

Note: This document has been translated from a part of the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Securities Code: 3443

June 3, 2026

To our shareholders:

Kawada Tadahiro, Representative Director and President
KAWADA TECHNOLOGIES,INC.
4610 Nojima, Nanto City, Toyama Prefecture

Notice of the 18th Annual General Meeting of Shareholders

We are pleased to announce the 18th Annual General Meeting of Shareholders of KAWADA TECHNOLOGIES,INC. (the “Company”), which will be held as indicated below.

When convening this general meeting of shareholders, the Company takes measures for providing in electronic format the 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). This information is posted on each of the following websites, so please access either of those websites to confirm the information.

The Company’s website (general meeting of shareholders):

<https://www.kawada.jp/ir/shareholder/> (in Japanese)

Website for posted informational materials for the general meeting of shareholders:

<https://d.sokai.jp/3443/teiji/> (in Japanese)

TSE website (Listed Company Search):

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

(Access the TSE website by using the Internet address shown above, enter “KAWADA TECHNOLOGIES” in “Issue name (company name)” or the Company’s securities code “3443” in “Code,” and click “Search.” Then, click “Basic information” and select “Documents for public inspection/PR information.” Under “Filed information available for public inspection,” click “Click here for access” under “[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].”)

For this general meeting of shareholders, regardless of whether a request for delivery of paper-based documents is made, informational materials for the general meeting of shareholders are sent to all shareholders with voting rights as before. As for whether the informational materials for the general meeting of shareholders will be sent in the future, the Company will make comprehensive consideration such as the convenience for our shareholders and reducing the burden on the environment by conserving usage of paper resources, and make the judgement. Regarding the next and subsequent general meetings of shareholders, for shareholders who wish to receive paper-based documents of the informational materials for the general meeting of shareholders, please complete the procedures for requesting delivery of paper-based documents as early as possible by the next record date for voting rights (March 31, 2027 for an annual general meeting of shareholders) with the Company’s shareholder register administrator, Mitsubishi UFJ Trust and Banking Corporation, or your securities company, etc.

If you are unable to attend, you may exercise your voting rights in writing (by Post mail) or via the Internet, etc. Please review the attached Reference Documents for the General Meeting of Shareholders and exercise your voting rights.

- 1. Date and time:** Thursday, June 25, 2026 at 10:00 a.m. (JST) (Reception will open at 9:00 a.m.)
2. Venue: Conference Room, 3rd Floor, Toyama Headquarters, of the Company
4610 Nojima, Nanto City, Toyama Prefecture

3. Purpose of the Meeting

Matters to be reported:

1. The Business Report and the Consolidated Financial Statements for the 18th fiscal year (from April 1, 2025 to March 31, 2026), and the results of audits of the Consolidated Financial Statements by the Financial Auditor and the Audit and Supervisory Committee
2. The Non-consolidated Financial Statements for the 18th fiscal year (from April 1, 2025 to March 31, 2026)

Matters to be resolved:

Proposal No. 1: Appropriation of Surplus

Proposal No. 2: Election of Seven (7) Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

Proposal No. 3: Election of Three (3) Directors Who Are Audit and Supervisory Committee Members

4. Instructions for the Exercise of Your Voting Rights

- (1) For exercising voting rights in writing (by Post mail) and via the Internet, etc., please refer to “Instructions for the Exercise of Your Voting Rights” on page 4.
- (2) If on the voting rights exercise form where voting rights are exercised in writing (by post mail) there is no indication of approval or disapproval on the proposals, it will be treated as an indication of approval for the proposals.
- (3) If voting rights are exercised more than once via the Internet, etc., the final vote will be treated as the valid exercise of the voting right.
- (4) If voting rights are exercised both in writing (by post mail) and via the Internet, etc., regardless of the arrival time of the voting form, the vote made via the Internet, etc. will be treated as the valid exercise of the voting right.

- When attending this meeting in person, please submit the voting rights exercise form at the venue reception. In addition, please assist us in conserving resources by bringing with you this notice, as it contains the agenda for the meeting.
- Among items for which measures for providing information in electronic format are to be taken, in accordance with the provisions of laws and regulations and Article 15 of 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.
Therefore, the Business Report, the Consolidated Financial Statements and the Non-consolidated Financial Statements presented in the delivered documents are part of the documents audited by the Financial Auditor and the Audit and Supervisory Committee in preparation for the financial audit report and the audit report, respectively.
 - (1) “Corporate Governance System” in the Business Report
 - (2) “Notes to the Consolidated Financial Statements” of the Consolidated Financial Statements
 - (3) “Notes to the Non-Consolidated Financial Statements” of the Non-consolidated Financial StatementsFor this general meeting of shareholders, we have delivered paper-based documents stating the items for which measures for providing information in electronic format are to be taken to all shareholders, excluding the above items, regardless of whether or not they have requested them.
- If revisions to the items for which measures for providing information in electronic format are to be taken 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.
- If future developments necessitate a change in the way the General Meeting of Shareholders will be run, shareholders will be informed via the Company’s website (in Japanese only).

