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Securities code: 7475

May 30, 2025

(Electronic provision measures commencement date: May 28, 2025)

To Shareholders with Voting Rights:

Kazuo Ikeda
President and CEO
ALBIS Co., Ltd.
4 Ryutsu Center Mitoda 3-chome,
Imizu City, Toyama, Japan

**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 inform you that the 58th Annual General Meeting of Shareholders of ALBIS Co., Ltd. (the “Company”) will be held as described below.

In convening this Annual General Meeting of Shareholders, the Company has taken measures for electronic provision of information included in the Reference Documents for the General Meeting of Shareholders (electronic provision measures matters). Shareholders are kindly requested to check the electronic provision measures matters posted on the websites described below.

In lieu of attending the meeting in person, you can exercise your voting rights in writing or via the internet. Please review the attached Reference Documents for the General Meeting of Shareholders, and indicate your vote for or against the proposals on the enclosed Voting Rights Exercise Form and return it to the Company, or enter your vote for or against the proposals on the voting rights exercise website designated by the Company (<https://evote.tr.mufg.jp>). In either case, please exercise your voting rights by Thursday, June 19, 2025 at 5:30 p.m. JST.

- 1. Date and Time:** Friday, June 20, 2025 at 2:00 p.m. JST
(Reception desk opens at 1:00 p.m.)
- 2. Venue:** OTORI on 3F, CROWNE PLAZA - ANA TOYAMA
2-3 Ote-Machi, Toyama City, Toyama
- 3. Meeting Agenda:**
 - Matters to be reported:**
 1. The Business Report, the Consolidated Financial Statements, and the Non-consolidated Financial Statements for the Company’s 58th Fiscal Year (April 1, 2024 - March 31, 2025)
 2. Results of audits by the Accounting Auditor and the Board of Corporate Auditors of the Consolidated Financial Statements

Proposals to be resolved:

- Proposal 1:** Appropriation of Surplus
- Proposal 2:** Election of Five Directors
- Proposal 3:** Election of One Substitute Corporate Auditor

4. Predetermined Matters at the Convocation

- (1) The paper copy sent to shareholders serves as a document stating electronic provision measures matters based on a request for the delivery of a paper copy. In accordance with laws and regulations as well as Article 15 of the Articles of Incorporation of the Company, the items listed below have been omitted from the paper copy. Accordingly, this paper copy is part of documents that were audited by the Accounting Auditor and the Board of Corporate Auditors in preparing their respective audit reports.
 - a. Company Structures and Policies (Structures for Ensuring the Appropriateness of Business Operations and the Status of Operation of Such Structures) in Business Report
 - b. Notes to Consolidated Financial Statements
 - c. Non-consolidated Balance Sheets, Non-consolidated Statements of Income, Non-consolidated Statements of Changes in Equity, and Notes to the Non-consolidated Financial Statements
- (2) If there is no indication of a vote for or against a specific proposal on the Voting Rights Exercise Form, it shall be deemed as an indication of approval of that proposal.
- (3) If you exercise your voting rights more than once via the internet, the most recent voting rights exercised will be deemed valid.
- (4) If you exercise your voting rights both in writing and via the internet, the voting rights exercised via the internet will be deemed valid, irrespective of the date and time of arrival.
- (5) If you exercise your voting rights by proxy, you may designate one other shareholder who has voting rights in the Company to attend the meeting. However, please note that you will be required to submit a document certifying the proxy rights.

◎ Websites where electronic provision measures matters are posted

Electronic provision measures matters are posted on the following websites.

[The Company's website (available in Japanese only)]

<https://www.albis.co.jp/ir/release.html>

(Please view the information by selecting the file titled "NOTICE OF THE 58th ANNUAL GENERAL MEETING OF SHAREHOLDERS.")

In addition to the above, electronic provision measures matters are posted on the following website.

[Tokyo Stock Exchange website (TSE Listed Company Search)]

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

(Please enter "ALBIS" in the field of "Issue name (company name)," or the Company's securities code "7475" in the field of "Code" to search, and select "Basic information" and "Documents for public inspection/PR information" in that order. You can check the information by selecting "Notice of General Shareholders Meeting/Informational Materials for a General Shareholders Meeting" under "Filed information available for public inspection.")

