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(Securities Code: 4396)

Date of sending by postal mail: September 8, 2025

Start date of measures for electronic provision: September 1, 2025

To our shareholders:

Ryoji Koshimizu
President and Representative Director
System Support Holdings Inc.
9F Rifare Building, 1-5-2 Honmachi,
Kanazawa-shi, Ishikawa

Notice of the 46th Annual General Meeting of Shareholders

We are pleased to announce the 46th Annual General Meeting of Shareholders of System Support Holdings Inc. (the “Company”), which will be held as described below.

In convening this General Meeting of Shareholders, the Company has taken measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (matters for which measures for providing information in electronic format are to be taken) in electronic format, and has posted the information on each of the following websites. Please access either of the websites to review the information.

The Company’s website:

<https://www.sts-hd.co.jp/ir/stock/shareholders-meeting/> (in Japanese)

Tokyo Stock Exchange (TSE) website (Listed Company Search):

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

Note: Access the TSE website by using the Internet address shown above, enter “System Support Holdings” in “Issue name (company name)” or the Company’s securities code “4396” 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].”

If you will not be attending the meeting in person, you may exercise your voting rights either via the Internet, etc. or in writing (by postal mail). Please review the “Reference Documents for the General Meeting of Shareholders.” We request that you exercise your voting rights no later than 6:00 p.m., Wednesday, September 24, 2025 (JST).

1. **Date and Time:** Thursday, September 25, 2025, at 10:00 a.m. (JST) (Reception scheduled to open at 9:30 a.m.)
2. **Venue:** Ishikawa Prefectural Bunkyo Hall, 1F Hall
10-5 Oyamamachi, Kanazawa-shi, Ishikawa

3. **Purpose of the Meeting:**

Matters to be reported

1. The Business Report and the Consolidated Financial Statements for the 46th fiscal year (from July 1, 2024 to June 30, 2025), and the results of audits of the Consolidated Financial Statements by the Financial Auditor and the Audit & Supervisory Committee
2. The Non-consolidated Financial Statements for the 46th fiscal year (from July 1, 2024 to June 30, 2025)

Matters to be resolved

Proposal No. 1 Appropriation of Surplus

Proposal No. 2 Election of Six Directors Who Are Not Audit & Supervisory Committee Members

Proposal No. 3 Election of Two Directors Who Are Audit & Supervisory Committee Members

4. **Matters Decided upon Convocation**

- (1) If you exercise your voting rights in writing (by postal mail) and there is no indication of approval or disapproval of a proposal in the voting form, we will treat it as an indication of approval.
- (2) If you exercise your voting rights more than once via the Internet, the most recent vote will be treated as valid.
- (3) If you exercise your voting rights both via the Internet and in writing (by postal mail), the vote made through the Internet will be treated as valid, regardless of the date and time they were received.
- (4) If you exercise your voting rights by proxy, you may have one other shareholder with voting rights attend the meeting as your proxy. However, please note that your proxy will be required to submit a document certifying your authority of representation.

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- For those attending the meeting on the day, please submit the voting form at the reception desk of the meeting.
 - If revisions to the matters subject to measures for electronic provision arise, a notice of the revisions and the details of the matters before and after the revisions will be posted on the Company's aforementioned website and the TSE website.
 - For this General Meeting of Shareholders, a paper-based document containing matters subject to measures for electronic provision will be sent to you regardless of whether you have requested the delivery of paper-based documents.

Among the matters subject to measures for electronic provision, according to the provisions of laws and regulations and Article 15 of the Articles of Incorporation of the Company, the following matters are not provided in the relevant documents of this Notice of Convocation.

- The Status of Share Acquisition Rights, and the Outline of Systems to Ensure Appropriateness of Business Operations and the Status of Operation of the Systems in the Business Report
- The Consolidated Statements of Changes in Equity and the Notes to Consolidated Financial Statements in the Consolidated Financial Statements
- The Non-consolidated Statement of Changes in Equity and the Notes to Non-consolidated Financial Statements in the Non-consolidated Financial Statements

Accordingly, the Business Report, the Consolidated Financial Statements, and the Non-consolidated Financial Statements contained in the relevant documents of this Notice of Convocation are part of the Business Report, the Consolidated Financial Statements, and the Non-consolidated Financial Statements that have been audited by the Financial Auditor or the Audit & Supervisory Committee when preparing the Accounting Audit Report and the Audit Report.

