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(Stock Exchange Code 9216)

August 8, 2025

(Electronic provision measures commencement date: August 6, 2025)

To Shareholders with Voting Rights:

Kenji Iijima
President and CEO
Bewith, Inc.
3-7-1 Nishi-Shinjuku, Shinjuku-ku,
Tokyo, Japan

**NOTICE OF
THE 26th ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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

We are pleased to announce that the 26th Annual General Meeting of Shareholders of Bewith, Inc. (the “Company”) will be held as follows.

The Company has adopted electronic provisioning measures by posting the “Notice of the 26th Annual General Meeting of Shareholders” to the following websites.

The Company website: <https://www.bewith.net/en/ir/>

The same information is also posted on the following website.

Tokyo Stock Exchange Website:

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

Please access the above website, enter or search for the Company name or stock exchange code, and select “Basic Information” followed by “Documents for public inspection/PR information.”

When exercising voting rights in writing or via the Internet, etc., please review the Reference Documents for the General Meeting of Shareholders* included in the electronically provided Notice of the 26th Annual General Meeting of Shareholders and exercise your voting rights by no later than 6:30 p.m. on Wednesday, August 27, 2025, Japan time.

(*Guidance on the Exercise of Voting Rights is available in Japanese only.)

- 1. Date and Time:** Thursday, August 28, 2025 at 10:00 a.m. Japan time
- 2. Place:** PARK TOWER HALL, 3F, SHINJUKU PARK TOWER at
3-7-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo, Japan
- 3. Meeting Agenda:**
Matters to be reported:
 1. The Business Report and Consolidated Financial Statements for the Company’s 26th Fiscal Year (June 1, 2024 – May 31, 2025), and results of audits by the Accounting Auditor and the Audit and Supervisory Committee of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company’s 26th Fiscal Year (June 1, 2024 – May 31, 2025)

Proposal to be resolved:

Proposal

Election of Three (3) Directors (Excluding Those Who Are Audit and Supervisory Committee Members)

4. Matters on Exercise of Voting Rights:

Voting by proxy is possible only when delegated to a shareholder of the Company with voting rights.

The proxy must be a single shareholder.

- ◎ When attending the meeting, please submit the enclosed Voting Rights Exercise Form at the reception desk.
- ◎ We will dress lightly on the day of the meeting. We would appreciate your understanding.
- ◎ If any revisions are made to the electronically provided documents, updated information will be posted on the respective websites where they were posted.
- ◎ We are sending only this Notice to shareholders who have not requested the delivery of paper-based documents. For the Reference Documents for the General Meeting of Shareholders, Business Report, and any other matters in the electronically provided documents, please refer to the respective websites where the electronically provided documents are posted.
- ◎ Of the matters in the electronically provided documents, the following matters are not contained in the documents delivered to shareholders who have requested the delivery of paper-based documents, in accordance with provisions of laws and regulations and Article 14, Paragraph 2 of the Company's Articles of Incorporation. These matters are included in the scope of the audits conducted by the Audit and Supervisory Committee and the Accounting Auditor in preparing their respective audit reports.
 - (i) "Major Offices," "Status of Employees," "Principal Lenders," "Matters Regarding the Company's Shares," "Matters Regarding the Company's Share Acquisition Rights," "Status of the Accounting Auditor," and "System to Ensure the Appropriateness of Business Activities and Status of Operation of the System" in the Business Report
 - (ii) "Consolidated Statement of Changes in Equity" and "Notes to Consolidated Financial Statements" in Consolidated Financial Statements
 - (iii) "Non-consolidated Statement of Changes in Equity" and "Notes to Non-consolidated Financial Statements" in Non-consolidated Financial Statements
 - (iv) "Accounting Auditor's Audit Report Regarding Consolidated Financial Statements," "Accounting Auditor's Audit Report Regarding Non-consolidated Financial Statements," and "Audit and Supervisory Committee's Audit Report" in the audit reports

Reference Documents for the General Meeting of Shareholders

Proposal and References


Proposal: Election of Three (3) Directors (Excluding Those Who Are Audit and Supervisory Committee Members)


The terms of office of all three (3) Directors (excluding those who are Audit and Supervisory Committee Members; hereinafter the same in this Proposal) will expire at the conclusion of this general meeting of shareholders. Accordingly, the election of three (3) Directors is proposed.


The Nomination and Remuneration Committee consisting of only independent Outside Directors has deliberated on this Proposal and submitted a report thereon and therefore, the Company believes that the content of this Proposal is reasonable. In addition, the Audit and Supervisory Committee has determined that all candidates for Director are qualified for the position.

