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Securities code: 2216

March 7, 2025

Commencement date of measures for electronic provision: March 3, 2025

To Shareholders with Voting Rights:

Tetsuya Murata
President and CEO
Kanro Inc.
3-20-2 Nishishinjuku, Shinjuku-ku,
Tokyo, Japan

**NOTICE OF
THE 75TH ORDINARY 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 75th Ordinary General Meeting of Shareholders of Kanro Inc. (the “Company”) will be held as described below.

In convening this General Meeting of Shareholders, the Company has taken measures to provide information electronically. Matters subject to the measures for electronic provision are posted in the “Notice of the 75th Ordinary General Meeting of Shareholders” on the following website on the Internet.

The Company’s website: <https://www.kanro.co.jp/ir/stock/meeting/#meeting> (in Japanese only)

In addition to the above, information is also posted on the following website on the Internet.

Tokyo Stock Exchange, Inc. website:

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

Please go to the above website, enter either the Company’s name or securities code in the designated Search bar, and select “Basic information,” followed by “Documents for public inspection/PR information” in order to view the information provided.

If you are unable to attend the meeting, you may exercise your voting rights in advance in writing or via the Internet. Please review the Reference Documents for the General Meeting of Shareholders provided in the matters subject to the measures for electronic provision, and exercise your voting rights no later than 5:45 p.m. on Thursday, March 27, 2025, Japan time, following the guidance provided below.

- 1. Date and Time:** Friday, March 28, 2025 at 10:00 a.m. Japan time
- 2. Place:** Eminence Hall, 5th Floor, South Tower, Keio Plaza Hotel Tokyo,
2-2-1 Nishishinjuku, Shinjuku-ku, Tokyo, Japan
(Souvenirs for meeting attendees will be canceled.)
- 3. Meeting Agenda:**
Matters to be reported: Business Report and Non-consolidated Financial Statements for the
Company’s 75th Fiscal Year (January 1, 2024 - December 31, 2024)

Proposals to be resolved:

Proposal 1: Election of Six (6) Directors

Proposal 2: Election of One (1) Audit & Supervisory Board Member

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- Reference Documents for the General Meeting of Shareholders are also sent to shareholders who have not requested a paper copy.
 - The following matters are excluded from the documents sent to shareholders who have requested the paper copy, pursuant to the provisions of laws and regulations and Article 18 of the Company's Articles of Incorporation. Accordingly, these documents form part of the documents audited by the Audit & Supervisory Board Members and the Accounting Auditor when preparing the Audit Report.
 - Notes to Non-consolidated Financial Statements
 - In the event of any revision to the matters subject to the measures for electronic provision, the revision will be posted on each of the designated websites.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Election of Six (6) Directors

The terms of office for all seven (7) Directors will expire at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, the Company proposes the reelection of five (5) Directors and the new election of one (1) Director.

The candidates for Director are as follows.

No.	Name (age)	Current positions at the Company	Attendance at the Board of Directors meetings	Term of office as Director (years)
1	Tetsuya Murata (55) [Reappointment]	President and CEO	100% (14/14)	3
2	Kazuhiro Ishikawa (59) [Reappointment]	Director Managing Executive Officer	100% (10/10)	1
3	Mitsunori Sato (55) [New appointment]	–	–	–
4	Hiromi Horie (68) [Reappointment] [Outside] [Independent]	Director	93% (13/14)	4
5	Yoshikazu Ito (65) [Reappointment] [Outside] [Independent]	Director	100% (14/14)	2
6	Tomohisa Ota (58) [Reappointment] [Outside] [Independent]	Director	100% (10/10)	1

[Outside] Candidate for Outside Director


[Independent] Candidate for independent director: Candidate for independent director as stipulated by Tokyo Stock Exchange, Inc.