- This meeting will be livestreamed on the day and a video of the meeting will be available on the Company's website at a later date.
- No gifts will be distributed to shareholders attending this meeting.

Reference Documents for the General Meeting of Shareholders

Proposal No. 1 Appropriation of Surplus

The Company has positioned the return of profits to shareholders as a key management priority. The Company's basic policy for profit distribution is to continue to pay progressive dividends to shareholders and increase the level of dividends in accordance with our performance and profit level, while investing in future growth and strengthening our management structure.

In line with the aforementioned policy, the Company has given consideration to matters including the business performance of the fiscal year and future business development, and it proposes to pay a year-end dividend of ¥25 per share for the fiscal year. Accordingly, including the interim dividend of ¥25, the annual dividend will total ¥50 per share.

1. Type of dividend property
 To be paid in cash.
2. Allotment of dividend property and their aggregate amount
 - (1) ¥25 per common share of the Company
 - (2) Total dividends: ¥258,964,300
3. Effective date of dividends of surplus
 September 26, 2025

Proposal No. 2 Election of Six Directors Who Are Not Audit & Supervisory Committee Members

The terms of office of all five Directors who are not Audit & Supervisory Committee Members will expire at the conclusion of this meeting.

Therefore, in order to further strengthen and enhance the management system, the Company proposes to increase the number of Directors by one and to elect six Directors who are not Audit & Supervisory Committee Members.

In addition, with regard to this proposal, the outcome of deliberations by the Audit & Supervisory Committee of the Company in relation to the execution of business, insights, abilities, etc. of the candidates was that all of them were deemed well suited to the role.

Candidates for the role of Director who is not an Audit & Supervisory Committee Member are as follows:

No.	Name	Current positions	Attributes
1	Ryoji Koshimizu	President and Representative Director	Reelection
2	Kenji Suzuki	Senior Managing Director	Reelection
3	Mitsuru Noto	Senior Managing Director	Reelection
4	Naoyuki Morita	Director	Reelection
5	Hiroataka Azuma	Director	Reelection
6	Sanae Shirae	Executive Officer	New election

New election Candidate for Director to be newly elected

Reelection Candidate for Director to be reelected

No.	Name (Date of birth)	Career summary (Including position and responsibility in the Company, and significant concurrent positions outside the Company)	Number of the Company's shares owned
1	Ryoji Koshimizu (May 15, 1956) Reelection Attendance at Board of Directors meetings 20/20	<p>Apr. 1979 Joined ROYAL HOLDINGS Co., Ltd. Oct. 1980 Joined the Company Sept. 1990 Senior Managing Director Sept. 1994 President and Representative Director (current position)</p> <p>(Responsibility) Internal Auditing Office, Administrative Planning Department, Nomination and Remuneration Advisory Committee Member</p> <p>(Significant concurrent positions outside the Company) Chairman of Ishikawa Information System Association Outside Director of Hokuriku Broadcasting Co., Ltd. President and Representative Director of System Support Inc. Chairman and Representative Director of eNet Solutions Co., Ltd. Chairman and Representative Director of STS Medic Inc. Chairman and Representative Director of ACROSS Solutions, Inc. Chairman and Representative Director of STS DIGITAL, Inc.</p>	278,000 shares
		<p>Reasons for nomination as candidate for Director</p> <p>As President and Representative Director, Ryoji Koshimizu has directed the management over many years and under his strong leadership the Group has achieved continuous growth. The Company judges that, in addition to leveraging his extensive experience and achievements as a manager to take responsibility for supervision and governance of the whole of management, he is capable of leading the organization to steadily achieve sustainable growth, and accordingly it has designated him a candidate for reelection as Director.</p>	
2	Kenji Suzuki (May 2, 1948) Reelection Attendance at Board of Directors meetings 20/20	<p>Jan. 1970 Joined Recruit Holdings Co., Ltd. Oct. 1996 Joined NOS Co., Ltd Jan. 2005 Joined INX Co., Ltd May 2006 Joined the Company Sept. 2009 Director Sept. 2012 Managing Director July 2016 Senior Managing Director (current position)</p> <p>(Significant concurrent positions outside the Company) Senior Managing Director of System Support Inc. Chairman and Director of T4C Co., Ltd. Director of Echo System Co., Ltd.</p>	110,000 shares
		<p>Reasons for nomination as candidate for Director</p> <p>Kenji Suzuki has been intimately familiar with the industry for many years, and possesses extensive experience and broad insights in that regard. Since joining the Company, he has helped to realize the growth strategy and raise corporate value, primarily through his efforts in the operating divisions and in human resources. The Company judges that, in addition to utilizing his extensive experience and strong leadership to drive the business activities of the Group as a whole, he is capable of implementing appropriate supervision of management, and accordingly it has designated him a candidate for reelection as Director.</p>	

