend program to add to the existing annual year-end dividend program so that interim dividends may be distributed by a resolution of the Board of Directors pursuant to the provisions of Article 454, Paragraph 5 of the Companies Act.

(1) The proposed Article 44 is to stipulate that interim dividends may be distributed by a resolution of the Board of Directors with September 30 every year as the record date.

(2) The proposed Article 45 is to include interim dividends in the provision regarding dividends of surplus, which previously referred to year-end dividends only. The wording is also to be revised for greater clarity.

2. Details of the amendments

The details of the amendments are as follows:

(Underlined parts are amended.)

Current Articles of Incorporation	Proposed amendments
Articles 1-41 (Omitted)	Articles 1-41 (Unchanged)
Article 42 (Body Authorized to Make Resolutions on Dividends of Surplus and Other Matters) The Company may, unless otherwise provided by laws and regulations, determine dividends of surplus, acquisitions of its own shares, and other matters stipulated in each item of Article 459, Paragraph 1 of the Companies Act by a resolution of the Board of Directors.	Articles 42 (Unchanged)
Article 43 (Record Date for Dividends of Surplus) The record date for year-end dividends of the Company shall be March 31 every year.	Articles 43 (Unchanged)
(Newly established)	<u>Article 44 (Interim Dividends)</u> <u>In addition to Article 42, the Company may, by a resolution of the Board of Directors, distribute interim dividends to shareholders or registered share pledgees that are listed in the final shareholder register with September 30 every year as the record date.</u>
Article <u>44</u> (Expiration Period for Dividends of Surplus) If <u>cash dividends</u> are not received within three full years from the date of commencement of the payment thereof, the Company shall be relieved of the obligation of the payment thereof.	Article <u>45</u> (Expiration Period for Dividends of Surplus) If <u>year-end dividends and interim dividends</u> are not received within three full years from the date of commencement of the payment thereof, the Company shall be relieved of the obligation of the payment thereof.

Proposal 3: Election of 7 Directors

The terms of office of 8 Directors will expire at the conclusion of this Annual General Meeting of Shareholders. Accordingly, the election of 7 Directors is proposed at this General Meeting.

The candidates are as follows:

No.	Name (Date of birth)	Past experience, positions and responsibilities at the Company and significant concurrent positions	Number of shares of the Company held
1	Eiichi Aoki (February 12, 1965)	<p>April 1987 Joined Nippon Steel Corporation</p> <p>May 2012 General Manager, Production Process Department, Nagoya Works of Nippon Steel Corporation</p> <p>October 2012 Integrated into Nippon Steel & Sumitomo Metal Corporation</p> <p>April 2015 General Manager, Flat Products Planning Department, Flat Products Division of Nippon Steel & Sumitomo Metal Corporation</p> <p>April 2019 Nippon Steel & Sumitomo Metal Corporation changed the name to NIPPON STEEL CORPORATION</p> <p>April 2023 Counsel, General Manager, Nagoya Office</p> <p>June 2023 Consultant of the Company</p> <p>April 2024 Director and Deputy President, commissioned Deputy General Manager, Technology Division of the Company</p> <p> Representative Director and President of the Company To the Present</p>	2,388
2	Mitsuhiro Nagano (July 7, 1966)	<p>April 1985 Joined the Company</p> <p>March 2011 General Manager, Chugoku Office of the Company</p> <p>April 2019 Executive Officer, commissioned General Manager, Osaka Office and General Manager, West Japan Molded Products Sales Department, Sales Division of the Company</p> <p>April 2021 Executive Officer, commissioned Deputy General Manager, Technology Division</p> <p> In charge of Construction Administration Department, Construction Management Department, and Technology Development Center of the Company</p> <p>June 2021 Director, Senior Executive Officer, commissioned Deputy General Manager, Technology Division</p> <p> In charge of Construction Administration Department, Construction Management Department, and Technology Development Center of the Company</p> <p>April 2022 Director, Senior Executive Officer, commissioned Deputy General Manager, Technology Division</p> <p> In charge of Technology Department, Construction Administration Department, Construction Management Department, and Technology Development Center of the Company</p> <p>April 2024 Director, Managing Executive Officer, commissioned General Manager, Technology Division of the Company</p> <p> To the Present</p>	577