The candidates for Directors are as follows:

No.	Name	Current positions and responsibilities at the Company	Number of years in office	Attendance at meetings of the Board of Directors
1	Koichi Morimoto [Reappointment]	Chairman	6 years and 9 months	100% (16 out of 16 meetings)
2	Kenji Iijima [Reappointment]	President and CEO	6 years and 9 months	100% (16 out of 16 meetings)
3	Yuko Nakase [New appointment]	—	—	—

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of the Company held
1	 <p>Koichi Morimoto (July 3, 1965)</p> <p>[Reappointment]</p> <p>[Number of years in office] 6 years and 9 months (at the conclusion of this general meeting of shareholders)</p> <p>[Attendance at the Board of Directors meetings] 100% (16 out of 16 meetings)</p>	<p>April 1989 Joined Temporary Center Inc. (currently Nambu Enterprise, Inc.)</p> <p>March 1998 Director, Pasona Tech, Inc. (currently Pasona Inc.)</p> <p>October 1999 President & COO</p> <p>February 2009 Chairman & Representative Director, Pasona Tech Vietnam Co., Ltd.</p> <p>August 2009 Director, Pasona Group Inc.</p> <p>April 2012 President & COO, CAPLAN Corporation Chairman & Representative Director, Pasona Tech, Inc. (currently Pasona Inc.)</p> <p>June 2013 Representative Director, Pasona Tquila Inc. (currently circlace Inc.)</p> <p>August 2016 Director, Pasona Inc.</p> <p>August 2018 Executive Officer and Vice President, Pasona Group Inc.</p> <p>November 2018 Director, the Company</p> <p>February 2019 President & Representative Director, Pasona JOB HUB Inc.</p> <p>June 2019 Chairman and CEO, the Company</p> <p>July 2020 President and CEO, responsible for overall management, audit function and operational function, the Company Vice President, Pasona Group Inc.</p> <p>November 2020 Director, iBRID Co., Ltd.</p> <p>August 2023 President and CEO, responsible for overall management and the Audit Department, the Company</p> <p>March 2025 Chairman (to present)</p>	60,600 shares
<p>[Special notes regarding the candidate for Director] There are no special interests between the candidate and the Company.</p> <p>[Reason for nomination as candidate for Director] As Mr. Koichi Morimoto has been in charge of supervising functions of management of the Company from a standpoint of a non-executive Director as Chairman of the Company since March 2025 after having served as Representative Director at the Company and the group companies, etc., he has extensive experience, insights and knowledge through corporate management and human resource management as well as global business at overseas corporations. The Company expects that he will appropriately supervise management of the Company based on such experience, insights and knowledge and therefore, renominated him as a candidate for Director based on the judgment that he is qualified as Director of the Company.</p>			

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of the Company held
2	 <p>Kenji Iijima (January 28, 1979)</p> <p>[Reappointment]</p> <p>[Number of years in office] 6 years and 9 months (at the conclusion of this general meeting of shareholders)</p> <p>[Attendance at the Board of Directors meetings] 100% (16 out of 16 meetings)</p>	<p>June 2002 Joined the Company</p> <p>October 2009 General Manager, responsible for the Corporate Planning Division</p> <p>October 2010 Seconded to Mitsubishi Corporation</p> <p>May 2012 Seconded to Pasona Dotank Inc. (currently Pasona Inc.)</p> <p>November 2012 General Manager, responsible for the Business Development Division, the Company</p> <p>September 2015 General Manager of the Corporate Planning Division</p> <p>June 2016 Executive Officer and Director, General Manager of the Corporate Planning Division</p> <p>December 2016 Director, iBRID Co., Ltd. (to present)</p> <p>June 2018 Director, Regrit Partners Inc.</p> <p>August 2018 Managing Executive Officer, General Manager of the Corporate Headquarters, the Company</p> <p>November 2018 Executive Vice President and Director, responsible for sales and corporate functions, the Company</p> <p>June 2019 Executive Committee Member, Call Center Association of Japan (currently Contact Center Association of Japan) (to present)</p> <p>August 2020 Executive Vice President and Director, responsible for the Sales and Operations Department and Corporate Department, the Company</p> <p>March 2025 President and CEO (to present)</p> <p>[Significant concurrent positions]</p> <ul style="list-style-type: none"> • Director, iBRID Co., Ltd. • Executive Committee Member, Contact Center Association of Japan 	64,200 shares
<p>[Special notes regarding the candidate for Director] There are no special interests between the candidate and the Company.</p> <p>[Reason for nomination as candidate for Director] As Mr. Kenji Iijima has assumed the central role of the Company as President and CEO since March 2025 after having served as General Manager responsible for the Business Development Division, General Manager of the Corporate Planning Division, Executive Officer and other positions since joining the Company in 2002, he has extensive experience and insights on corporate management, business development, and the DX and IT businesses. The Company expects that his expertise and knowhow accumulated through past experience will be utilized for management of the Company and therefore, renominated him as a candidate for Director based on the judgment that he is qualified as Director of the Company.</p>			