The Company’s website: <https://www.kawada.jp/> (in Japanese)

For Shareholders Who Are Physically Challenged and Shareholders with Disabilities

- The following preparations are available at the venue of the general meeting of shareholders, so please do not hesitate to ask a staff member if you need one.
 - Special space for wheelchair users
 - Writing board
 - Guidance by support staff
- Only shareholders who are entitled to exercise their voting rights are allowed to enter the venue of the general meeting of shareholders. However, one accompanying person may enter the venue with a shareholder who is

physically challenged (the accompanying person's speech and behavior in the venue must be limited to that of a caregiver), so please notify the attendant at the reception desk on the day of the meeting. In addition, shareholders in need may enter with guide dogs, service dogs, hearing dogs, etc.

- There is no wheelchair-accessible multipurpose restroom at the venue of the general meeting of shareholders, so please use the restroom before coming to the meeting.

Please note that no souvenirs will be provided for shareholders attending the general meeting of shareholders.

Instructions for the Exercise of Your Voting Rights

The right to vote at the general meeting of shareholders is an important right for all shareholders. Please review the attached Reference Documents for the General Meeting of Shareholders and exercise your voting rights. There are three methods of exercising your voting rights.

Exercising voting rights via the Internet, etc.

Please enter your approval or disapproval of the proposals in accordance with the instructions shown below.
Deadline: Must be entered by 5:30 p.m. on Wednesday, June 24, 2026 (JST)

Exercising voting rights in writing (by Post mail)

Indicate your approval or disapproval of the proposals on the voting rights exercise form and mail it (no postage stamp is required).
Deadline: Must be received by 5:30 p.m. on Wednesday, June 24, 2026 (JST)

Attending the general meeting of shareholders in person

Please submit the voting rights exercise form at the venue reception.
Date and time: Thursday, June 25, 2026 at 10:00 a.m. (JST) (Reception will open at 9:00 a.m.)

- If on the voting rights exercise form where voting rights are exercised in writing (by post mail) there is no indication of approval or disapproval on the proposals, it will be treated as an indication of approval for the proposals.
- If voting rights are exercised more than once via the Internet, etc., the final vote will be treated as the valid exercise of the voting right.
- If voting rights are exercised both in writing (by post mail) and via the Internet, etc., regardless of the arrival time of the voting form, the vote made via the Internet, etc. will be treated as the valid exercise of the voting right.

Exercise of voting rights via the Internet, etc.

How to read the QR code

You can log in to the voting website without having to enter the login ID and temporary password shown on the voting rights exercise form.

- 1 Please read the QR code on the voting rights exercise form.
* “QR Code” is a registered trademark of DENSO WAVE INCORPORATED.
- 2 Please follow the subsequent on-screen guidance to enter your votes.

How to enter your login ID and temporary password

Voting website: <https://evote.tr.mufg.jp/> (in Japanese)

- 1 Visit the voting website.
- 2 Enter the “Login ID and Temporary Password” indicated on the voting rights exercise form and click “send.”
- 3 Please follow the subsequent on-screen guidance to enter your votes.

If you have any questions about how to use a PC or smartphone to exercise your voting rights via the Internet, etc., please contact the help desk.

Securities Agency Division Help Desk, Mitsubishi UFJ Trust and Banking Corporation
0120-173-027
(Toll free, reception hours: 9:00 a.m. to 9:00 p.m. (JST))

Institutional investors can use the platform for the electronic exercise of voting rights for institutional investors operated by ICJ, Inc.

Reference Documents for the General Meeting of Shareholders

Proposals and Reference Information

Proposal No. 1: Appropriation of Surplus

The Company understands the importance of increasing corporate value and returning profits to shareholders, and set as a basic policy that it will continue to pay stable dividends with the aim of achieving a consolidated dividend payout ratio of roughly 30%, after comprehensively considering forecasted capital demand for future business expansion, equipment and R&D investment, and improvement of the financial position of the Company in addition to business performance, and excluding gains or losses due to non-recurring special factors from profit attributable to owners of parent.