No.	Name (Date of birth)	Past experience, positions and responsibilities at the Company and significant concurrent positions	Number of shares of the Company held
3	Maki Eguchi (March 4, 1961)	<p>April 1985 Joined Nippon Steel Corporation</p> <p>November 2014 General Manager, Design Engineering Department of Nippon Steel & Sumikin Engineering Co., Ltd.</p> <p>February 2015 Works outside Nippon Steel & Sumikin Engineering Co., Ltd. (Lead Dynamic Engineering Co., Ltd.)</p> <p>June 2017 Director, commissioned Deputy General Manager, Technology Division of the Company</p> <p>April 2018 Director, commissioned Deputy General Manager, Technology Division and General Manager, Manufacturing Department of the Company</p> <p>June 2021 Senior Executive Officer, commissioned Deputy General Manager, Technology Division and General Manager, Manufacturing Technology Department Cooperation with Managing Executive Officer Tsutsumi for matters concerning the factories of the Company</p> <p>April 2022 Managing Executive Officer, commissioned Deputy General Manager, Technology Division and General Manager, Manufacturing Technology Department Responsible for matters concerning the factories and Structural Business of the Company</p> <p>June 2022 Director, Managing Executive Officer, commissioned Deputy General Manager, Technology Division and General Manager, Manufacturing Technology Department Responsible for matters concerning the factories and Structural Business of the Company</p> <p>April 2024 Director, Managing Executive Officer, commissioned Deputy General Manager, Technology Division and General Manager, Manufacturing Technology Department Responsible for matters concerning the factories and Structural Business, and cooperation with Managing Executive Officer Nagano for matters concerning Technology Department, Construction Administration Department, Construction Management Department, and Technology Development Center of the Company</p> <p>April 2025 Director, Managing Executive Officer, commissioned Deputy General Manager, Technology Division, General Manager, Manufacturing Technology Department, General Manager, Structural Division, and General Manager, Structural Technology Department Responsible for matters concerning the factories, and cooperation with Managing Executive Officer Nagano for matters concerning Technology Department, Construction Administration Department, Construction Management Department, and Technology Development Center of the Company</p> <p>To the Present</p>	1,276

No.	Name (Date of birth)	Past experience, positions and responsibilities at the Company and significant concurrent positions	Number of shares of the Company held
4	Tetsuya Konno (April 17, 1964)	<p>April 1988 Joined Nippon Steel Corporation</p> <p>October 2012 Integrated into Nippon Steel & Sumitomo Metal Corporation Senior Chief, Institution and System Planning Office, Finance Department of Nippon Steel & Sumitomo Metal Corporation</p> <p>April 2014 Dispatched to OSAKA STEEL CO., LTD. from Nippon Steel & Sumitomo Metal Corporation</p> <p>April 2018 General Manager, Internal Control and Audit Department, Senior Chief, Finance Department of Nippon Steel & Sumitomo Metal Corporation</p> <p>April 2020 Consultant of the Company</p> <p>June 2020 Executive Officer, commissioned General Manager, General Administration Department and Group Manager, Work Style Reform Promotion Group of the Company</p> <p>June 2021 Director, Senior Executive Officer, commissioned General Manager, General Administration Department and Group Manager, Work Style Reform Promotion Group Responsible for matters concerning Internal Control and Audit Department, Personnel Development Department, Accounting Department, and Safety, Health and Environment Department of the Company</p> <p>April 2023 Director, Senior Executive Officer, commissioned General Manager, General Administration Department, General Manager, Personnel Development Department, and Group Manager, Work Style Reform Promotion Group Responsible for matters concerning Internal Control and Audit Department, Accounting Department, and Safety, Health and Environment Department of the Company</p> <p>April 2024 Director, Managing Executive Officer, commissioned General Manager, General Administration Department and General Manager, Personnel Development Department Responsible for matters concerning Internal Control and Audit Department, Accounting Department, and Safety, Health and Environment Department of the Company</p> <p>April 2025 Director, Managing Executive Officer, commissioned General Manager, General Administration Department and General Manager, Personnel Development Department Responsible for matters concerning Internal Control and Audit Department, Accounting Department, Safety, Health and Environment Department, and BPX Group of the Company To the Present</p>	193