- Notes:
1. There is no special interest between each candidate for Director and the Company.
 2. Mitsubishi Corporation is a major shareholder of the Company and conducts sales as the exclusive agency for the sales of the Company's products.
 3. Mr. Tomohisa Ota concurrently serves as the Representative of TC Consulting LLC, and previously worked at Mizuho Research & Technologies, Ltd. The Company engaged in transactions relating to systems consulting with both companies, but these transactions have now ended.
 4. Ms. Hiromi Horie, Mr. Yoshikazu Ito, and Mr. Tomohisa Ota are candidates for Outside Director.
 5. Ms. Hiromi Horie, Mr. Yoshikazu Ito, and Mr. Tomohisa Ota are registered as independent directors with the Tokyo Stock Exchange.
 6. The Company has entered into an agreement with Outside Directors to limit their liability for damages as stipulated in Article 423, Paragraph 1 of the Companies Act, pursuant to the provisions of Article 427, Paragraph 1 of the same act. The limit of liability for damages


under the agreement shall be the minimum amount of liability as set forth under Article 425, Paragraph 1 of the same act. The Company intends to renew the agreement with Ms. Hiromi Horie, Mr. Yoshikazu Ito, and Mr. Tomohisa Ota if their elections are approved and resolved.


7. The Company has entered into a directors and officers liability insurance contract as stipulated in Article 430-3, Paragraph 1 of the Companies Act designating its Directors as insured persons. The contract covers damage that may arise as a result of the insured persons assuming responsibilities for the execution of his/her duties or receiving claims related to the pursuit of such responsibilities, and the insurance premiums are fully borne by the Company. However, there are certain exemptions such as the case where any damage caused by willful misconduct or gross negligence will not be covered. If each candidate assumes office as Director, he or she will become an insured person under the insurance contract, and the Company will renew the insurance contract during their terms of office.

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
1	 <p>Tetsuya Murata</p> <p>[Date of birth] October 11, 1969 (Age: 55)</p> <p>[Reappointment]</p> <p>[Term of office as Director] 3 years</p> <p>[Attendance at the Board of Directors meetings] 14/14 (100%)</p>	<p>April 1992 Joined Mitsubishi Corporation</p> <p>July 2011 Seconded to Life Corporation</p> <p>March 2012 Executive Officer and General Manager of Metropolitan Area Store Support Div.</p> <p>April 2015 Senior Executive Officer, Deputy General Manager of Metropolitan Area Sales Div. and General Manager of Metropolitan Area Store Div.</p> <p>April 2016 General Manager of Strategy & Planning Office of Fresh Food, Mitsubishi Corporation</p> <p>April 2018 General Manager of Food Distribution Dept. of Living Essential Distribution Div.</p> <p>March 2019 Outside Director of Kanro Inc.</p> <p>April 2020 General Manager of Food Distribution Dept. and General Manager of Food Distribution DX Office of Logistics & Food Distribution Div., Mitsubishi Corporation</p> <p>April 2021 General Manager of Food Distribution Dept., General Manager of Paper & Packaging Dept., and General Manager of Food Distribution DX Office of Logistics & Food Distribution Div.</p> <p>July 2021 Executive Officer in charge of Global Business and Future Business of Kanro Inc. (resigned as Outside Director of Kanro Inc. as of June 30, 2021)</p> <p>March 2022 Director, Executive Officer, Division COO of Global Business Div., Division COO of Future Design Business Div., and Division COO of Corporate Planning Div.</p> <p>January 2023 President, CEO and Chief Compliance Officer</p> <p>January 2024 President, CEO, Chief Compliance Officer and Sustainability Officer (current position)</p>	2,700
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Tetsuya Murata has a wide range of insights through his wealth of business experience at Mitsubishi Corporation, and is currently serving as President and CEO of the Company. The Company proposes to reelect him as Director in order to have him drive further growth of the Company toward the realization of the Medium-term Corporate Strategy.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
2	 <p>Kazuhiro Ishikawa</p> <p>[Date of birth] August 26, 1965 (Age: 59)</p> <p>[Reappointment]</p> <p>[Term of office as Director] 1 year</p> <p>[Attendance at the Board of Directors meetings] 10/10 (100%)</p>	<p>April 1988 Joined Kanro Inc.</p> <p>July 2005 General Manager of National Account Dept.</p> <p>October 2007 General Manager of Sales Dept. of Sales Div.</p> <p>July 2009 General Manager of Development Planning Dept. of Development Div.</p> <p>January 2011 General Manager of Product Strategy Office of Marketing Headquarters Div.</p> <p>March 2014 Executive Officer and Division COO of New Business Div.</p> <p>September 2014 Executive Officer and Division COO of Development Div.</p> <p>January 2016 Executive Officer and SCM Promotion Dept. Officer</p> <p>January 2017 Managing Executive Officer, Cost-Cutting Officer, SCM Promotion Div. Officer and Quality Management Div. Officer</p> <p>January 2018 Managing Executive Officer and Division Deputy COO of Sales Div.</p> <p>January 2021 Managing Executive Officer and Division COO of Sales Div.</p> <p>January 2022 Managing Executive Officer and Division COO of Core Business Div.</p> <p>March 2024 Director, Managing Executive Officer and Division COO of Core Business Div. (current position)</p>	18,400
	<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Kazuhiro Ishikawa held the positions of General Manager of Sales Dept., General Manager of Development Planning Dept., and Division COO of New Business Div., and currently serves as Director, Managing Executive Officer and Division COO of Core Business Div. He has in-depth knowledge on overall management and sales and marketing operations. Accordingly, the Company proposes to reelect him as Director.</p>		