Under the above policy, we propose to pay a year-end dividend for the 18th fiscal year (ended March 31, 2026) as described below.

(Note) The Company conducted a 3-for-1 share split of common shares, effective April 1, 2026; however, the year-end dividend described below will be paid based on the number of shares outstanding as of March 31, 2026.

- (1) Type of dividend property
To be paid in cash.
- (2) Allotment of dividend property and their aggregate amount
¥86 per common share of the Company
Total payment: ¥1,499,787,454
Since the Company paid an interim dividend of ¥65 per share, the annual dividend for the current fiscal year is set at ¥151 per share.
- (3) Effective date of dividends of surplus
June 26, 2026

Proposal No. 2: Election of Seven (7) Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)


The terms of office of all (seven) of the Directors (excluding the Directors who are Audit and Supervisory Committee Members, the same shall apply hereinafter in this Proposal) will expire at the conclusion of this General Meeting of Shareholders. Therefore, the Company proposes the election of seven Directors.


Candidates for Directors are determined by the Board of Directors based on the report made by the Nomination and Remuneration Committee as stipulated in the Company's "Regulations of the Nomination and Remuneration Committee."


Regarding this Proposal, the Company's Audit and Supervisory Committee has determined that all of the candidates for Director are suitable for the role.

The candidates for Director are as follows:



Candidate No.	Name		Gender	Current position in the Company	Number of Board of Directors meetings attended
1	Tadahiro Kawada	Reelection	Male	Representative Director and President	14 of 14
2	Satoru Watanabe	Reelection	Male	Managing Director	14 of 14
3	Takuya Kawada	Reelection	Male	Director	14 of 14
4	Katsuhito Tada	Reelection	Male	Director	10 of 10
5	Takahisa Yamakawa	Reelection Outside Independent	Male	Director	14 of 14
6	Koichi Takakuwa	Reelection Outside Independent	Male	Director	14 of 14
7	Hidenori Mugino	Reelection Outside Independent	Male	Director	14 of 14