No.	Name (Date of birth)	Past experience, positions and responsibilities at the Company and significant concurrent positions	Number of shares of the Company held
5	Takayuki Fukuda (September 19, 1963)	<p>April 1988 Joined Nippon Steel Corporation</p> <p>October 2012 Integrated into Nippon Steel & Sumitomo Metal Corporation</p> <p>April 2016 General Manager, Production Process Department, Yawata Works of Nippon Steel & Sumitomo Metal Corporation</p> <p>April 2019 Nippon Steel & Sumitomo Metal Corporation changed the name to NIPPON STEEL CORPORATION</p> <p>General Manager, Shanghai Office</p> <p>September 2022 Senior Executive Officer, commissioned Assistant General Manager, Tokyo Office of the Company</p> <p>April 2023 Senior Executive Officer, commissioned Deputy General Manager, Sales Division, General Manager, Molded Products Sales Department, and Assistant General Manager, Tokyo Office of the Company</p> <p>June 2023 Director, Senior Executive Officer, commissioned Deputy General Manager, Sales Division, General Manager, Molded Products Sales Department, and Assistant General Manager, Tokyo Office of the Company</p> <p>April 2024 Director, Managing Executive Officer, commissioned General Manager, Sales Division and General Manager, Molded Products Sales Department</p> <p>April 2025 Responsible for matters concerning the offices of the Company</p> <p>Director, Managing Executive Officer, commissioned General Manager, Sales Division and General Manager, Repair and Paint Sales Department</p> <p>Responsible for matters concerning the offices, and cooperation with Managing Executive Officer Eguchi for matters concerning Structurals Business of the Company</p> <p>To the Present</p>	193
6	Motoyuki Miyo (September 8, 1955)	<p>April 1979 Joined The Fuji Bank, Limited</p> <p>April 1995 Deputy General Manager, International Credit Department of The Fuji Bank, Limited</p> <p>October 1998 Deputy General Manager, London Branch of The Fuji Bank, Limited</p> <p>April 2002 Counselor, Singapore Branch of Mizuho Corporate Bank, Ltd.</p> <p>September 2004 Counselor, Asia Business Management Department (stationed in Hong Kong) of Mizuho Corporate Bank, Ltd.</p> <p>March 2007 Counselor, International Management Department of Mizuho Corporate Bank, Ltd.</p> <p>September 2008 Joined DAIDO METAL CO., LTD.</p> <p>Deputy President, Daido Metal Russia LLC</p> <p>July 2011 Executive Officer of DAIDO METAL CO., LTD.</p> <p>Deputy President, Daido Metal Russia LLC</p> <p>April 2019 Director and Managing Executive Officer, Head of Corporate/Financial Planning Division of DAIDO METAL CO., LTD.</p> <p>June 2021 Representative Director and President of DAIDO METAL CO., LTD.</p> <p>March 2023 Retired as Representative Director and President of DAIDO METAL CO., LTD.</p> <p>June 2024 Director of the Company</p> <p>To the Present</p>	—

No.	Name (Date of birth)	Past experience, positions and responsibilities at the Company and significant concurrent positions	Number of shares of the Company held
7	Toshikazu Hanazato (February 7, 1956)	<p>April 1980 Research assistant, Construction Engineering Department, Faculty of Technology, Gunma University</p> <p>October, 1984 Research assistant, Construction Engineering Department, Faculty of Technology, Tokyo Metropolitan University</p> <p>May 1991 Assistant Manager, Nuclear Power Dept., Design Div. of TAISEI CORPORATION</p> <p>April 1992 Chief Researcher of Tajimi Engineering Service Inc. (dispatched)</p> <p>April 2000 Manager, Taisei Advanced Center of Technology of TAISEI CORPORATION</p> <p>September 2005 Professor, Department of Architecture, Faculty of Engineering, Mie University</p> <p>April 2021 Professor emeritus, Graduate School of Engineering, Mie University Visiting professor, Research Institute for Engineering, Kanagawa University To the Present</p>	—

(Notes)