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
3	 <p>Mitsunori Sato</p> <p>[Date of birth] December 29, 1969 (Age: 55)</p> <p>[New appointment]</p> <p>[Term of office as Director] —</p> <p>[Attendance at the Board of Directors meetings] —</p>	<p>April 1993 Joined Mitsubishi Corporation</p> <p>April 2001 Seconded to Mitsubishi Corporation Financial & Management Services (Japan) Ltd.</p> <p>July 2005 Director of Mitsubishi Corporation (Guangzhou) Ltd.</p> <p>May 2010 Administration Dept., Machinery Group, Mitsubishi Corporation</p> <p>April 2017 Director, Senior Executive Vice President, General Manager of Corporate Planning Office and General Manager of Accounting Group, Mitsubishi Corporation Financial & Management Services (Japan) Ltd.</p> <p>February 2021 Member of the Board, Executive Vice President in charge of management, Mitsubishi Corporation Energy Co., Ltd. (current position) Scheduled to retire as Director of Mitsubishi Corporation Energy Co., Ltd. in March 2025</p>	—
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Mitsunori Sato worked at Mitsubishi Corporation and currently serves as Member of the Board and Executive Vice President at Mitsubishi Corporation Energy Co., Ltd. He has in-depth knowledge on overall management and finance and accounting operations. Accordingly, the Company proposes to elect him as Director.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
4	 <p>Hiromi Horie</p> <p>[Date of birth] June 19, 1956 (Age: 68)</p> <p>[Reappointment] [Outside] [Independent]</p> <p>[Term of office as Director] 4 years</p> <p>[Attendance at the Board of Directors meetings] 13/14 (93%)</p>	<p>May 1987 Joined Levi Strauss Japan KK</p> <p>January 1992 Public Relations Senior Manager</p> <p>December 1999 Marketing Senior Manager</p> <p>March 2005 Retired from Levi Strauss Japan KK</p> <p>March 2005 Joined Starbucks Coffee Japan, Ltd. Public Affairs Division Manager</p> <p>December 2006 Marketing Division Manager</p> <p>August 2010 Executive Officer, Marketing Officer and Member of the Executive Management Committee</p> <p>May 2016 Outside Director of Adastria Co., Ltd. (current position)</p> <p>December 2016 Retired from Starbucks Coffee Japan, Ltd.</p> <p>March 2017 Representative Director of HARUKA Inc. (current position)</p> <p>March 2021 Outside Director of Kanro Inc. (current position)</p> <p>[Significant concurrent positions] • Representative Director of HARUKA Inc. • Outside Director of Adastria Co., Ltd.</p>	—
<p>[Reason for nomination as candidate for Outside Director and outline, etc. of expected role]</p> <p>Ms. Hiromi Horie has a wide range of insights through her wealth of business experience, having held the positions of department head and management executive at Levi Strauss Japan KK and Starbucks Coffee Japan, Ltd. before assuming office as Outside Director of Adastria Co., Ltd., while setting up her own company HARUKA Inc. in 2017, at which she serves as Representative Director. In the expectation that she will provide useful suggestions for the Company's management and appropriately oversee business execution from an objective standpoint, the Company proposes to reelect her as Outside Director.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
