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Securities Code: 4368 June 4, 2025

To Our Shareholders:

Shinichi Sugita, Representative Director and President FUSO CHEMICAL CO., LTD. 5-29, Kitahama 3-chome, Chuo-ku, Osaka

# Notice of the 68th Annual General Meeting of Shareholders

We are pleased to announce the 68th Annual General Meeting of Shareholders of the Company, which will be held as described below.

When convening this general meeting of shareholders, the Company takes measures for providing information that constitutes the content of Reference Documents for the General Meeting of Shareholders, etc. (items for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information as "Notice of the 68th Annual General Meeting of Shareholders" on each of the following websites. Please access either of those websites by using the internet address shown below to review the information.

The Company's website: https://fusokk.co.jp (in Japanese)

Website for posted informational materials for the general meeting of shareholders: https://d.sokai.jp/4368/teiji/ (in Japanese)

Sumitomo Mitsui Trust Bank's website (The Portal of Shareholders' Meeting): https://www.soukai-portal.net (in Japanese) Scan the QR code on the voting form or access the address above and enter your ID and password.

In addition to posting items for which measures for providing information in electronic format are to be taken on each of the websites above, the Company also posts this information on the website of Tokyo Stock Exchange, Inc. (TSE). To access this information from the latter website, access the TSE website (Listed Company Search) by using the internet address shown below, enter "FUSO CHEMICAL" in the issue name (company name) or "4368" in the securities code, and click "Search," and 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]."

TSE website (Listed Company Search): https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show (in Japanese)

# If you are unable to attend on the day of the meeting, you may exercise your voting rights via the internet, etc. or in writing. Please review the Reference Documents for the General Meeting of Shareholders, and exercise your voting rights by 5:45 p.m. on Thursday, June 19, 2025 (JST).

[When exercising voting rights via the internet, etc.]

Please vote by the above stated deadline for exercising voting rights.

# [When exercising voting rights in writing]

Please indicate your votes for each proposal on the voting form sent out with this notice, and return it by the above stated deadline for exercising your votes.

#### 1. Date and time: Friday, June 20, 2025, at 10:00 a.m. (JST) (Reception starts at 9:20 a.m.)

**2. Venue:** 4th Floor, Osaka Club

4-11, Imabashi 4-chome, Chuo-ku, Osaka

#### 3. Objectives of meeting:

#### Items to be reported:

- 1. Reports on the Business Report, the Consolidated Financial Statements, and the results of audit of the Consolidated Financial Statements by the Financial Auditor and Audit and Supervisory Committee for the 68th fiscal term (from April 1, 2024 to March 31, 2025)
- 2. Report on the Non-consolidated Financial Statements for the 68th fiscal term (from April 1, 2024 to March 31, 2025)

#### Items to be resolved:

Proposal No. 1	Appropriation	of Surplus
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- **Proposal No. 2** Election of Eight Board Directors (Excluding Board Directors Who Are Audit and Supervisory Committee Members)
- Proposal No. 3 Election of One Board Director Who Is an Audit and Supervisory Committee Member
- If you are attending on the day of the meeting, you are kindly requested to submit the voting form sent out with this notice to the reception staff.
- Of the items for which measures for providing information in electronic format are to be taken, the System to Ensure the Proper Operation of Business and the Status of Operation of the System in the Business Report, the Consolidated Statement of Changes in Equity and Notes to Consolidated Financial Statements of the Consolidated Financial Statements, together with Non-consolidated Statement of Changes in Equity and Notes to Non-consolidated Financial Statements of the Non-consolidated Financial Statements are not included in the paper-based documents to be delivered to shareholders who have made a request for delivery of paper-based documents that are delivered to shareholders who have made a request for delivery of paper-based documents included in the scope of audits by the Audit and Supervisory Committee and the Financial Auditor when they create their respective audit reports.
- If revisions to the items for which measures for providing information in electronic format are to be taken arise, a notice of the revisions and the details of the items before and after the revisions will be posted on the website for measures for providing information in electronic format on the previous page.
- Souvenirs will not be handed out to shareholders attending on the day of the meeting. Your understanding would be much appreciated.