- There is no special interest between the Company and any of the candidates.
- Mr. Toshikazu Hanazato is a new candidate for Director.
- Messrs. Motoyuki Miyo and Toshikazu Hanazato are candidates for Outside Directors.
 - Mr. Motoyuki Miyo, a candidate for Director, has retired as the Representative Director and President of DAIDO METAL CO., LTD. and does not currently hold any concurrent position with other companies. There is no transactional relationship between the Company and DAIDO METAL CO., LTD.
 - Mr. Toshikazu Hanazato, a candidate for Director, concurrently serves as a professor emeritus at Mie University's graduate school and a visiting professor at Kanagawa University, and previously worked at TAISEI CORPORATION, a business partner of the Company.
- The reasons for election and expected roles of these nominees as Outside Directors are as follows:
 - The candidate for Director, Mr. Motoyuki Miyo is expected to utilize his wealth of knowledge and experience, etc., including his assignments at financial institutions and overseas, and as a Director of DAIDO METAL CO., LTD. in the Company's overall management and fulfill the supervisory role from multiple perspectives mainly concerning the agenda for the Board of Directors meetings and other events related to corporate management from an objective standpoint independent of business executors. Therefore, the Company requests his election as an Outside Director. His term of office as a Director of the Company will be one year at the conclusion of this Annual General Meeting of Shareholders.
Furthermore, he has been designated as an Independent Director/Auditor as defined by the Tokyo Stock Exchange, Inc., and has been submitted as such to said Exchange.
 - The candidate for Director, Mr. Toshikazu Hanazato is an expert in architectural engineering and was previously involved in the construction industry. We expect him to utilize his extensive knowledge and experience, etc., as a Director, in the Company's overall management and fulfill the supervisory role from multiple perspectives mainly concerning the agenda for the Board of Directors meetings and other events related to corporate management from an objective standpoint independent of business executors. Therefore, the Company requests his election as an Outside Director. He has been designated as an Independent Director/Auditor as defined by the Tokyo Stock Exchange, Inc., and has been submitted as such to said Exchange.
- Concerning the liability stipulated in Article 423, Paragraph 1 of the Companies Act, for compensation of damages, the Company has entered into a liability limitation agreement with Mr. Motoyuki Miyo to limit his liability to the minimum liability amount stipulated in Article 425, Paragraph 1 of the Companies Act, provided that he has performed his duties in good faith and without gross negligence.
If he is reelected as an Outside Director, the Company plans to continue the agreement with him.
- If Mr. Toshikazu Hanazato is elected as an Outside Director, concerning the liability stipulated in Article 423, Paragraph 1 of the Companies Act, for compensation of damages, the Company will enter into a liability limitation agreement with him to limit his liability to the minimum liability amount stipulated in Article 425, Paragraph 1 of the Companies Act, provided that he has performed his duties in good faith and without gross negligence.
- Messrs. Motoyuki Miyo and Toshikazu Hanazato were not business executors nor officers of the Company or a Company subsidiary.
- Messrs. Motoyuki Miyo and Toshikazu Hanazato are not the parent company, etc., of the Company, and were not the parent company, etc., of the Company within the past 10 years.

9. Messrs. Motoyuki Miyo and Toshikazu Hanazato are not business executors nor officers of a designated affiliated business entity of the Company, and were not business executors nor officers of a designated affiliated business entity of the Company within the past 10 years.
10. Messrs. Motoyuki Miyo and Toshikazu Hanazato are not scheduled to receive a significant amount of cash or other property from the Company or a designated affiliated business entity of the Company, and have not received such cash or other property within the past two years.
11. Messrs. Motoyuki Miyo and Toshikazu Hanazato are not spouses, relatives within the third degree, or equivalent persons of a business executor or officer of the parent company, etc., of the Company, the Company or a designated affiliated business entity of the Company.
12. The Company has entered into a directors and officers liability insurance contract with an insurance company, which covers damages and litigation expenses that the insured party would bear in the event that a claim for damages is filed. If the candidates for Directors are elected, they will become the insured under the insurance policy. In addition, the Company plans to renew the insurance policy with the same details at the next renewal.
13. The number of shares of the Company held by each candidate for Director is as of March 31, 2025, and includes shares held through the officers' shareholding association.

Proposal 4: Election of 1 Audit & Supervisory Board Member

Of the four Audit & Supervisory Board Members, Audit & Supervisory Board Members Yoichi Furuta and Tsutomu Watanabe will retire by their resignations at the conclusion of this Annual General Meeting of Shareholders. Accordingly, the Company proposes the election of 1 Audit & Supervisory Board Member.

As a candidate for Audit & Supervisory Board Member, Mr. Hideaki Horie will be elected as a substitute for Audit & Supervisory Board Member Tsutomu Watanabe, his term of office shall be until the expiration of the retiring Audit & Supervisory Board Member in line with Article 34 of the Articles of Incorporation.