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	 <p>Tadahiro Kawada (November 16, 1962)</p> <p>Reelection</p> <p>[Attendance at Board of Directors meetings] 14 of 14</p>	<p>May 1985 Joined KAWADA INDUSTRIES,INC.</p> <p>June 1997 Director, General Manager of Aviation Division, KAWADA INDUSTRIES,INC.</p> <p>June 2003 Managing Director, Deputy General Manager of Business Administration Division, General Manager of Aviation and Machinery Division, KAWADA INDUSTRIES,INC.</p> <p>June 2005 Representative Director and President, KAWADA INDUSTRIES,INC. (Present Position)</p> <p>Feb. 2009 Representative Director and President, the Company (Present Position)</p> <p>June 2025 Director and Chairperson, KAWADA ROBOTICS CORPORATION (Present Position)</p>	307,708 shares
<p>[Reasons for nomination as candidate for Director]</p> <p>As the head of the Group, this candidate has a broad perspective, a wealth of experience and knowledge, exercises strong leadership toward the realization of the long-term management vision and leads the Group as well as providing appropriate direction and supervision of management. Based on this, the Company expects that he will help to achieve the Group strategy leading to sustainable improvement of corporate value while also strengthening the decision-making and supervisory functions of the Board of Directors, and therefore proposes that he be reelected as a 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
2	 <p data-bbox="357 725 520 786">Satoru Watanabe (June 18, 1960)</p> <p data-bbox="384 819 493 846">Reelection</p> <p data-bbox="320 887 560 972">[Attendance at Board of Directors meetings] 14 of 14</p>	<p data-bbox="612 264 1150 291">Apr. 1983 Joined KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 300 1206 360">June 2001 Director, General Manager of Accounting Department, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 369 1126 454">June 2005 Managing Director, General Manager of Accounting Department, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 463 1219 548">Apr. 2008 Managing Director, in charge of Management Planning, Finance and Investor Relations, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 557 1214 618">Feb. 2009 Director, in charge of Management Planning, Finance and Investor Relations, the Company</p> <p data-bbox="612 627 1219 712">June 2011 Managing Director, in charge of Management Planning, Finance and Investor Relations, the Company</p> <p data-bbox="612 721 1209 806">June 2019 Senior Managing Director, in charge of Management Planning, Finance and Investor Relations, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 815 1238 900">June 2022 Senior Managing Director, in charge of Management Planning, Finance and General Administration, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 909 1238 1039">June 2023 Managing Director, in charge of Management Planning, Finance, General Administration, Investor Relations, Compliance, Legal and ICT, the Company</p> <p data-bbox="612 1048 1230 1133">June 2025 Representative Director and Executive Vice President, KAWADA INDUSTRIES,INC. (Present Position)</p> <p data-bbox="772 1142 1230 1227">Managing Director, in charge of Management Planning, Finance, Investor Relations and ICT, the Company (Present Position)</p>	40,686 shares
<p data-bbox="276 1240 772 1267">[Reasons for nomination as candidate for Director]</p> <p data-bbox="276 1272 1433 1552">After joining KAWADA INDUSTRIES,INC., the candidate has acquired much work experience and deep knowledge related to finance and accounting by handling finance and accounting, and since assuming the post of Director of the Company in 2009, as a financial officer, he has promoted reforms in the financial and capital policies of the Company and the whole Group, and promoted efforts to strengthen the corporate governance system. In addition, he assumed the post of Representative Director and Executive Vice President of KAWADA INDUSTRIES,INC. in 2025 and has been vigorously driving the core businesses of the Kawada Group. Based on this, the Company expects that he will help to achieve the Group strategy leading to sustainable improvement of corporate value while also strengthening the decision-making and supervisory functions of the Board of Directors, and therefore proposes that he be reelected as a 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
3	 <p data-bbox="360 562 517 618">Takuya Kawada (July 18, 1966)</p> <p data-bbox="384 658 493 680">Reelection</p> <p data-bbox="320 721 558 808">[Attendance at Board of Directors meetings] 14 of 14</p>	<p data-bbox="612 264 1233 293">Apr. 1991 Joined KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 300 1233 387">June 2001 Director, General Manager of Accounting Department, KAWADA CONSTRUCTION CO.,LTD.</p> <p data-bbox="612 394 1233 454">Mar. 2003 Director, in charge of Management Planning, SATO KOGYO CO.,LTD.</p> <p data-bbox="612 461 1233 548">June 2005 Executive Officer, General Manager of Tokyo Sales Department, Bridge Division, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 555 1233 642">Mar. 2008 Managing Executive Officer, General Manager of Bridge Division, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 649 1233 710">June 2010 Director, General Manager of Osaka Branch, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 716 1233 804">June 2012 Representative Director and President, KAWADA CONSTRUCTION CO.,LTD. (Present Position)</p> <p data-bbox="612 810 1233 840">June 2017 Director, the Company (Present Position)</p>	148,916 shares
<p data-bbox="276 853 770 882">[Reasons for nomination as candidate for Director]</p> <p data-bbox="276 889 1441 1102">This candidate has experience as a manager of accounting and management planning departments in the Group, and has demonstrated skill in expanding the bridge business, which is the core business of the Group, while helping to strengthen competitiveness. Since assuming the post of Representative Director of KAWADA CONSTRUCTION CO.,LTD. in 2012, which is a core company of the Group, he has shown strong leadership and properly directs and supervises management. Based on this, the Company expects that he will help to achieve the Group strategy leading to sustainable improvement of corporate value while also strengthening the decision-making and supervisory functions of the Board of Directors, and therefore proposes that he be reelected as a 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