- ◎ Should any changes be made to the electronic provision measures matters, the revised version will be posted on each website where the matters are posted.
- ◎ When you attend the meeting in person, please submit the enclosed Voting Rights Exercise Form to the reception desk of the venue.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Appropriation of Surplus

With regard to the year-end dividend for the 58th fiscal year, the Company proposes the following, considering the business performance of the fiscal year under review, future business development, and other factors.

1. Type of dividend property
Cash
2. Allocation of dividend property to the shareholders and the total amount of dividends
The Company proposes to pay 35 yen per share of common stock of the Company.
The total amount of dividends to be paid will be 300,179,005 yen.
Combined with an interim dividend, the annual dividend for the fiscal year under review will be 70 yen per share.
3. Effective date of dividend payment
Monday, June 23, 2025

Proposal 2: Election of Five Directors

The terms of office of all five Directors will expire at the conclusion of this General Meeting of Shareholders. Accordingly, the election of five Directors, including two Outside Directors, is proposed.

The candidates for Director are as shown below.

Mr. Tatsuya Kaseda and Mr. Atsuki Matsumura are candidates for Outside Director.

No.	Name	Positions and responsibilities at the Company
1	Kazuo Ikeda [Reappointment]	President and CEO
2	Kinuhiko Yoshihara [Reappointment]	Director, Senior Executive Officer, Head of Sales Division
3	Hiroki Ueno [Reappointment]	Director, Senior Executive Officer, Head of Manufacturing Division
4	Tatsuya Kaseda [Reappointment] [Outside] [Independent]	Director
5	Atsuki Matsumura [Reappointment] [Outside] [Independent]	Director