The Audit & Supervisory Board has previously given its approval to this proposal.

The candidate is as follows:

Name (Date of birth)	Past experience and positions at the Company and significant concurrent positions	Number of shares of the Company held
Hideaki Horie (August 26, 1965)	<p>April 1988 October 2003 July 2008 April 2016 April 2018 April 2019 April 2022 April 2025 To the Present</p> <p>Joined Nippon Steel Corporation Group Leader, Automobile Steel Material Group, Sales Division of Nippon Steel & Sumikin Stainless Steel Corporation Acting General Manager, Sales Division of Nippon Steel & Sumikin Stainless Steel Corporation Dispatched to Nippon Steel U.S.A., Inc. Senior Manager, Sales Division of Nippon Steel & Sumikin Stainless Steel Corporation Group Manager (as Senior Manager), Forward and Duplex Steel Sheet Sales Promotion Group, Sales Division of Nippon Steel & Sumikin Stainless Steel Corporation Nippon Steel & Sumikin Stainless Steel Corporation changed the name to Nippon Steel Stainless Steel Corporation Group Manager (as Senior Manager), Flats Products Solution Sales Promotion Group, Sales Division of Nippon Steel Stainless Steel Corporation Executive Officer of SUS-TECH CORPORATION Consultant of the Company To the Present</p>	—

(Notes)

- There is no special interest between the Company and Mr. Hideaki Horie, a candidate for Audit & Supervisory Board Member.
- Mr. Hideaki Horie is a new candidate for Audit & Supervisory Board Member.
- Mr. Hideaki Horie is a candidate for Outside Audit & Supervisory Board Member.
- The Company has determined that Mr. Hideaki Horie will appropriately perform his duties as an Outside Audit & Supervisory Board Member from an objective standpoint, based on his extensive knowledge and experience as an Executive Officer at SUS-TECH CORPORATION, as well as his broad insight into management, and therefore requests his election.
Furthermore, he has been designated as an Independent Director/Auditor as defined by the Tokyo Stock Exchange, Inc., and has been submitted as such to said Exchange.
- If Mr. Hideaki Horie is elected as an Outside Audit & Supervisory Board Member, concerning the liability stipulated in Article 423, Paragraph 1 of the Companies Act, for compensation of damages, the Company will enter into a liability limitation agreement with him to limit his liability to the minimum liability amount stipulated in Article 425, Paragraph 1 of the Companies Act, provided that he has performed his duties in good faith and without gross negligence.
- Mr. Hideaki Horie was not a business executor nor officer of the Company or a Company subsidiary.
- Mr. Hideaki Horie is not the parent company, etc., of the Company, and was not the parent company, etc., of the Company within the past 10 years.
- Mr. Hideaki Horie is not a business executor nor officer of a designated affiliated business entity of the Company, and was not a business executor nor officer of a designated affiliated business entity of the Company within the past 10 years.
- Mr. Hideaki Horie is not scheduled to receive a significant amount of cash or other property from the Company or a designated affiliated business entity of the Company, and has not received such cash or other property within the past two years.
- Mr. Hideaki Horie is not a spouse, relative within the third degree, or equivalent person of a business executor or officer of the parent company, etc., of the Company, the Company or a designated affiliated business entity of the Company.
- The Company has entered into a directors and officers liability insurance contract with an insurance company, which

covers damages and litigation expenses that the insured party would bear in the event that a claim for damages is filed. If Mr. Hideaki Horie is elected as an Audit & Supervisory Board Member, he will become the insured under the insurance policy. In addition, the Company plans to renew the insurance policy with the same details at the next renewal.

Proposal 5: Election of 1 Substitute Audit & Supervisory Board Member

To prepare for a contingency in which the Company does not have the number of Audit & Supervisory Board Members required by laws and regulations, the Company proposes the election of 1 Substitute Audit & Supervisory Board Member in advance.

The Audit & Supervisory Board has previously given its approval to this proposal.