4	 <p data-bbox="347 801 525 864">Katsuhito Tada (August 24, 1970)</p> <p data-bbox="384 898 488 925">Reelection</p> <p data-bbox="320 965 560 1055">[Attendance at Board of Directors meetings] 10 of 10</p>	<p data-bbox="612 264 1238 291">Apr. 1994 Joined KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 300 1238 389">June 2010 Director, General Manager of General Administration Department, TOHO AIR SERVICE CO.,LTD.</p> <p data-bbox="612 398 1238 524">June 2013 Deputy General Manager of Tochigi Plant, in charge of Management, Engineering Management Department, Steel Construction Division, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 533 1238 622">Apr. 2017 General Manager of Corporate Administration Department, in charge of Corporate Administration, the Company</p> <p data-bbox="612 631 1238 685">Jan. 2019 Managing Director, TOHO AIR SERVICE CO.,LTD.</p> <p data-bbox="612 694 1238 842">June 2020 Director, General Manager of General Administration Department, in charge of Compliance, KAWADA INDUSTRIES,INC. General Manager of General Administration Department, the Company</p> <p data-bbox="612 851 1238 976">Oct. 2020 Director, General Manager of General Administration Department, in charge of Compliance and Wellness Management, KAWADA INDUSTRIES,INC.</p> <p data-bbox="612 985 1238 1075">Feb. 2022 General Manager of General Administration Department, General Manager of Public Relations Office, the Company</p> <p data-bbox="612 1084 1238 1209">June 2025 Director, in charge of General Administration, Compliance and Wellness Management, KAWADA INDUSTRIES,INC. (Present Position)</p> <p data-bbox="612 1218 1238 1391">Director, General Manager of General Administration Headquarters, General Manager of General Administration Department, General Manager of Sustainability Promotion Office, and in charge of Compliance, the Company (Present Position)</p>	15,667 shares
<p data-bbox="276 1400 770 1426">[Reasons for nomination as candidate for Director]</p> <p data-bbox="276 1435 1449 1711">After joining KAWADA INDUSTRIES,INC., the candidate has acquired much work experience and deep knowledge related to finance and accounting by involvement in management planning, accounting, and plant management, and assuming the post of Director and General Manager of General Administration Department of TOHO AIR SERVICE CO.,LTD. in 2010. Since assuming the post of Director of KAWADA INDUSTRIES,INC. and General Manager of General Administration Department of the Company in 2020, as the person in charge of Compliance and Wellness Management, he has been responsible for risk management of the Company and the entire Group as well as leading reforms based on human capital management. Based on this, the Company expects that he will help to achieve the Group strategy leading to sustainable improvement of corporate value while also strengthening the decision-making and supervisory functions of the Board of Directors, and therefore proposes that he be reelected as a 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	 <p>Takahisa Yamakawa (December 28, 1956)</p> <p>Reelection Outside Independent</p> <p>[Attendance at Board of Directors meetings] 14 of 14 [Tenure as Outside Director] 11 years</p>	<p>Apr. 1985 Registered as an Attorney-at-Law (Admitted to the Tokyo Bar Association) Joined Hiroshi Ishihara Law Office</p> <p>Mar. 2001 Outside Statutory Auditor, Bell-Park Co.,Ltd. (Present Position)</p> <p>Apr. 2002 Co-founded Renaiss Law Office (Present Position)</p> <p>May 2015 Outside Director, MINISTOP Co., Ltd.</p> <p>June 2015 Outside Director, the Company (Present Position)</p>	– shares
<p>[Reasons for nomination as candidate for Outside Director, and overview of expected role] This candidate has abundant experience and expertise in the legal profession as an attorney-at-law and has been appropriately supervising the Company's management as an Outside Director since June 2015. The Company rates his experience, ability, and past performance highly, and therefore proposes that he be reelected as an Outside Director. If he is reelected as an Outside Director, we expect that his role will be to provide objective supervision and advice from an objective and legal perspective based on his extensive experience as an attorney-at-law. He will also continue to serve as a member of the Nomination and Remuneration Committee after his reelection.</p>			
6	 <p>Koichi Takakuwa (March 21, 1952)</p> <p>Reelection Outside Independent</p> <p>[Attendance at Board of Directors meetings] 14 of 14 [Tenure as Outside Director] 10 years</p>	<p>Apr. 1974 Joined Hokuriku Electric Power Company</p> <p>June 2007 Managing Director, Hokuriku Electric Power Company</p> <p>June 2009 Full-time Audit & Supervisory Board Member, Hokuriku Electric Power Company</p> <p>June 2016 Outside Director, the Company (Present Position)</p> <p>Apr. 2017 Visiting Professor, School of Economics, University of Toyama (Present Position)</p>	3,600 shares
<p>[Reasons for nomination as candidate for Outside Director, and overview of expected role] This candidate has abundant experience and broad insight as a manager and has been appropriately supervising the Company's management as an Outside Director since June 2016. The Company rates his experience, ability, and past performance highly, and therefore proposes that he be reelected as an Outside Director. If he is reelected as an Outside Director, we expect that his role will be to provide appropriate advice and suggestions from his extensive experience and insight during the deliberations and decision-making of the Board of Directors. He will also continue to serve as a member of the Nomination and Remuneration Committee after his reelection.</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
7	 Hidenori Mugino (March 18, 1957) Reelection Outside Independent [Attendance at Board of Directors meetings] 14 of 14 [Tenure as Outside Director] 2 years	Apr. 1979 Joined The Hokuriku Bank, Ltd. June 2009 Director, Executive Officer, The Hokuriku Bank, Ltd. June 2010 Director, Senior Executive Officer, The Hokuriku Bank, Ltd. June 2013 Director, Hokuohoku Financial Group, Inc. Chairman, The Hokuriku Bank, Ltd. Apr. 2017 Chairman, Toyama Association of Corporate Executives (Present Position) June 2018 Representative Director and Vice Chairman, Toyama International Center (Present Position) Jan. 2021 Chairperson, TOYAMA Environment Foundation (Present Position) June 2022 Senior Advisor, The Hokuriku Bank, Ltd. (Present Position) June 2024 Outside Director, the Company (Present Position)	– shares
<p>[Reasons for nomination as candidate for Outside Director, and overview of expected role]</p> <p>This candidate has a high degree of knowledge in finance and accounting based on extensive corporate management experience and has been appropriately supervising the Company's management as an Outside Director since June 2024. The Company rates his experience, ability, and past performance highly, and therefore proposes that he be reelected as an Outside Director.</p> <p>If he is reelected as an Outside Director, we expect that his role will be to provide appropriate advice and suggestions from his extensive experience and insight during the deliberations and decision-making of the Board of Directors. He will also continue to serve as a member of the Nomination and Remuneration Committee after his reelection.</p>			