# **Reference Documents for the General Meeting of Shareholders**

# Proposal No. 1 Appropriation of Surplus

In terms of appropriation of surplus, the Company has adopted a progressive dividend approach to reward shareholders who hold consistently over the long term, and will strive to enhance corporate value.

The Company proposes to pay a year-end dividend for the 68th fiscal term of ¥38 per share as follows based on the business performance for the fiscal year under review.

Total dividends per share for the fiscal year including the interim dividend (¥35 per share) will be ¥73 per share.

Matters regarding year-end dividends

- (1) Type of dividend property To be paid in cash.
- (2) Matters regarding the allocation of dividend property and the total amount thereof The Company proposes to pay a dividend of ¥38 per common share of the Company. In that event, the total dividends would be ¥1,339,762,618.
- (3) Effective date of dividends of surplus June 23, 2025.

# Proposal No. 2 Election of Eight Board Directors (Excluding Board Directors Who Are Audit and Supervisory Committee Members)

The terms of office of all current seven Board Directors (excluding Board Directors who are Audit and Supervisory Committee Members; the same shall apply throughout this proposal) will expire at the conclusion of the meeting. Therefore, the Company proposes the election of eight Board Directors, increasing the number of Board Directors by one to further enhance the management system.

The Audit and Supervisory Committee of the Company believes that all candidates for Board Directors are qualified for this proposal.

Candidate No.	Name (Date of birth)		Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company						
1	Misako Fujioka (April 22, 1955) [Reelection]	President & Outside Direct of Asahi Broa	External Board Director of the Company Executive Officer of Teikoku Seiyaku Co., Ltd. President & CEO (current position) Representative Director & Chairman of the Company (current position) Outside Director (Audit and Supervisory Committee Member) of Asahi Broadcasting Group Holdings Corporation (current position) concurrent positions outside the Company] CEO of Teikoku Seiyaku Co., Ltd. etor (Audit and Supervisory Committee Member) adcasting Group Holdings Corporation	136,784 shares					
	[Reasons for nomination as candidate for Board Director] Misako Fujioka presently holds a position as President & CEO of Teikoku Seiyaku Co., Ltd. and has abundant knowledge and experience in the overall management of a company. Accordingly, judging that she is capable of contributing to the development of the Company group (the "Group"), the Company continues to nominate her as candidate for Board Director.								
2	Shinichi Sugita (October 5, 1955) [Reelection]	Apr. 1980 Apr. 2005 Apr. 2006 Jul. 2012 Feb. 2019 Jun. 2019 Jun. 2020	<ul> <li>Joined Fujisawa Pharmaceutical Co., Ltd.</li> <li>(currently Astellas Pharma Inc.)</li> <li>Joined the Company</li> <li>Department Manager of Planning and</li> <li>Development Department of Sales</li> <li>Development Division of Life Science Business</li> <li>Unit</li> <li>Executive Officer, Division Manager of</li> <li>Electronic Materials Division, and Site</li> <li>Manager of Kyoto Plant</li> <li>Deputy Division Manager of Administration</li> <li>Division</li> <li>Board Director, Division Manager of</li> <li>Administration Division, and in charge of</li> <li>Innovation Promotion Office</li> <li>Representative Director &amp; President (current position)</li> </ul>	14,460 share					
	knowledge which he had obtaine	nd expertise in d from manage g that he is capa	Director] the life science and electronic materials businesses, a rial work as a Site Manager of a plant and a Divisior ble of contributing to the Group's development by u	n Manager of the					

The candidates for Board Directors are as follows:

Candidate No.	Name (Date of birth)		Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company							
		Apr. 1990 Jul. 2005	Joined the Company Department Manager of Electronic Materials Sales Development Department of Electronic Materials Business Division	owned						
		Feb. 2008	Division Manager of Electronic Materials Division of Electronic Materials Business Unit							
	Haruo Masauji	Jul. 2008	Executive Officer							
	(March 23, 1967) [Reelection]	Jul. 2010	Senior Executive Officer and General Manager of Electronic Materials Business Unit	29,978 share						
3		Jun. 2011	Board Director							
5		Apr. 2019	Managing Director							
		Jun. 2020	Senior Managing Director (current position) and in charge of Innovation Promotion Office							
		Apr. 2024	General Manager of Life Science Business Unit (current position)							
	[Reasons for nomination as can Haruo Masauji is assisting the		Director] werall management while supporting the administrat	ion by utilizing his						
			electronic materials businesses. Accordingly, judging							
	of contributing to businesses th Board Director.	e Company is de	eveloping, the Company continues to nominate him a	s candidate for						
		Nov. 2019	Joined the Company							
		Mar. 2020	Executive Director of Teikoku Seiyaku Co.,							
			Ltd. (current position)							
		Jul. 2020	Executive Officer of the Company Department Manager of Planning and							
	Atsushi Fujioka		Development Office							
	(May 4, 1988)	Jun. 2021	Board Director	23,692 share						
	[Reelection]	Apr. 2024	Managing Director (current position)							
4		Apr. 2025	Department Manager of Corporate Planning Department and Department Manager of Business Development Department (current							
			position)							
		[Significant of	concurrent positions outside the Company]							
		-	rector of Teikoku Seiyaku Co., Ltd.							
	[Reasons for nomination as candidate for Board Director]									
	Atsushi Fujioka has experience and expertise as a Department Manager of the Corporate Planning Department and the Business Development Department. Judging that he is capable of contributing to businesses the Company is developing									
			s as Board Director, the Company continues to nomi							
		Apr. 1992	Joined the Company							
		Apr. 2010	Department Manager of Sales Development Department of Electronic Materials Business							
			Unit							
	Motoki Sugimoto	Jul. 2015	Executive Officer and Department Manager of							
	(November 11, 1968)		Sales Development Department of Life Science Business Unit	4,588 share						
5	[Reelection]	Apr. 2019	General Manager of Life Science Business Unit							
5		Jun. 2019	Board Director (current position)							
		Apr. 2024	General Manager of Electronic Materials							
			Business Unit (current position)							
	[Reasons for nomination as candidate for Board Director] Motoki Sugimoto has experience and expertise in the life science and electronic materials businesses. Judging that he is									
	capable of contributing to busir	lesses the Compa	any is developing by utilizing them through his execu	tion of duties as						

Candidate No.	Name (Date of birth)	Number of the Company's shares owned							
H Co go	Hiroyuki Ito (October 15, 1964) [New election]	Apr. 1987 May 1994 Apr. 1996 Feb. 2007 Jul. 2010 Apr. 2014 Apr. 2017 Jul. 2020	1,944 shares						
	Jul. 2023         Senior Executive Officer (current position)           [Reasons for nomination as candidate for Board Director]           Hiroyuki Ito has experience and expertise in financial institutions and in the administrative departments of the Company. Judging that he is capable of contributing to the strengthening of administrative operations and the corporate governance of the Company through his execution of duties as Board Director, the Company nominates him as candidate for Board Director.								
7	Norikazu Miyamoto (April 21, 1967) [New election]	Apr. 1994 Apr. 2015 Jun. 2017 Jan. 2020 Jul. 2020 Sep. 2023 Apr. 2024 Jul. 2024	Joined the Company Department Manager of Kyoto Production Department of Electronic Materials Business Unit General Manager of Qingdao Fuso Refining & Processing Co., Ltd. Division Manager of Production Division of Life Science Business Unit Executive Officer General Manager of Kashima Plant Senior Executive Officer (current position) Division Manager of Production Division (current position) General Manager of Kyoto Plant (current position)	2,431 shares					
		ience and experti- usinesses the Com	Director] se in the life science and electronic materials busines upany is developing by utilizing them through his ex						