5	 <p>Yoshikazu Ito</p> <p>[Date of birth] March 19, 1960 (Age: 65)</p> <p>[Reappointment] [Outside] [Independent]</p> <p>[Term of office as Director] 2 years</p> <p>[Attendance at the Board of Directors meetings] 14/14 (100%)</p>	<p>April 1983 Joined Ajinomoto Co., Inc.</p> <p>April 2005 Vice President of Ajinomoto U.S.A., Inc.</p> <p>October 2008 General Manager of Production & Technology Administration Center of Ajinomoto Co., Inc.</p> <p>July 2013 Corporate Fellow, General Manager of Kawasaki Administration & Coordination Office and General Manager of Kawasaki Plant</p> <p>July 2017 Representative Director & President of Knorr Foods Co., Ltd.</p> <p>April 2019 Senior Managing Director of Ajinomoto Food Manufacturing Co., Ltd.</p> <p>July 2020 Advisor of Ajinomoto Co., Inc.</p> <p>June 2021 Outside Director of Sakai Chemical Industry Co., Ltd. (current position)</p> <p>June 2022 Retired from Ajinomoto Co., Inc.</p> <p>March 2023 Outside Director of Kanro Inc. (current position)</p> <p>[Significant concurrent position] • Outside Director of Sakai Chemical Industry Co., Ltd.</p>	—
<p>[Reason for nomination as candidate for Outside Director and outline, etc. of expected role]</p> <p>Mr. Yoshikazu Ito has experience and achievements in the field of production technology at Ajinomoto Co., Inc., and has held key senior positions at production bases in Japan and overseas. In addition, he has a wide range of insights through his wealth of business experience, having assumed offices as Representative Director & President of Knorr Foods Co., Ltd., a foods subsidiary of the Group, and Senior Managing Director of Ajinomoto Food Manufacturing Co., Ltd., a subsidiary foods manufacturer, and is currently serving as Outside Director of Sakai Chemical Industry Co., Ltd. In particular, in the expectation that he will provide useful suggestions for the Company's management, including advice on production management, plant operations, and investment decisions regarding the introduction of equipment, utilizing his past experience, and appropriately oversee business execution from an objective standpoint, the Company proposes to reelect him as Outside Director.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
6	 <p>Tomohisa Ota</p> <p>[Date of birth] January 20, 1967 (Age: 58)</p> <p>[Reappointment] [Outside] [Independent]</p> <p>[Term of office as Director] 1 year</p> <p>[Attendance at the Board of Directors meetings] 10/10 (100%)</p>	<p>April 1991 Joined Mizuho Research & Technologies, Ltd.</p> <p>April 2006 Account Manager of Corporate Strategy Department</p> <p>April 2021 Councilor, IT & Systems Planning Department of Mizuho Financial Group, Inc.</p> <p>April 2021 Councilor, Corporate Banking Coordination Department of Mizuho Bank, Ltd.</p> <p>March 2022 Retired from Mizuho Research & Technologies, Ltd.</p> <p>April 2022 Representative of TC Consulting LLC (current position)</p> <p>April 2022 Executive Officer of System Integrator Co., Ltd.</p> <p>March 2023 Executive Officer and General Manager of Business Strategy Division</p> <p>February 2024 Retired from System Integrator Co., Ltd.</p> <p>March 2024 Outside Director of Kanro Inc. (current position)</p> <p>[Significant concurrent position] • Representative of TC Consulting LLC</p>	—
<p>[Reason for nomination as candidate for Outside Director and outline, etc. of expected role]</p> <p>Mr. Tomohisa Ota has a wide range of insights through his wealth of business experience, such as creating a DX consulting business and engaging in various activities in the IT industry, based on his IT-related practical experience that includes systems design and development, and new solutions development. The Company believes that he will provide useful suggestions for the Company's management, utilizing his past experience, and appropriately oversee business execution from an objective standpoint. Accordingly, the Company proposes to reelect him as Outside Director.</p>			