- Notes:
- Hidenori Mugino is a Senior Advisor for The Hokuriku Bank, Ltd., which is the main bank of the Company. Although the bank holds 2.93% of the Company's voting rights, there is no special interest between Hidenori Mugino and the Company. There is no special interest between any other candidates and the Company.
 - Katsuhito Tada was elected at the 17th Annual General Meeting of Shareholders held on June 26, 2025, and therefore the number of meetings of the Board of Directors held differs from other Directors. The number of meetings of the Board of Directors held after his appointment is ten.
 - Takahisa Yamakawa, Koichi Takakuwa and Hidenori Mugino are candidates for Outside Director as defined in Article 2, paragraph (3), item (vii) of the Regulation for Enforcement of the Companies Act.
 - The Company has made notification to the Tokyo Stock Exchange that Takahisa Yamakawa, Koichi Takakuwa and Hidenori Mugino are independent officers. If each candidate is reelected based on this proposal, they will continue to serve as an independent officer. Hidenori Mugino is a Senior Advisor for The Hokuriku Bank, Ltd., and the bank holds 2.93% of the Company's voting rights, but the Company has determined that this does not affect his independence as a person who does not execute business.
 - The Company has entered into a limited liability agreement with Takahisa Yamakawa, Koichi Takakuwa and Hidenori Mugino as stipulated in Article 427, paragraph (1) of the Companies Act and Article 31 of the Company's Articles of Incorporation. This agreement limits the liability to the minimum liability stipulated by law if the requirements stipulated in laws and regulations related to liability stipulated in Article 423, paragraph (1) of the Companies Act are met. If each candidate is reelected, the Company plans to continue the limited liability agreement with them.
 - The Company has entered into a Directors & Officers liability insurance policy with an insurance company, as stipulated in Article 430-3, paragraph (1) of the Companies Act, which will insure against any legal damages or litigation expenses that the insured will be liable for (however, this excludes damages, etc. arising from fraudulent acts, etc. by the insured). If the election of each candidate is approved and passed based on this proposal, each candidate will be insured under said insurance policy. The premiums of this insurance policy will be covered in full by the Company, and the Company plans to renew the insurance policy with the same terms on the next renewal.
 - The number of shares of the Company held by each candidate is the number of shares as of March 31, 2026 before the share split (3-for-1 share split) conducted on April 1, 2026.