Candidate No.	Name (Date of birth)		Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company owned							
		Apr. 1981	Joined Ministry of Finance	Owned						
		Jul. 1999	Assistant Regional Commissioner of Criminal							
			Investigation Department of Tokyo Regional							
			Taxation Bureau							
		Jul. 2011	Deputy Commissioner of Commissioner's							
			Secretariat of National Tax Agency							
		Jul. 2012	Regional Commissioner of Nagoya Regional							
		. 2015	Taxation Bureau							
		Apr. 2015	President of Japan Mint							
		Apr. 2018	Deputy Director-General of Minister's Secretariat of Ministry of Finance							
		Apr. 2019	Professor of Department of Management,							
			Faculty of Management of Otemon Gakuin							
			University							
			Senior Visiting Research Fellow of Policy							
			Research Institute, Ministry of Finance (current							
			position)							
		Jun. 2019	Outside Director of Osaka Soda Co., Ltd.							
	Helzen Huelzschime	0 ( 2010	(current position)							
	Hakaru Hyakushima (December 20, 1958)	Oct. 2019	Part-time lecturer of School of Government,							
	[External]	Jun. 2020	Kyoto University Outside Audit & Supervisory Board Member of	258 share						
	[Independent]	Juli. 2020	Sumitomo Riko Company Limited (current	250 5140						
	[Reelection]		position)							
8		Mar. 2021	Trustee, Kyoto International Conference Center							
			(current position)							
		Jun. 2022	External Board Director of the Company							
			(current position)							
		Apr. 2025	Specially Appointed Professor, School of							
			Government, Kyoto University (current							
			position)							
			Visiting Professor of Otemon Gakuin							
			University (current position)							
			concurrent positions outside the Company]							
			pointed Professor, School of Government, Kyoto							
		University Visiting Prof	assar of Otomon Colcuin University							
		-	essor of Otemon Gakuin University ng Research Fellow of Policy Research Institute,							
		Ministry of F								
		-	to International Conference Center							
		-	ctor of Osaka Soda Co., Ltd.							
			it & Supervisory Board Member of Sumitomo Riko							
	-		nal Board Director and expected roles]							
			agency experience in taxation, finance, and other field							
	important posts at the Ministry of Finance and other organizations. Accordingly, with the expectation that he will									
	oversee and offer advice drawn on his knowledge for decision-making of important management matters and									
	supervision of execution of duties, etc. from a neutral and objective perspective, the Company continues to nominate									
	him as candidate for External Board Director. Although he has no experience being involved in the management of a									
	company in any way other than as an external officer, for the reasons above, the Company has judged him capable of appropriately fulfilling duties as External Board Director.									
otes: 1.	There is no special interest betw									
2.	Hakaru Hyakushima is a candida	-								

3. Hakaru Hyakushima is currently an External Board Director of the Company. At the conclusion of the meeting, his tenure as an External Board Director of the Company will have been three years.

- 4. Pursuant to the provisions of Article 427, paragraph (1) of the Companies Act, the Company has entered into an agreement with Hakaru Hyakushima to limit his liability for damages under Article 423, paragraph (1) of the same Act to the minimum liability amount provided for by Article 425, paragraph (1) of the same Act. If he is elected, the Company plans to renew the aforementioned agreement with him.
- 5. The Company has entered into a directors and officers liability insurance contract with an insurance company as provided for in Article 430-3, paragraph (1) of the Companies Act, which provides that the Company shall cover any damages that may arise from a director being held liable for the performance of his/her duties or being subject to a claim for such liability (however, excluding such performance of an illegal act with full knowledge of its illegality). Each candidate, if elected, will become insured parties under this insurance policy. In addition, the premiums for the policy are fully borne by the Company, including the special contract, and the Company plans to renew this insurance policy with the same content at the time of the next renewal.
- 6. Hakaru Hyakushima satisfies the requirements for an independent officer as provided for by Tokyo Stock Exchange, Inc., and the criteria for determining independence set forth by the Company. The Company has submitted notification of his status as an independent officer. If he is elected, the Company plans to once again submit notification of his status as an independent officer. The criteria for determining independence set forth by the Company are included on page 11
- 7. Number of shares under the name of officer's shareholding association of the Company is included in the above-mentioned "Number of the Company's shares owned."

#### Proposal No. 3 Election of One Board Director Who Is an Audit and Supervisory Committee Member

The term of office of Board Director who is an Audit and Supervisory Committee Member Fumiaki Hirata will expire at the conclusion of the meeting.

Therefore, the Company proposes the election of one Board Director who is an Audit and Supervisory Committee Member.