No.	Name (Date of birth)	Career summary (Including position and responsibility in the Company, and significant concurrent positions outside the Company)	Number of the Company's shares owned
3	Mitsuru Noto (December 7, 1959) Reelection Attendance at Board of Directors meetings 20/20	<p>Apr. 1978 Joined HOKURIKU COMPUTER SERVICE CO., LTD.</p> <p>Dec. 1982 Joined the Company</p> <p>Sept. 1995 Director</p> <p>Sept. 2004 Managing Director</p> <p>Sept. 2012 Senior Managing Director (current position)</p> <p>(Significant concurrent positions outside the Company)</p> <p>Senior Managing Director of System Support Inc.</p> <p>President and Representative Director of ACROSS Solutions, Inc.</p> <p>Director of STS DIGITAL, Inc.</p> <p>Director and CFO of STS Innovation, Inc.</p> <p>Director and CFO of STS Innovation Canada Inc.</p> <p>Reasons for nomination as candidate for Director</p> <p>After initially working in development roles, Mitsuru Noto has been engaged for many years in company management as a Director of the Company, an area in which he possesses extensive experience and knowledge. In addition to putting in place a platform for business expansion in Japan and overseas, and driving growth, he has contributed to the creation of new corporate value for the Group through such initiatives as conceiving and commercializing new products. The Company judges that, in addition to accelerating growth strategies by means of his ability to get things done, he is capable of leading the organization to achieve sustainable growth, and accordingly it has designated him a candidate for reelection as Director.</p>	161,700 shares
4	Naoyuki Morita (March 25, 1961) Reelection Attendance at Board of Directors meetings 20/20	<p>Apr. 1981 Joined Kinjohro Co., Ltd.</p> <p>Feb. 1987 Joined the Company</p> <p>Sept. 2009 Director (current position)</p> <p>(Responsibility)</p> <p>Management Headquarters</p> <p>(Significant concurrent positions outside the Company)</p> <p>Director of System Support Inc.</p> <p>Reasons for nomination as candidate for Director</p> <p>After initially working in development roles, Naoyuki Morita has for many years been in charge of the administration departments, an area in which he possesses extensive experience and knowledge. In addition to rolling out and strengthening the compliance and corporate governance systems of the Group, he has contributed to improving the financial position of the Company and to establishing a thorough framework of risk management. The Company judges that, in addition to maintaining and enhancing the soundness and transparency of management, he is capable of implementing further improvements to corporate governance, and accordingly it has designated him a candidate for reelection as Director.</p>	70,000 shares