[Reappointment]: Candidates for re-appointed Director

[Outside]: Candidates for Outside Director

[Independent]: Independent Officer

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
1	Kazuo Ikeda (July 16, 1961) [Reappointment]	April 2003 Joined the Company Executive Officer June 2006 Director October 2009 Head of Product Division and Head of Supermarket Business Division April 2010 Head of Supermarket Business Division October 2010 Head of Sales Division April 2011 Managing Director April 2012 Head of Administration Division April 2015 Head of Sales Division April 2017 Senior Managing Director May 2018 President and CEO (current position) [Significant concurrent positions] Director of Hokuriku CGC K.K.	84,537
[Reason for nomination as candidate for Director] Mr. Kazuo Ikeda is engaged in the management of the Group as President and CEO. He has formulated the medium- to long-term vision and the medium-term management plan and has been leading the businesses with his strong leadership. In addition to these achievements, he was involved in operations in the sales department, corporate planning department, and administration department in the past and therefore possesses abundant experience and broad knowledge, well versed in the field. In view of the foregoing, the Company has renominated him as a candidate for Director since he is a suitable person for the realization of sustainable growth and medium- to long-term enhancement of the corporate value of the Company.			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
2	Kinuhiko Yoshihara (November 5, 1970) [Reappointment]	April 1993 Joined Mitsubishi Corporation April 2005 Director, Vice President of Robinsons Convenience Stores, Inc. (RCSI) June 2014 Deputy Director, Yangon, Myanmar Office of Mitsubishi Corporation April 2015 Responsible for Corporate Strategy and Japanese employees on assignments in Lluvia Limited May 2017 Acting General Manager of Food Retail Department, Retail Division of Mitsubishi Corporation November 2017 Deputy Division Director of Overseas Business Division of Lawson, Inc. March 2018 Deputy Senior Vice President, and Division Director of Asia-Pacific Business Division March 2022 Deputy Senior Vice President, and Company President of Asia-Pacific Company April 2024 Senior Executive Officer, Deputy Head of Sales Division, and General Manager of Customer Satisfaction Department of the Company June 2024 Director, Senior Executive Officer, Deputy Head of Sales Division, and General Manager of Customer Satisfaction Department April 2025 Director, Senior Executive Officer, Head of Sales Division, and General Manager of Sales Planning Department May 2025 Director, Senior Executive Officer, and Head of Sales Division (current position)	—
[Reason for nomination as candidate for Director] Mr. Kinuhiko Yoshihara possesses abundant experience and broad knowledge accumulated through operations in the retail field at Mitsubishi Corporation and Lawson, Inc. Since joining the Company, he has been heavily involved in efforts to realize sustainable growth and medium- to long-term enhancement in corporate value of the Company and has achieved great results. Accordingly, the Company has renominated him as a candidate for Director since he is a suitable person for making decisions on important matters and executing the business of the Group.			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
3	Hiroki Ueno (July 30, 1959) [Reappointment]	April 1982 Joined Marudai Food Co., Ltd. April 2007 General Manager of Quality Assurance Department April 2019 Advisor to Quality Assurance Department December 2019 Joined the Company April 2020 President and CEO of Alde Japan K.K. October 2020 Executive Officer of the Company April 2021 Head of Manufacturing Division June 2021 Director, Executive Officer, and Head of Manufacturing Division April 2025 Director, Senior Executive Officer, and Head of Manufacturing Division (current position) [Significant concurrent positions] Director of A&S K.K.	1,385
[Reason for nomination as candidate for Director] Mr. Hiroki Ueno possesses abundant experience and broad knowledge accumulated through operations in the fields of food manufacturing and quality assurance at Marudai Food Co., Ltd. In addition, after joining the Company, he supervised Alde Japan K.K. as its President and CEO and served in other important posts, which allowed him to cultivate the abilities required of a director. In view of the foregoing, the Company has renominated him as a candidate for Director since he is a suitable person for the realization of sustainable growth and medium- to long-term enhancement of the corporate value of the Company.			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
4	Tatsuya Kaseda (February 10, 1952) [Reappointment] [Outside] [Independent]	April 1975	Joined the Hokuriku Bank, Ltd.	—
		June 2004	Executive Officer and General Manager of Business Administration Department	
		June 2005	Managing Executive Officer and Head of Hokkaido District Business Division	
		June 2008	Managing Executive Officer and Head of Ishikawa District Business Division	
		June 2009	Director, Managing Executive Officer, and Head of Ishikawa District Business Division	
		June 2010	Director, Senior Managing Executive Officer, and Head of Ishikawa District Business Division	
		June 2013	Director and Senior Managing Executive Officer	
		June 2014	Representative Director and President of Tsutsumijisho K.K.	
		June 2019	Outside Director of the Company (current position)	
	[Reason for nomination as candidate for Outside Director and overview of expected role] Mr. Tatsuya Kaseda successively held positions as Director and Senior Managing Executive Officer of the Hokuriku Bank, Ltd. and Representative Director and President of Tsutsumijisho K.K. and thus was engaged in corporate management. Although he has retired from both positions, he has been fulfilling the role expected from the Company appropriately, such as by providing oversight and advice on the execution of duties by Directors by actively commenting in meetings of the Board of Directors from an independent standpoint leveraging his abundant experience and deep insight as a corporate manager, and also by serving as the chairperson of the Personnel Affairs and Compensation Advisory Committee. Considering these achievements, the Company has renominated him as a candidate for Outside Director with the expectation that he will contribute to the sustainable growth of the Company.			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
5	Atsuki Matsumura (November 7, 1949) [Reappointment] [Outside] [Independent]	November 1974 Joined Yaesu Jimusho Audit Company (currently Yaesu Audit & Co.) September 1980 Established Atsuki Matsumura Certified Public Accountant & Certified Public Tax Accountant Office November 1982 Joined Tetsuzo Ota & Co. (currently Ernst & Young ShinNihon LLC) November 2007 Representative Director of Aozora Keiei K.K. (current position) Representative Partner of Aozora Keiei Certified Public Tax Accountant Firm (current position) June 2020 Outside Director of the Company (current position) [Significant concurrent positions] Representative Director of Aozora Keiei K.K. Representative Partner of Aozora Keiei Certified Public Tax Accountant Firm Outside Director who is an Audit and Supervisory Committee Member of TONAMI HOLDINGS. CO., LTD. Representative Partner of Hokuriku Audit Corporation	—
[Reason for nomination as candidate for Outside Director and overview of expected role] Mr. Atsuki Matsumura has been engaged in the management of Aozora Keiei K.K. as Representative Director, and in addition, possesses insight into tax affairs, financial affairs, and accounting as a certified public accountant and certified public tax accountant. He has been fulfilling the role expected from the Company appropriately, such as by providing oversight and advice on the execution of duties by Directors by actively commenting in meetings of the Board of Directors from an independent standpoint, leveraging his abundant experience as a corporate manager and insight as an expert, and also by serving as a member of the Personnel Affairs and Compensation Advisory Committee. Considering these achievements, the Company has renominated him as a candidate for Outside Director with the expectation that he will contribute to the sustainable growth of the Company.			