The consent of the Audit and Supervisory Committee has been obtained for this proposal. The candidate for Board Director who is Audit and Supervisory Committee Member is as follows:

Name (Date of birth)	Career summary, position and responsibility in the Company, and significant concurrent positions outside the Company		Number of the Company's shares
(Date of ontil)		owned	
	Apr. 1981	Joined Takeda Pharmaceutical Company Limited	
	Jun. 2006	Member of the Board and Head of R&D Center of Mitsui Chemicals Polyurethanes, Inc. (now Mitsui Chemicals, Inc.)	
Fumiaki Hirata	Apr. 2009	Senior Director of Mitsui Chemicals, Inc.	
(June 3, 1955) [External] [Independent]	May 2012	Senior Director and General Manager of Kashima Works	1,151 shares
[Reelection]	Apr. 2016	Representative Director and President of MC Industries, Ltd. (now Mitsui Chemicals MC, Ltd.)	
	Jun. 2021	External Board Director who is an Audit and	
		Supervisory Committee Member of the	
		Company (current position)	

[Reasons for nomination as candidate for External Board Director and expected roles] Fumiaki Hirata has abundant management knowledge and broad insight in the chemical industry and has expertise of businesses the Company is developing. Accordingly, with an expectation that he will oversee and offer advice drawn on his knowledge for decision-making of important management matters and supervision of execution of duties, etc. as an Audit and Supervisory Committee Member, the Company continues to nominate him as candidate for External Board Director who is an Audit and Supervisory Committee Member.

1. There is no special interest between the candidate and the Company.

2. Fumiaki Hirata is a candidate for External Board Director.

Notes:

3. Fumiaki Hirata is currently an External Board Director who is an Audit and Supervisory Committee Member of the Company. At the conclusion of the meeting, his tenure since assuming office in this position will have been four years.

- 4. Pursuant to the provisions of Article 427, paragraph (1) of the Companies Act, the Company has entered into an agreement with Fumiaki Hirata to limit his liability for damages under Article 423, paragraph (1) of the same Act to the minimum liability amount provided for by Article 425, paragraph (1) of the same Act. If he is elected, the Company plans to renew the aforementioned agreement with him.
- 5. The Company has entered into a directors and officers liability insurance contract with an insurance company as provided for in Article 430-3, paragraph (1) of the Companies Act, which provides that the Company shall cover any damages that may arise from a director being held liable for the performance of his/her duties or being subject to a claim for such liability (however, excluding such performance of an illegal act with full knowledge of its illegality). The candidate, if elected, will become an insured party under this insurance policy. In addition, the premiums for the policy are fully borne by the Company, including the special contract, and the Company plans to renew this insurance policy with the same content at the time of the next renewal.
- 6. Fumiaki Hirata satisfies the requirements for an independent officer as provided for by Tokyo Stock Exchange, Inc., and the criteria for determining independence set forth by the Company. The Company has submitted notification of his status as an independent officer. If he is elected, the Company plans to once again submit notification of his status as an independent officer. The criteria for determining independence set forth by the Company are included on page 11.
- 7. Number of shares under the name of officer's shareholding association of the Company is included in the above-mentioned "Number of the Company's shares owned."

# [Reference] Director skills matrix (planned after the conclusion of the Annual General Meeting of Shareholders on June 20, 2025)

If the candidates for Board Director in Proposal No. 2 and Proposal No. 3 are approved as originally proposed, the skills and experience, etc. of the Board Directors of the Company will be as follows. Note that the ratio of External Board Directors is more than one-third (four out of eleven) in the Company's Board of Directors.