Proposal No. 3: Election of Three (3) Directors Who Are Audit and Supervisory Committee Members


The terms of office of all (three) of the Directors who are Audit and Supervisory Committee Members will expire at the conclusion of this General Meeting of Shareholders. Therefore, the Company proposes the election of three Directors who are Audit and Supervisory Committee Members.


In addition, the consent of the Audit and Supervisory Committee has been obtained for this proposal.


Candidates for Director who is an Audit and Supervisory Committee Member are as follows:

Candidate No.	Name		Current position in the Company	Number of Board of Directors meetings attended	Number of Audit and Supervisory Committee attended
1	Hiroshi Sakahara	New election			
2	Keiko Fukuchi	Reelection Outside Independent	Director (Audit and Supervisory Committee Member)	14 of 14	14 of 14
3	Megumi Katsuno	Reelection Outside Independent	Director (Audit and Supervisory Committee Member)	14 of 14	14 of 14

Note: The name of the candidate, Megumi Katsuno, in the family register is Megumi Fukuda.

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	 <p>Hiroshi Sakahara (June 21, 1970)</p> <p>New election</p> <p>[Attendance at Board of Directors meetings] – of –</p>	<p>Apr. 1994 Joined KAWADA INDUSTRIES,INC.</p> <p>Apr. 2009 Acting Manager of Management Planning Department, KAWADA CONSTRUCTION CO.,LTD.</p> <p>July 2010 Seconded to SATO KOGYO CO.,LTD.</p> <p>Sept. 2011 Acting Manager of Operations Section, Tokyo Construction Department, Construction Department, Bridge Division, KAWADA INDUSTRIES,INC.</p> <p>Apr. 2013 Manager of Operations Section, Management Department, Steel Construction Division, KAWADA INDUSTRIES,INC.</p> <p>Jan. 2019 Deputy General Manager of Corporate Administration Department, Deputy General Manager of Accounting Department, in charge of Finance, the Company</p> <p>Apr. 2020 Deputy General Manager of Corporate Administration Department, in charge of Corporate Administration, Deputy General Manager of Accounting Department, in charge of Finance, the Company</p> <p>Oct. 2021 Deputy General Manager of Sustainability Promotion Office, in charge of Planning, the Company (Present Position)</p> <p>Apr. 2022 Deputy General Manager of Construction Department, in charge of Planning, Architectural Steel Division, KAWADA INDUSTRIES,INC. (Present Position)</p>	– shares
<p>[Reasons for nomination as candidate for Director who is an Audit and Supervisory Committee Member]</p> <p>This candidate has extensive business experience in the management planning and corporate administration departments at KAWADA INDUSTRIES,INC. and KAWADA CONSTRUCTION CO.,LTD., as well as deep knowledge in management and finance, and has long been engaged in the bridge business, which is the core business of the Kawada Group. Furthermore, he has fully demonstrated his planning and execution capabilities since assuming the post of Deputy General Manager of Sustainability Promotion Office, in charge of Planning, and is well-versed in the various businesses of the Kawada Group. Based on this, the Company expects that he will help strengthen auditing and supervisory functions related to Company management, and therefore proposes that he be elected as a Director who is an Audit and Supervisory Committee Member.</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
2	 <p data-bbox="352 580 523 640">Keiko Fukuchi (January 7, 1959)</p> <p data-bbox="376 674 499 768">Reelection Outside Independent</p> <p data-bbox="320 801 560 862">[Attendance at Board of Directors meetings] 14 of 14</p> <p data-bbox="296 896 576 956">[Tenure as Outside Director] 6 years</p>	<p data-bbox="612 264 1241 454">Apr. 1981 Joined Tokyo Regional Taxation Bureau July 2008 Professor, National Tax College July 2013 Director (Mutual Agreement Procedures), International Operations Division, Commissioner's Secretariat, National Tax Agency</p> <p data-bbox="612 461 1241 521">Mar. 2018 Regional Commissioner, Kanazawa Regional Taxation Bureau</p> <p data-bbox="612 528 1241 622">Aug. 2019 Registered as a Certified Public Tax Accountant Representative of Tax Accountant Office (Present Position)</p> <p data-bbox="612 629 1241 819">June 2020 Outside Director who is an Audit and Supervisory Committee Member, the Company (Present Position) Audit and Supervisory Board Member, KAWADA INDUSTRIES, INC. (Present Position)</p> <p data-bbox="612 826 1241 887">June 2025 Outside Audit and Supervisory Board Member, ASKA Pharmaceutical Holdings Co., Ltd.</p> <p data-bbox="612 893 1241 976">June 2025 Independent Outside Audit & Supervisory Board Member, Oji Holdings Corporation (Present Position)</p>	– shares
<p data-bbox="276 1016 1417 1077">[Reasons for nomination as candidate for Outside Director who is an Audit and Supervisory Committee Member, and overview of expected role]</p> <p data-bbox="276 1084 1425 1274">This candidate has many years of experience with tax affairs at the national tax authority and has abundant experience and insight related to tax matters. She has been appropriately supervising the Company's management as an Outside Director who is an Audit and Supervisory Committee Member since June 2020. She has also been strictly supervising the Company's management stance toward diversity initiatives, such as the active participation of women and the promotion of foreign human resources. The Company rates her experience, ability, and past performance highly, and proposes that she be reelected as a Director who is an Audit and Supervisory Committee Member.</p> <p data-bbox="276 1281 1430 1364">As a role if she is reelected as an Outside Director who is an Audit and Supervisory Committee Member, the Company expects that she will help strengthen auditing and supervisory functions related to Company management from her independent standpoint based on her knowledge and achievements.</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
3	 Megumi Katsuno (May 29, 1973) Reelection Outside Independent [Attendance at Board of Directors meetings] 14 of 14 [Tenure as Outside Director] 2 years	Oct. 2000 Registered as an Attorney-at-Law (Admitted to the Daini Tokyo Bar Association) Joined Anderson & Mōri (currently: Anderson Mōri & Tomotsune) Apr. 2002 Re-registered as an Attorney-at-Law (Admitted to the Tokyo Bar Association) Joined Renaiss Law Office Mar. 2011 Engaged as partner at Maeda Law Office Sept. 2015 Outside Audit & Supervisory Board Member, KAWADA ROBOTICS CORPORATION July 2021 Co-founded Fukuda&Katsuno Law Office (Present Position) June 2022 Outside Audit & Supervisory Board Member, NineSigma Holdings, Inc. June 2024 Outside Director who is an Audit and Supervisory Committee Member, the Company (Present Position)	– shares
<p>[Reasons for nomination as candidate for Outside Director who is an Audit and Supervisory Committee Member, and overview of expected role]</p> <p>This candidate has abundant experience and expertise in the legal profession as an attorney-at-law. In 2015, she assumed the post of Outside Audit & Supervisory Board Member of KAWADA ROBOTICS CORPORATION which had just been established, and she had since fulfilled her responsibilities for more than six years, mainly in the area of governance. The Company rates her experience, ability, and past performance highly, and therefore proposes that she be reelected as an Outside Director who is an Audit and Supervisory Committee Member.</p> <p>As a role if she is reelected as an Outside Director who is an Audit and Supervisory Committee Member, the Company expects that she will provide objective supervision and advice from her objective and legal perspective based on her abundant experience as an attorney-at-law.</p>			

