

August 14, 2025
(Commencement date of measures for electronic provision: August 7, 2025)

To Shareholders

Company name: Globe-ing Inc.

Name of representative: Kohei Tanaka, Representative Director and CEO

(Securities code: 277A; Growth Market of the TSE)

NOTICE OF THE 10TH ORDINARY GENERAL MEETING OF SHAREHOLDERS

We are pleased to announce that the 10th Ordinary General Meeting of Shareholders of Globe-ing Inc. (hereinafter referred to “Company”) will be held for the purposes described below.

In convening this General Meeting of Shareholders, information contained in the Reference Documents for the General Meeting of Shareholders, etc., has been posted on the following website as the Company has taken measures for electronic provision.

Our website

<https://globe-ing.com/ir/meeting/>

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

Tokyo Stock Exchange website

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

Please access the above website and enter our company name or security code to search our company, and select “Basic information” and “Documents for public inspection/PR information.”

If you are unable to attend the meeting on the day, you may exercise your voting rights in writing or electronically (via the Internet). We kindly ask that you review the reference materials for the shareholders' meeting and read the “Notice Regarding the Exercise of Voting Rights” carefully, and exercise your voting rights by 6:00 p.m. on Thursday, August 28, 2025.

Details

1. Date and time 10:00am, Friday, August 29, 2025
2. Venue Room 1,2, 4F Midtown Tower, Tokyo Midtown Conference
9-7-1 Akasaka, Minato-ku, Tokyo
3. Purposes
 - Matters to be reported Business Report, Consolidated Financial Statements for the 10th fiscal year (from June 1, 2024 to May 31, 2025), and audit results of the consolidated financial statements by the accounting auditors and audit & supervisory committee
Non-consolidated Financial Statements for the 10th fiscal year (from June 1, 2024 to May 31, 2025)
 - Matters to be resolved Proposal 1. Election of seven directors
Proposal 2. Revision of the amount of remuneration for directors and auditors

End

- When attending the meeting, please submit the enclosed voting form at the reception desk.
- If you neither approve nor disapprove of a proposal on the voting form, your vote will be counted as approval.
- In the event of any changes to the electronic provision measures, details of such changes will be posted on the respective websites.
- The documents provided to shareholders upon request do not include the following items in accordance with applicable laws and regulations, as well as Article 16 of the Company's Articles of Incorporation. Accordingly, these documents constitute part of the materials audited by the auditors and accounting auditors in preparing the audit report.
 - Overview of Operational Status of System for Ensuring Operational Integrity
 - Policy for determination of dividend from surplus

- Notes to Consolidated Accounting Documents
- Notes to Non-Consolidated Accounting Documents

Reference Materials for General Meeting of Shareholders

Proposal 1

Election of seven directors

The terms of office of all eight Directors expire at the close of this General Meeting of Shareholders. Accordingly, the Company proposes to elect seven Directors. The candidates for Directors are as follows.

No.	Name		Current Positions and Responsibilities in the Company	Number of Meetings of the Board of Directors Attended
1	Sosuke Wajima	Reappointed	Representative Director and Partner, Senior Executive Officer	17/17
2	Kohei Tanaka	Reappointed	Representative Director and CEO, Senior Executive Officer	17/17
3	Kazuhiko Nakagawa	Reappointed	Vice President and Director, Senior Executive Officer	16/17
4	Hiroki Fukuda	Reappointed	Director and CSO, Senior Executive Officer	17/17
5	Kyosuke Yoneyama	Reappointed	Outside Director	17/17
6	Seiichi Tamura	Reappointed	Outside Director	17/17
7	Hirotooshi Takahashi	Reappointed	Outside Director	17/17

Sosuke Wajima

Reappointed
Time in office as of end of this meeting: 4 years and 5 months
DOB: November 1, 1970

Career summary, positions and responsibilities in the Company (important concurrent positions)

April 1994	Mitsubishi Motors Corporation
November 2000	Accenture Japan Ltd.
September 2012	Head of F&EP, Strategy Division
January 2017	Founded Globe-ing
April 2017	PwC Consulting LLC
March 2021	Representative Director and Partner of the Company
February 2024	Representative Director and Partner, Senior Executive Officer of the Company (to present)

Number of the Company's shares held: 16,519,300 shares

*The number includes shares held by EMMA&KEITO Inc., an asset management company.

Reason for nomination

He has extensive management experience at Accenture Japan Ltd. and PwC Consulting LLC, and has led the growth of the Company as its Representative Director since its establishment. He is expected to continue demonstrating his management expertise and outstanding leadership toward the sustainable growth and medium- to long-term enhancement of the corporate value. Accordingly, the Company nominated him as a Director.