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of the Company held
3	 <p>Yuko Nakase (October 31, 1969) [New appointment]</p>	<p>April 1992 Joined Temporary Center Inc. (currently Nambu Enterprise, Inc.)</p> <p>August 2002 General Manager of the Public Relations Planning Division, Pasona Inc.</p> <p>September 2005 Executive Officer, General Manager of the Investor Relations Department</p> <p>December 2007 Executive Officer, General Manager of the Investor Relations Department, Pasona Group Inc.</p> <p>September 2009 Managing Executive Officer, General Manager of the Investor Relations Department</p> <p>June 2010 Director, Benefit One Inc.</p> <p>August 2010 Managing Executive Officer & Director, responsible for the Finance and Accounting Division and the Investor Relations Department, Pasona Group Inc.</p> <p> Managing Executive Officer & Director, General Manager of the Finance and Accounting Headquarters, Pasona Inc.</p> <p>August 2011 Managing Executive Officer & Director, responsible for the Accounting Division and the Finance Division, Pasona Inc.</p> <p>May 2012 Audit & Supervisory Board Member, the Company</p> <p>August 2017 Senior Managing Executive Officer and CFO, General Manager of the Finance and Accounting Headquarters, Pasona Group Inc.</p> <p>June 2025 Executive Officer, Vice President and CFO, General Manager of the Business Management Headquarters (to present)</p> <p>[Significant concurrent positions]</p> <ul style="list-style-type: none"> • Executive Officer, Vice President and CFO, General Manager of the Business Management Headquarters, Pasona Group Inc. 	1,100 shares
<p>[Special notes regarding the candidate for Director] There are no special interests between the candidate and the Company.</p> <p>[Reason for nomination as candidate for Director] Ms. Yuko Nakase, who has served as an officer at the group companies, etc. including the Company's parent company, has extensive experience and insights as a person responsible for finance and accounting as well as knowledge on human resource management and ESG. The Company expects that she will contribute to improving the corporate value of the Company through such experience and therefore, nominated her as a candidate for Director based on the judgment that she is qualified as Director of the Company.</p>			

(Note) The Company has entered into a directors and officers liability insurance agreement with an insurance company under which Directors are included as insured persons, pursuant to Article 430-3, Paragraph 1 of the Companies Act. In addition to the securities damages and dispute expenses to be borne by the Company, this insurance agreement covers damages and litigation costs to be borne by the insured persons in the event of claims made against them for actions taken (or inaction) in their role as an officer of the Company. However, there are certain exclusions, such as no coverage for liability arising from actions taken with the knowledge that they were in violation of laws and regulations. If appointment of each candidate for Directors is approved, they will be included in the insured persons under this insurance agreement. The Company plans to renew this insurance agreement with the same content during their terms of office. The premiums are fully borne by the Company, and there is virtually no premium burden on the insureds.

[Skill Matrix of Directors (Including Candidates)]

Name	Status	Knowledge/Experience/Ability							
		Corporate Management	Human Resource Management	Business Development	DX/ IT	International Experience	Legal Affairs/Risk Management	Finance/ Accounting	ESG
Koichi Morimoto		●	●	●	●	●			
Kenji Iijima		●	●	●	●				
Yuko Nakase	Part-time	●		●				●	●
Takashi Nakajima	Full-time Audit and Supervisory Committee Member		●				●		●
Hiroyuki Tomimatsu	Outside Director and Audit and Supervisory Committee Member				●		●	●	●
Miwako Iyoku	Outside Director and Audit and Supervisory Committee Member	●	●	●	●				●
Takako Masai	Outside Director and Audit and Supervisory Committee Member	●				●	●	●	

(Reference)

Independence Standards of Outside Directors

In principle, the Company appoints persons who do not fall under any of the following items as Independent Directors

- (1) A person for whom the Company is a major business partner or an executive thereof
- (2) A person who is a major business partner of the Company or an executive thereof
- (3) A consultant, accounting professional or legal professional who receives a large amount of money or other assets from the Company other than officer remuneration (if a person who receives such assets is an organization such as a corporation or association, a person who belongs to such organization)
- (4) A person who fell under any of the above (1), (2) or (3) in the past three fiscal years
- (5) A person who fell under any of the following a. through c. at any point during a period of 10 years before assuming the office
 - a. An executive or a non-executive Director of a parent company of the Company
 - b. An auditor of a parent company of the Company (only in the case of designating an Outside Director who is an Audit and Supervisory Committee Member as Independent Director)
 - c. An executive of a sister company of the Company
- (6) A relative within the second degree of kinship of a person (excluding those without significance) falling under any of the following a. through f.
 - a. A person listed in the above (1) through (5)
 - b. An executive of a subsidiary of the Company
 - c. A non-executive Director of a subsidiary of the Company
 - d. An executive or non-executive Director of a parent company of the Company
 - e. An executive of a sister company of the Company
 - f. A person who fell under any of the above b. or c. or an executive of the Company in the past three fiscal years (including a non-executive Director in the case of designating an Outside Director who is an Audit and Supervisory Committee Member as Independent Director)