The candidate is as follows:

Name (Date of birth)	Past experience and positions at the Company and significant concurrent positions		Number of shares of the Company held
Takeshi Mishima (June 5, 1974)	April 1998	Joined Nippon Steel Corporation	—
	April 2004	Planning and Controlling Group, Overseas Sales Department of Nippon Steel Corporation	
	September 2006	Studied in China	
	September 2007	Manager, Beijing Representative Office and Guangzhou Representative Office of Nippon Steel Corporation	
	June 2009	Manager, Plate and Rail Export Group, Overseas Sales Department of Nippon Steel Corporation	
	October 2012	Integrated into Nippon Steel & Sumitomo Metal Corporation Chief, Export Management Office, Export Management Department of Nippon Steel & Sumitomo Metal Corporation	
	January 2015	General Manager, Flat Product Process Office, Production Process Department, Kimitsu Works of Nippon Steel & Sumitomo Metal Corporation	
	April 2018	Dispatched to NIPPON STEEL COATED SHEET CORPORATION	
	April 2019	Nippon Steel & Sumitomo Metal Corporation changed the name to NIPPON STEEL CORPORATION	
	June 2020	General Manager, Hot-rolled Steel Sheet Export Office, Flat Products Export Sales Department, Flat Products Division of NIPPON STEEL CORPORATION	
	April 2023	General Manager, Construction Products and Flat Products Office, Flat Products Sales Department, Flat Products Division of NIPPON STEEL CORPORATION	
	June 2024	Substitute Audit & Supervisory Board Member of the Company To the Present	

(Notes)

1. There is no special interest between the Company and Mr. Takeshi Mishima, a candidate for Substitute Audit & Supervisory Board Member.
2. Mr. Takeshi Mishima is a candidate for Outside Audit & Supervisory Board Member.
3. Although Mr. Takeshi Mishima has not been directly involved in corporate management, he has advanced knowledge regarding management to allow for appropriate execution of duties. Based on his wealth of experience and broad insights from NIPPON STEEL CORPORATION, the Company has judged that he will appropriately execute the duties of Outside Audit & Supervisory Board Member from an objective standpoint.
4. If Mr. Takeshi Mishima is appointed as an Audit & Supervisory Board Member, he is expected to fulfill the supervisory role from multiple perspectives mainly concerning the agenda for the Board of Directors meetings and other events related to corporate management from an objective standpoint independent of business executors. Therefore, the Company requests his election as a Substitute Outside Audit & Supervisory Board Member.
5. The Company defines in its Articles of Incorporation the ability to conclude liability limitation agreements with Outside Audit & Supervisory Board Members to limit their liability to the minimum liability amount stipulated in Article 425, Paragraph 1 of the Companies Act, concerning the liability stipulated in Article 423, Paragraph 1 of the Companies Act, for compensation of damages, provided that they had performed their duties in good faith and without gross negligence. If Mr. Takeshi Mishima is appointed as an Audit & Supervisory Board Member, the Company plans to conclude the agreement with him.
6. The Company has entered into a directors and officers liability insurance contract with an insurance company, which covers damages and litigation expenses that the insured party would bear in the event that a claim for damages is filed. If Mr. Takeshi Mishima is appointed as an Audit & Supervisory Board Member, he will become the insured under the insurance policy.

Proposal 6: Presentation of Retirement Benefits Payable to a Retiring Director and Retiring Audit & Supervisory Board Members

The term of office of Director Hiroaki Sato will expire, and Audit & Supervisory Board Members Yoichi Furuta and Tsutomu Watanabe will retire by their resignation at the conclusion of this Annual General Meeting of Shareholders. In order to reward them for their services during their terms of office, the Company proposes to present retirement benefits within a certain amount in accordance with standards stipulated in the Company's regulations.

The Company requests that specific amounts, timing and methods, etc., be decided by the Board of Directors for the retiring Director and by deliberation by Audit & Supervisory Board Members for the retiring Audit & Supervisory Board Members.

Retirement benefits for retiring directors are determined by the Representative Director and President, who has been resolved and appointed by the Board of Directors, in accordance with the Company's bylaws based on the policy to determine the details of compensation set by the Board of Directors, and through the procedures specified in the Company's rules and guidelines. Therefore, the Company believes that the amount of the benefits is reasonable.

Past experiences of the retiring Director and the retiring Audit & Supervisory Board Members are as follows:

Name	Past experience	
Hiroaki Sato	June 2019 April 2024	Representative Director and President Director, Advisor To the Present
Yoichi Furuta	June 2022	Standing Audit & Supervisory Board Member To the Present
Tsutomu Watanabe	June 2024	Standing Audit & Supervisory Board Member To the Present