- Notes:
1. There is no special interest between any of the candidates and the Company.
 2. Keiko Fukuchi and Megumi Katsuno are candidates for Outside Director as defined in Article 2, paragraph (3), item (vii) of the Regulation for Enforcement of the Companies Act.
 3. The Company has made notification to the Tokyo Stock Exchange that Keiko Fukuchi and Megumi Katsuno are independent officers. If each candidate is reelected based on this proposal, they will continue to serve as an independent officer.
 4. The Company has entered into a limited liability agreement with Keiko Fukuchi and Megumi Katsuno as stipulated in Article 427, paragraph (1) of the Companies Act and Article 32 of the Company's Articles of Incorporation. This agreement limits the liability to the minimum liability stipulated by law if the requirements stipulated in laws and regulations related to liability stipulated in Article 423, paragraph (1) of the Companies Act are met. If each candidate is reelected, the Company plans to continue the limited liability agreement with them.
 5. The Company has entered into a Directors & Officers liability insurance policy with an insurance company, as stipulated in Article 430-3, paragraph (1) of the Companies Act, which will insure against any legal damages or litigation expenses that the insured will be liable for (however, this excludes damages, etc. arising from fraudulent acts, etc. by the insured). If the election of each candidate is approved and passed based on this proposal, each candidate will be insured under said insurance policy. The premiums of this insurance policy will be covered in full by the Company, and the Company plans to renew the insurance policy with the same terms on the next renewal.

[Reference] Skills and Expertise of Candidates for Director (Including Audit and Supervisory Committee Members)

Name		Gender	Corporate Management	Finance & Accounting & Taxation	Legal Affairs & Risk Management	Industry Knowledge & Research and Development	IT & Digitalization	Sustainability & ESG	Internationality
Directors	Tadahiro Kawada	Male	●			●	●	●	●
	Satoru Watanabe	Male	●	●	●	●	●		●
	Takuya Kawada	Male	●	●		●			●
	Katsuhito Tada	Male	●	●	●	●		●	●
	Takahisa Yamakawa	Outside Male	●		●				
	Koichi Takakuwa	Outside Male	●		●		●	●	
	Hidenori Mugino	Outside Male	●	●		●			●
Audit and Supervisory Committee Members	Hiroshi Sakahara	Male		●	●	●		●	
	Keiko Fukuchi	Outside Female		●				●	●
	Megumi Katsuno	Outside Female	●		●				

Note: The table above does not represent all of the knowledge and experience possessed by the candidates for Director (including Audit and Supervisory Committee Members).