Proposal 2: Election of One (1) Audit & Supervisory Board Member

Audit & Supervisory Board Member Mr. Ryoji Matsubara will resign at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, the Company proposes the election of one (1) Audit & Supervisory Board Member to fill this vacancy.

The consent of the Audit & Supervisory Board has been obtained for this proposal.

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

Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
 <p>Toyoshi Hizatsuki</p> <p>[Date of birth] September 23, 1974 (Age: 50)</p> <p>[New appointment] [Outside]</p> <p>[Term of office as Audit & Supervisory Board Member] —</p> <p>[Attendance at the Audit & Supervisory Board meetings] —</p>	<p>April 1998 Joined Mitsubishi Corporation</p> <p>May 2003 Seconded to Mitsubishi Corp.-UBS Realty Inc.; General Manager of Finance & Accounting Dept. and General Affairs Dept.</p> <p>September 2004 General Manager of Real Estate Management Dept.</p> <p>December 2007 Real Estate and Corporate Finance Unit, Industrial Finance Business Headquarters, New Industrial Finance Business Group of Mitsubishi Corporation</p> <p>October 2012 Non-executive Director of Kizuna Capital Partners</p> <p>October 2013 Seconded to Ant Capital Partners Co., Ltd.; Principal of Private Equity Investment Group</p> <p>January 2016 Corporate Finance Dept., Asset Management Div., New Industrial Finance Business Group of Mitsubishi Corporation</p> <p>October 2018 Special Assignment to the New Industrial Finance Business Group and CEO Office CVC (Corporate Venture Capital)</p> <p>April 2021 General Manager of CEO Office Business Concepts and Digital Strategy Unit, Urban Development Group</p> <p>May 2022 Senior Manager of Internal Control, Audit and Compliance Unit, Urban Development Group CEO Office</p> <p>April 2024 General Manager of Smart-Life Creation Group Internal Audit Dept. (current position)</p> <p>June 2024 Obtained Certified Internal Auditor (CIA) qualification</p> <p>[Significant concurrent position] General Manager of Smart-Life Creation Group Internal Audit Dept.</p>	—
<p>[Reason for nomination as candidate for Outside Audit & Supervisory Board Member]</p> <p>Mr. Toyoshi Hizatsuki has a wide range of insights through his wealth of business experience at Mitsubishi Corporation and other companies, and is also qualified as a Certified Internal Auditor. The Company believes that he will appropriately perform the duties of Outside Audit & Supervisory Board Member. Accordingly, the Company proposes to elect him as Outside Audit & Supervisory Board Member.</p>		

- Notes: 1. There is no special interest between the candidate for Audit & Supervisory Board Member and the Company.
2. Mr. Toyoshi Hizatsuki is a candidate for Outside Audit & Supervisory Board Member.
3. Mr. Toyoshi Hizatsuki is a business executor of Mitsubishi Corporation, a specified associated company of the Company.