Kohei Tanaka

Reappointed
Time in office as of end of this meeting: 3 years and 3 months
DOB: August 31, 1979

Career summary, positions and responsibilities in the Company (important concurrent positions)

April 2005	Accenture Japan Ltd.
December 2013	Rakuten Group, Inc.
October 2014	Vice President and Representative Director of ReDucate (secondment)
November 2015	Director of Lingvist
May 2016	Representative Director and President of ReDucate
September 2017	Accenture Japan Ltd.
May 2022	Director of the Company
May 2023	Representative Director and CEO of the Company
February 2024	Representative Director and CEO, Senior Executive Officer of the Company (to present)

Number of the Company's shares held: 1,725,700 shares

*The number includes shares held by KJV Inc., an asset management company.

Reason for nomination

In addition to his consulting work at Accenture Japan Ltd., he has extensive experience in leading business development at Rakuten Group, Inc.. He has demonstrated outstanding leadership and contributed to the growth of the Company. The company expects him to make a significant contribution to the sustainable development of the Company, leveraging his excellent management skills and leadership. Accordingly, the Company has nominated him as a Director.

Kazuhiko Nakagawa

Reappointed
Time in office as of end of this meeting: 1 year and 11 months
DOB: January 19, 1980

Career summary, positions and responsibilities in the Company (important concurrent positions)

May 2002 Accenture Japan Ltd.
July 2023 Senior Partner of the Company
September 2023 Vice President and Director of the Company
February 2024 Vice President and Director, Senior Executive officer of the Company (to present)
Number of the Company's shares held: 0 share

Reason for nomination

Leveraging his many years of consulting experience at Accenture Japan Ltd, he has contributed to the development of consulting business as a Senior Partner and Vice President. He is expected to continue making contributions to long-term growth, and therefore, the Company has nominated him as a Director.

Hiroki Fukuda

Reappointed
Time in office as of end of this meeting: 1 year and 6 months
DOB: July 18, 1983

Career summary, positions and responsibilities in the Company (important concurrent positions)

April 2006 Boston Consulting Group Co., Ltd.

January 2021 Managing Director & Partner

February 2024 Director and CSO, Senior Executive Officer of the Company (to present)

Number of the Company's shares held: 0 share

Reason for nomination

He has extensive consulting and management experience at Boston Consulting Group Co., Ltd.. He has also contributed to the development of the Company's consulting business as a Director. He is expected to continue making contributions to long-term growth, and therefore, the Company has nominated him as a Director.

Kyosuke Yoneyama

Reappointed
Time in office as of end of this meeting: 3 years
DOB: September 11, 1965
Candidate for Independent Outside Director

Career summary, positions and responsibilities in the Company (important concurrent positions)

April 1989	DU PONT - TORAY CO., LTD.
May 1997	Andersen Consulting (Currently known as Accenture Japan Ltd.)
July 2003	Executive Officer and CIO of Pasona Inc.
September 2006	Outside Director of CareerIndex Inc.
May 2011	Accenture Japan Ltd. Senior Executive of Technology Consulting Division
April 2021	Mitsubishi Materials Corporation Executive Officer, Vice President of Metalworking Solutions Company and General manager of DX Division
August 2022	Director of the Company (to present)

Number of the Company's shares held: 0 share

Reason for nomination

As a management consultant with extensive knowledge across a broad range of industries, as well as extensive experience and broad insight into corporate management at operating companies, the Company expects him to provide objective and impartial advice and guidance to the Company's management. Therefore, the Company has nominated him as a candidate for Outside Director.

Seiichi Tamura

Reappointed
Time in office as of end of this meeting: 2 year and 8 months
DOB: December 30, 1968
Candidate for Independent Outside Director

Career summary, positions and responsibilities in the Company (important concurrent positions)

March 1992	Accenture Japan Ltd.
September 2005	Executive Partner
January 2010	Enterprise Turnaround Initiative Corporation of Japan Managing Director
May 2011	Independent Director of Shibamasa Kankou Kaisha, Ltd. (seconded from Enterprise Turnaround Initiative Corporation of Japan)
June 2011	Executive Vice President and Director of Fujisho Printing Inc. (seconded from Enterprise Turnaround Initiative Corporation of Japan)
September 2011	Independent Director of Okiso Kensetsu Co., Ltd. (seconded from Enterprise Turnaround Initiative Corporation of Japan)
March 2013	JVCKENWOOD Corporation
June 2016	Representative Director, Vice president and Executive Officer, CSO and CEO of Media Service Division
April 2017	NIDEC Corporation
June 2017	Senior Managing Executive Officer
May 2019	Senior Partner of Roland Berger Ltd. (to present)
January 2021	Director of Gixo Ltd. (to present)
December 2022	Director of the Company (to present)

Number of the Company's shares held: 0 share

Reason for nomination

As a management consultant with extensive knowledge across a broad range of industries, as well as extensive experience and broad insight into corporate management at operating companies, the Company expects him to provide objective and impartial advice and guidance to the Company's management. Therefore, the Company has nominated him as a candidate for Outside Director.