No.	Name (Date of birth)	Career summary (Including position and responsibility in the Company, and significant concurrent positions outside the Company)	Number of the Company's shares owned
5	Hiroataka Azuma (June 18, 1973) Reelection Attendance at Board of Directors meetings 14/14	<p>Apr. 1993 Joined Total Solution Partners Inc.</p> <p>Feb. 1995 Joined the Company</p> <p>July 2005 Head of Outsourcing Division</p> <p>July 2022 Kanazawa Branch Office Manager, Head of Management Department, Kanazawa Branch Office, Head of Outsourcing Division</p> <p>July 2023 Executive Officer, Kanazawa Branch Office Manager, Head of Management Department, Kanazawa Branch Office</p> <p>Sept. 2024 Director (current position)</p> <p>(Significant concurrent positions outside the Company)</p> <p>Director of System Support Inc.</p> <p>Reasons for nomination as candidate for Director</p> <p>Hiroataka Azuma has contributed to creating new corporate value for the Group through the expansion of the outsourcing business and the establishment of the nearshore business in Kanazawa that mainly services the Tokyo metropolitan area. Furthermore, since assuming the position of Director, he has demonstrated strong leadership, advanced the Company's growth strategy, and is believed to be able to aid the Company in achieving sustainable growth in the future. Accordingly, the Company has designated him a candidate for reelection as Director.</p>	74,400 shares
6	Sanae Shirae (April 6, 1974) New election Attendance at Board of Directors meetings —/—	<p>Apr. 1997 Joined Toyota Motor East Japan, Inc.</p> <p>Nov. 2006 Joined SOFTBRAIN Co.,Ltd.</p> <p>Apr. 2009 Joined the Company</p> <p>July 2015 Head of Administrative Planning Department</p> <p>July 2018 Executive Officer, Head of Administrative Planning Department</p> <p>Oct. 2019 Executive Officer, Head of Accounting Department (current position)</p> <p>(Responsibility)</p> <p>Accounting Department</p> <p>(Significant concurrent positions outside the Company)</p> <p>None</p> <p>Reasons for nomination as candidate for Director</p> <p>As Head of the Administrative Planning Department, Sanae Shirae advanced the establishment and construction of the Group's governance system. After that, as Head of the Accounting Department, she has had important responsibilities in terms of determining the accounting and financial policies for the entire Group as well as handling financial settlements, timely disclosure of the Group's performance announcements, and investor relations activities. The Company judges that she will be able to contribute to the enhancement and promotion of the Company's investor relations activities in the future, and accordingly, it has designated her a candidate for election as Director.</p>	48,768 shares

- (Notes)
1. The number of the Company's shares owned by each candidate uses the figure for the end of the period under review (June 30, 2025). The figures also include the individual's share in the employee stock ownership plan.
 2. There is no special interest between any of the candidates and the Company.
 3. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The policy includes all the Directors as the insureds and covers their losses. If each candidate is elected and assumes the office as Director, the candidate will be included as an insured in the policy. In addition, when the policy is renewed, the Company plans to renew the policy with the same terms.

Proposal No. 3 Election of Two Directors Who Are Audit & Supervisory Committee Members

The terms of office of two Directors who are Audit & Supervisory Committee Members will expire at the conclusion of this meeting.

Therefore, the Company proposes the election of two Directors who are Audit & Supervisory Committee Members.

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

Candidates for the role of Director who is an Audit & Supervisory Committee Member are as follows:

No.	Name	Current positions	Attributes
1	Yuko Sakamoto	Outside Director and Audit & Supervisory Committee Member	<input type="checkbox"/> Reelection <input type="checkbox"/> Outside <input type="checkbox"/> Independent
2	Yoshiko Hayakawa	Outside Director and Audit & Supervisory Committee Member	<input type="checkbox"/> Reelection <input type="checkbox"/> Outside <input type="checkbox"/> Independent