4. Mitsubishi Corporation is a major shareholder of the Company and conducts sales as the exclusive agency for the sales of the Company's products.
5. The Company has entered into an agreement with Audit & Supervisory Board Members to limit their liability for damages as stipulated in Article 423, Paragraph 1 of the Companies Act, pursuant to the provisions of Article 427, Paragraph 1 of the same act. The limit of liability for damages under the agreement shall be the minimum amount of liability as set forth under Article 425, Paragraph 1 of the same act. The Company intends to enter into an agreement with Mr. Toyoshi Hizatsuki if his election is approved and resolved.
6. The Company has entered into a directors and officers liability insurance contract as stipulated in Article 430-3, Paragraph 1 of the Companies Act designating all of its Audit & Supervisory Board Members as insured persons. The contract covers damage that may arise as a result of the insured person assuming responsibilities for the execution of his/her duties or receiving claims related to the pursuit of such responsibilities, and the insurance premiums are fully borne by the Company. However, there are certain exemptions such as the case where any damage caused by willful misconduct or gross negligence will not be covered. If Mr. Toyoshi Hizatsuki assumes office as Audit & Supervisory Board Member, he will become an insured person under the insurance contract, and the Company will renew the insurance contract during his term of office.

(Reference) Skill Matrix of Directors and Audit & Supervisory Board Members

The basic concept of the Company with regard to the Board of Directors is to create a Board that consists of appropriate personnel by adding Outside Directors with extensive experience in the fields of marketing, branding, research, and manufacturing, while considering the balance of knowledge, experience and expertise associated with the business.

Furthermore, in addition to the knowledge and experience of each Director, in light of the Company's long-term vision and important business strategies, we have identified eight areas necessary for sustainable growth.

This skill matrix will be reviewed as appropriate based on the external environment and the situation of the Company.

[Management structure if Proposal 1 and Proposal 2 are approved]

Name	Position and responsibilities	Independence	Areas expected by the Company							
			Corporate Management	Finance & Accounting	Governance	Research/Manufacturing	Marketing	Global	Digital	Sustainability
Tetsuya Murata	President, CEO; Chief Compliance Officer and Sustainability Officer		○		○		○	○	○	○
Kazuhiro Ishikawa	Director, Managing Executive Officer, Division COO of Core Business Division		○		○		○	○		○
Mitsunori Sato	Director, Managing Executive Officer, CFO, Division COO of Finance & Accounting Division, CIO, Division COO of System Solutions Division		○	○	○			○	○	○
Hiromi Horie	Outside Director	○	○		○		○	○	○	○
Yoshikazu Ito	Outside Director	○	○		○	○		○		○
Tomohisa Ota	Outside Director	○	○		○		○		○	○
Hisao Yamamoto	Full-time Audit & Supervisory Board Member		○		○	○	○	○		○
Atsuhiko Kimura	Full-time Audit & Supervisory Board Member (Outside)	○	○	○	○			○		○
Nobuko Hanano	Outside Audit & Supervisory Board Member	○			○					○
Toyoshi Hizatsuki	Outside Audit & Supervisory Board Member		○	○	○			○	○	○

* The above matrix does not represent each person's knowledge and experience in its entirety.

[Areas expected by the Company in detail]

Corporate management	Experience in corporate management
Finance & Accounting	Knowledge in the field of finance and accounting
Governance	Knowledge and experience in laws, compliance, etc.
Research/Manufacturing	Knowledge and experience in R&D, manufacturing and quality in the manufacturing industry

Marketing	Knowledge and experience in sales and branding in the manufacturing/sales industry
Global	Experience in overseas business, overseas transactions, overseas assignments, etc.
Digital	Knowledge and experience in IT strategy and digital strategy
Sustainability	Experience and knowledge in initiatives that contribute to sustainability management