Hirotoshi Takahashi

Reappointed
Time in office as of end of this meeting: 1 year and 9 months
DOB: April 26, 1969
Candidate for Independent Outside Director

Career summary, positions and responsibilities in the Company (important concurrent positions)

April 1995	Intelligence Co., Ltd.
April 1999	Director
July 2006	Director and Senior Managing Executive Officer
August 2007	Director of USEN Corporation
December 2008	CEO and Representative Director, Executive officer of Intelligence Co., Ltd.
June 2013	Vice President and Director of TEMP Holdings Co., Ltd
April 2014	CEO of INTELLIGENCE HITO Research Institute Ltd. (currently known as PERSOL Research and Consulting Co., Ltd.)
April 2016	Director of Intelligence, Inc. Director of Intelligence Business Solutions Co., Ltd. (currently known as Persol Process & Technology Co., Ltd.)
June 2016	Vice President and Director, COO of Temp Holdings Co., Ltd. (currently known as Persol Holdings Co., Ltd.)
April 2019	CEO of Persol Innovation Co., Ltd.
April 2021	Representative Director and Vice President of Persol Holdings Co., Ltd. Director of Persol Tempstaff Co., Ltd. Director of Persol Career Co., Ltd. Director of Persol Professional Outsourcing Co., Ltd. (currently known as Persol Cross Technology Co., Ltd.) Director of Persol Innovation Co., Ltd.
November 2023	Director of the Company (to present) Independent Director of SIGNATE Inc. (to present)

Number of the Company's shares held: 0 share

Reason for nomination

With his extensive management experience gained through leading companies at various stages of development, both in Japan and overseas, the Company expects him to provide objective and impartial advice and guidance to the Company's management. Therefore, the Company has nominated him as a candidate for Outside Director.

(Note)

1. There is no special interest between the Company and each of the candidates.
2. Sosuke Wajima falls under the category of a parent company as defined in Article 2, Item 4-2 of the Companies Act of Japan.
3. Kyosuke Yoneyama, Seiichi Tamura, and Hirotoishi Takahashi are candidates for Outside Directors, and all three are also candidates for Independent Directors as defined in Article 436-2 of the Securities Listing Regulations of the Tokyo Stock Exchange.
4. The Company has entered into a liability limitation agreement with Kyosuke Yoneyama, Seiichi Tamura, and Hirotoishi Takahashi, pursuant to Article 423, Paragraph 1 of the Companies Act, to limit their liability. The maximum liability amount under the agreement is the minimum liability amount specified in Article 425, Paragraph 1 of the Companies Act. If their reelection is approved, the Company intends to continue the above liability limitation agreement with each of them.
5. The Company has entered into a Directors and Officers Liability Insurance contract with an insurance provider, pursuant to Article 430-3, Paragraph 1 of the Companies Act, with all directors as insured parties. Under this insurance contract, any damages or litigation costs incurred by the insured parties as a result of claims for damages arising from acts (including omissions) performed in their capacity as officers of the company will be covered. If any candidate is appointed as a director, they will also become an insured party under this insurance contract. Furthermore, the company will bear the full cost of the insurance premiums, and the Company intends to renew the contract under the same terms at the next renewal date.

Proposal 2

Revision of the amount of remuneration for directors and auditors

The Company proposes that the remuneration for directors be set at a fixed annual amount of up to 1,000 million yen, of which up to 60 million yen shall be allocated to Outside Directors. Additionally, the remuneration for auditors shall be set at an annual amount of up to 15 million yen, all of which shall be allocated to Outside Auditors. This proposal has been deliberated and approved by the Board of Directors, after comprehensive consideration of the scale of the Company's business, the current remuneration system for directors and auditors, their respective remuneration levels, the current number of directors and auditors, and future prospects. The Company believes this to be appropriate. Additionally, if this proposal

is approved, the Company intends to revise the decision-making policy regarding the contents of individual director compensation, as described on page 29 of the Business Report, in accordance with this proposal.

Currently, the Company has eight directors, including three Outside Directors, and three Auditors, all of whom are Outside Auditors. However, if the proposed resolution is approved as originally presented, the number of directors will be reduced to seven, including three Outside Directors, while the number of Auditors will remain unchanged at three, including three Outside Auditors.

End