					Com	mittee	Major skills/experience/etc. of the Board Directors								
Name	Position in the Company	Gender	External	Indepen- dent	Audit and Supervi- sory	Personnel Remune- ration Advisory	Corpo- rate manage- ment	Sustaina- bility /ESG	Techno- logy, research, manufac- turing	Sales and market- ing	Global busi- ness	Financial account- ing	Personnel and labor affairs	Legal affairs Risk manage- ment	IT
Misako Fujioka	Representative Director and Chairman	Woman				0	0	0					0	0	
Shinichi Sugita	Representative Director and President	Man				0	0		0	0		0	0		
Haruo Masauji	Senior Managing Director	Man					0		0	0	0				
Atsushi Fujioka	Managing Director	Man					0	0			0				0
Motoki Sugimoto	Board Director	Man							0	0	0				
Hiroyuki Ito	Board Director	Man					0	0				0	0	0	0
Norikazu Miyamoto	Board Director	Man						0	0	0					
Hakaru Hyakushima	Board Director	Man	0	0			0					0		0	
Fumiaki Hirata	Board Director, Audit and Supervisory Committee Member	Man	0	0	Ø	O	0		0	0					
Sayaka Eguro	Board Director, Audit and Supervisory Committee Member	Woman	0	0	0	0		0			0		0	0	
Kei Takeuchi	Board Director, Audit and Supervisory Committee Member	Man	0	0	0	0	0		0	0	0				

\* Chairpersons of each committee are marked with  $\bigcirc$ .

### [Reference] Criteria for Determining Independence of External Officers

The Company will deem that an external officer does not have a possible conflict of interest with general shareholders in the event none of the following items apply after examining to the extent reasonably possible, and will submit notification as an independent officer stipulated by Tokyo Stock Exchange.

- (1) An executive (\*1) of the Company or the Company's subsidiary (collectively the "Group") or someone who was an executive of the Group in the past ten years
- (2) A party for which the Group is a major counterparty (\*2) or an executive thereof
- (3) A major counterparty of the Group (\*3) or an executive thereof
- (4) A consultant, accounting professional or legal professional who is receiving a large amount of money or other assets (\*4), in addition to remuneration for officers from the Group (if the recipient of these assets is an organization such as a corporation or an association, a person belonging to such organization)
- (5) A person who is a certified public accountant belonging to the auditing firm that is the Financial Auditor of the Group
- (6) A current major shareholder of the Group (directly or indirectly holding 10% or more of the voting rights of the Company) or if the major shareholder is a corporation, an executive of such corporation
- (7) An executive of a company of which the Group is a major shareholder (directly or indirectly holding 10% or more of the voting rights)
- (8) An executive of a major financial institution (\*5) from which the Group has borrowed funds, or a parent company or subsidiary thereof
- (9) A person who is receiving a donation or subsidy that exceeds a certain amount (¥10 million per year on average over the past three years) from the Group (if such person is an organization such as a corporation or an association, an executive of such organization)
- (10) An executive of a company, its parent company or subsidiary that is accepting directors (whether full-time or part-time) from the Group
- (11) A person who has fallen under (2) to (10) above over the past three years
- (12) A spouse or a relative within the second degree of a person who falls under (1) to (11) above (limited to an important person (\*6))
  - (\*1) An "executive" refers to an executive as stipulated in Article 2, paragraph (3), item (vi) of the Ordinance for Enforcement of the Companies Act, which includes employees as well as executive directors. (Does not apply to audit & supervisory board members)
  - (\*2) A "party for which the Group is a major counterparty" refers to a counterparty that provides goods or services for the Group and has received payment from the Group accounting for 2% or more of such counterparty's annual consolidated net sales for the most recent fiscal year.
  - (\*3) A "major counterparty of the Group" refers to a counterparty for which the Group provides goods or services and has a trading amount accounting for 2% or more of the Group's annual consolidated net sales for the most recent fiscal year.
  - (\*4) A "large amount of money or other assets" refers to: (i) if such entity is an individual, an amount of ¥10 million or more annually paid by the Group other than remuneration for officers in the most recent fiscal year, (ii) if such entity is an organization such as a corporation, an amount of profit in terms of money or other assets accounting for 2% or more of the total revenue of such organization in the most recent fiscal year.
  - (\*5) A "major financial institution" refers to a financial institution from which the aggregate amount of borrowings as at the end of the most recent fiscal year exceeds 2% of the Company's consolidated total assets.
  - (\*6) An "important person" refers to (i) for executives, a director, executive officer, and operating officer; (ii) for auditing firms and law offices, a certified public accountant or attorney belonging respectively thereto, as well as a counselor or officer belonging to other corporations, and any other person objectively and reasonably deemed to be in positions of similar importance.