☐Reelection Candidate for Director to be reelected

☐Outside Candidate for outside Director

☐Independent Candidate for independent officer

No.	Name (Date of birth)	Career summary (Including position and responsibility in the Company, and significant concurrent positions outside the Company)	Number of the Company's shares owned
1	<p>Yuko Sakamoto (July 4, 1970)</p> <p>Reelection Outside Independent</p> <p>Attendance at Board of Directors meetings 20/20</p> <p>Attendance at Audit & Supervisory Committee meetings 14/14</p>	<p>Dec. 1996 Joined Koshiya Corporation</p> <p>Mar. 2006 Joined KBC, inc.</p> <p>June 2007 Registered as Labor and Social Security Attorney</p> <p>Apr. 2008 Registered as Specified Labor and Social Security Attorney</p> <p>Jan. 2015 Established Sakamoto Labor and Social Security Attorney Office (current position)</p> <p>Oct. 2017 Registered as Career Consultant</p> <p>Sept. 2021 Outside Director and Audit & Supervisory Committee Member of the Company (current position)</p> <p>(Responsibility)</p> <p>Nomination and Remuneration Advisory Committee Member</p> <p>(Significant concurrent positions outside the Company)</p> <p>Representative of Sakamoto Labor and Social Security Attorney Office</p>	– shares
		<p>Reasons for nomination as candidate for outside Director who is an Audit & Supervisory Committee Member and overview of expected role</p> <p>Yuko Sakamoto has commented as appropriate on the management of the Group from a professional viewpoint based on her long years of experience and knowledge as a Specified Labor and Social Security Attorney. She has never been involved in the management of a company in the past. However, taking into account these achievements, the Company has designated her a candidate for reelection as outside Director who is an Audit & Supervisory Committee Member in order that she may continue to leverage her highly specialized insights for the benefit of the management of the Company.</p>	
2	<p>Yoshiko Hayakawa (October 8, 1976)</p> <p>Reelection Outside Independent</p> <p>Attendance at Board of Directors meetings 20/20</p> <p>Attendance at Audit & Supervisory Committee meetings 14/14</p>	<p>Apr. 2000 Joined TOHO GAS information System Co., Ltd.</p> <p>Dec. 2008 Joined Deloitte Touche Tohmatsu LLC</p> <p>June 2023 Established Yoshiko Hayakawa Certified Public Accountant Office (current position)</p> <p>Sept. 2023 Outside Director and Audit & Supervisory Committee Member of the Company (current position)</p> <p>(Responsibility)</p> <p>Nomination and Remuneration Advisory Committee Member</p> <p>(Significant concurrent positions outside the Company)</p> <p>Representative of Yoshiko Hayakawa Certified Public Accountant Office</p> <p>Member of Council of Active Promotion of Women's CPA, the Japanese Institute of Certified Public Accountants</p>	– shares
		<p>Reasons for nomination as candidate for outside Director who is an Audit & Supervisory Committee Member and overview of expected role</p> <p>Yoshiko Hayakawa is well-versed in corporate accounting as a certified public accountant, and she has provided appropriate remarks on the Group's management from an objective perspective, drawing on her professional knowledge and practical experience in finance and accounting. She has never been involved in the management of a company in the past. However, taking into account these achievements, the Company has designated her a candidate for reelection as outside Director who is an Audit & Supervisory Committee Member in order that she may continue to leverage her highly specialized insights for the benefit of the management of the Company.</p>	

- (Notes)
1. Candidate Yoshiko Hayakawa is listed in the Family Register under the name of Yoshiko Nebu.
 2. The number of the Company's shares owned by each candidate uses the figure for the end of the period under review (June 30, 2025).
 3. There is no special interest between any of the candidates and the Company.
 4. Yuko Sakamoto and Yoshiko Hayakawa are candidates for outside Director.
 5. Ms. Sakamoto is currently an outside Director who is an Audit & Supervisory Committee Member of the Company, and at the conclusion of this meeting, her tenure will have been four years.
 6. Ms. Hayakawa is currently an outside Director who is an Audit & Supervisory Committee Member of the Company, and at the conclusion of this meeting, her tenure will have been two years.
 7. Pursuant to the provisions of Article 427, paragraph (1) of the Companies Act, the Company has entered into an agreement with Ms. Sakamoto and Ms. Hayakawa to limit their liability for damages under Article 423, paragraph (1) of the same Act. If their reelection is approved, the Company plans to renew the aforementioned agreement with them.
 8. The Company has submitted notification to the Tokyo Stock Exchange that Ms. Sakamoto and Ms. Hayakawa have been designated as independent officers as provided for by the aforementioned exchange. If the reelection of both is approved, the Company plans for their designation as independent officers to continue.
 9. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The policy covers losses to be borne by the insureds, including Directors who are Audit & Supervisory Committee Members. If each candidate is elected and assumes the office as Director, the candidate will be included as an insured in the policy. In addition, when the policy is renewed, the Company plans to renew the policy with the same terms.