- Notes:
1. Mr. Tatsuya Kaseda and Mr. Atsuki Matsumura are candidates for Outside Director.
 2. There are no special interests between each candidate and the Company.
 3. Matters concerning the candidates for Outside Director are as follows.

(1) Independent directors

The Company has designated Mr. Tatsuya Kaseda and Mr. Atsuki Matsumura as independent directors as provided for in the regulations of the Tokyo Stock Exchange and notified such to the Exchange. If their reelection is approved, they will remain as independent directors.

(2) Liability limitation agreement

The Company has entered into agreements with Mr. Tatsuya Kaseda and Mr. Atsuki Matsumura to limit their liability for damage under Article 423, Paragraph 1 of the Companies Act. The maximum amount of liability for damage under these agreements is the amount prescribed by laws and regulations provided that they have acted in good faith and without gross negligence in performing their duties. If their reelection is approved, the Company will continue said agreements with them.

(3) Years of service as Outside Director

At the conclusion of this General Meeting of Shareholders, Mr. Tatsuya Kaseda and Mr. Atsuki Matsumura will have served as Outside Directors for six years and five years, respectively.

Appendix

Skills matrix of candidates for Director and Corporate Auditors

Name	Titles to be held	Business management	Industry knowledge	Digital technology / Marketing	Finance / Accounting	Legal affairs / Compliance	Food manufacturing / Quality control
Kazuo Ikeda	President and CEO	○	○	○			
Kinuhiko Yoshihara	Director, Senior Executive Officer	○	○	○			
Hiroki Ueno	Director, Senior Executive Officer		○			○	○
Tatsuya Kaseda	Director	○			○	○	
Atsuki Matsumura	Director	○			○	○	
Kimihiko Takeuchi	Full-time Corporate Auditor		○			○	
Toshihiko Yamaguchi	Corporate Auditor					○	
Asako Hio	Corporate Auditor		○	○	○		

Note: The matrix shows a maximum of three skills per person, indicating skills that they particularly excel in or those strongly linked to the Company's business.

Proposal 3: Election of One Substitute Corporate Auditor

Mr. Yasuyoshi Horiguchi, who was elected Substitute Corporate Auditor at the 56th Annual General Meeting of Shareholders held on June 23, 2023, has requested to resign from this role at the beginning of this General Meeting of Shareholders. Accordingly, in order to prepare for cases where there is a shortfall in the number of Corporate Auditors prescribed by laws and regulations, the election of one Substitute Corporate Auditor is proposed.

The candidate for Substitute Corporate Auditor is as shown below.

The Board of Corporate Auditors has given its consent to this proposal.

Name (Date of birth)	Career summary, positions and significant concurrent positions	Number of shares of the Company held
Masafumi Inuzuka (June 10, 1978)	December 2009 Joined Kanazawa Bar Association Joined Horiguchi Law Firm (currently Horiguchi & Inuzuka Law Firm) (current position) April 2020 Vice Chairperson of Kanazawa Bar Association May 2024 Joined Japan Registration Society [Significant concurrent position] Professor, Faculty of Law, Institute of Human and Social Sciences, Kanazawa University	—
[Reason for nomination as candidate for Substitute Outside Corporate Auditor] Although Mr. Masafumi Inuzuka has not directly been involved in corporate management, the Company believes that he is capable of appropriately conducting his duties as Outside Corporate Auditor because he possesses abundant experience and knowledge he has accumulated as an attorney-at-law. Accordingly, the Company nominates him as a candidate for Substitute Outside Corporate Auditor.		

- Notes:
1. The candidate belongs to a law firm that has a legal consultancy agreement with the Company.
 2. He is a candidate for Substitute Outside Corporate Auditor. He also satisfies the requirements for independent auditors provided for in the regulations of the Tokyo Stock Exchange. If Mr. Masafumi Inuzuka is appointed as Corporate Auditor, the Company will designate him as an independent auditor and notify such to the Exchange.
 3. If the candidate is appointed as Outside Corporate Auditor, the Company intends to enter into an agreement with him to limit his liability for damage under Article 423, Paragraph 1 of the Companies Act. The maximum amount of liability for damage under the agreement is the amount prescribed by laws and regulations provided that he has acted in good faith and without gross negligence in performing his duties.