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(Stock Exchange Code 3034)

June 11, 2024

(Commencement date of measures for electronic provision: June 3, 2024)

To Shareholders with Voting Rights:

Takashi Nakamura
President and Representative Director
Qol Holdings Co., Ltd.
Head Office:
37F, Shiroyama Trust Tower, 4-3-1,
Toranomon, Minato-ku, Tokyo

**NOTICE OF
THE 32ND ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

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

You are cordially invited to attend the 32nd Annual General Meeting of Shareholders of Qol Holdings Co., Ltd. (the “Company”). The meeting will be held for the purposes as described below. In convening this year’s Annual General Meeting of Shareholders, the Company has taken measures for electronic provision and posted the matters to be provided electronically on the following websites:

The Company’s website: <https://www.qolhd.co.jp/eng/ir/stock/meeting.html>

Note: In addition to the above, those matters are posted on the following website:

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

Please access the website above, enter the Company’s name or its stock exchange code, and click on “Search.” Then, click on “Basic Information” and select “Documents for Public Inspection/PR Information” to view the information.

If you are unable to attend the meeting, you may exercise your voting rights by means of the Internet, or by mail. Please exercise your voting rights after reviewing the Reference Documents for the General Meeting of Shareholders that are included in the matters to be provided electronically, by entering your approval or disapproval for the agenda items either on the website designated by the Company (<https://evote.tr.mufg.jp/>) or on the enclosed Voting Rights Exercise Form. Please exercise your voting rights via the Internet or mail the form so that it reaches us no later than 6:00 p.m. Japan time on Wednesday, June 26, 2024.

Date and Time: Thursday, June 27, 2024 at 10:00 a.m. Japan time (the venue will open at 9:00 a.m.)

Place: Conference room at Qol Group located at
10F, Front Place Nihonbashi, 2-14-1, Nihonbashi, Chuo-ku, Tokyo

Meeting Agenda:

- Matters to be reported:**
1. The Business Report, Consolidated Financial Statements for the Company’s 32nd Fiscal Year (April 1, 2023 - March 31, 2024) and results of audits by the Accounting Auditor and the Audit & Supervisory Committee of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company’s 32nd Fiscal Year (April 1, 2023 - March 31, 2024)

Proposals to be resolved:

Proposal 1: Election of 8 Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

Proposal 2: Award of Retirement Allowance to Retiring Chairman and Director and Founder

The paper copy sent to shareholders who have requested it does not include the matters listed below, in accordance with the provisions of applicable laws and regulations, and the Articles of Incorporation of the Company. As such, the paper copy consists of excerpts from the documents that were audited by the Audit & Supervisory Committee and the Accounting Auditor in preparing the Audit Report.

- The Status of the Accounting Auditor, System for Ensuring Appropriate Operation, and Outline of the Status of Implementation of the System for Ensuring Appropriate Operation, which are part of the Business Report
- Consolidated Statement of Changes in Equity and Notes to Consolidated Financial Statements, which are part of the Consolidated Financial Statements
- Statement of Changes in Equity and Notes to Non-consolidated Financial Statements, which are part of the Non-consolidated Financial Statements

Should the matters to be provided electronically require revisions, the revised versions will be posted on the websites mentioned above.

Souvenirs are not available at the meeting. We appreciate your kind understanding.

Reference Documents for the General Meeting of Shareholders

Proposal 1: Election of 8 Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

The terms of office of all 8 Directors (excluding Directors who are Audit & Supervisory Committee Members) will expire at the conclusion of this year's Annual General Meeting of Shareholders. Accordingly, the election of 8 Directors (excluding Directors who are Audit & Supervisory Committee Members) (7 reappointments and 1 new appointment) is proposed.

The candidates for Director (excluding Directors who are Audit & Supervisory Committee Members) are as follows:

No.	Name	Positions and responsibilities at the Company	Term of office served as Director:	Attendance at Board of Directors meetings
1	<u>Reappointment</u> Takashi Nakamura <u>Male</u>	President and Representative Director	21 years	100% (17/17 meetings)
2	<u>Reappointment</u> Takayoshi Ishii <u>Male</u>	Representative and Senior Executive Director	7 years	100% (17/17 meetings)
3	<u>Reappointment</u> Kiyonobu Fukumitsu <u>Male</u>	Representative and Executive Director	15 years	100% (17/17 meetings)
4	<u>Reappointment</u> Yukari Onchi <u>Female</u>	Director	10 years	100% (17/17 meetings)
5	<u>Reappointment</u> Yutaka Togashi <u>Male</u>	Director	3 years and 11 months	100% (17/17 meetings)
6	<u>New appointment</u> Kei Imai <u>Male</u>	General Manager of Corporate Planning Dept.	—	—
7	<u>Reappointment</u> Toshiko Kuboki <u>Outside</u> <u>Independent</u> <u>Female</u>	Director	9 years	94% (16/17 meetings)
8	<u>Reappointment</u> Yukiharu Yamamoto <u>Outside</u> <u>Independent</u> <u>Male</u>	Director	5 years	100% (17/17 meetings)

- (Notes)
1. Term of office served as Director is as of the conclusion of this year's Annual General Meeting of Shareholders.
 2. Positions and responsibilities at the Company of the candidates presented above are as of this year's Annual General Meeting of Shareholders.

No.	Name (Date of birth)	Career summary, positions, and responsibilities at the Company, and significant concurrent positions	Number of shares of the Company held
1	Takashi Nakamura (January 19, 1970) 54 years old Reappointment Male	<p>April 1992 Joined Daiichi Pharmaceutical Co., Ltd. (current DAIICHI SANKYO COMPANY, LIMITED)</p> <p>October 2001 Joined the Company</p> <p>June 2003 Assumed the post of Director Chief of President's Office</p> <p>October 2004 Chief of Development Headquarters</p> <p>June 2005 Assumed the post of Executive Director</p> <p>June 2007 Assumed the post of Executive Vice President and Representative Director</p> <p>June 2016 Assumed the post of President and Representative Director (to present)</p>	1,641,000
		<p>Term of office served as Director: 21 years</p> <p>[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Mr. Takashi Nakamura as a candidate for Director based on its judgment that, with his wealth of experience at the Group as President and Representative Director since 2016, and his ability and insight into corporate management, he is expected to continue utilizing his wealth of experience and knowledge in the Company's management.</p> <p>Note) There is no special interest between Mr. Takashi Nakamura and the Company.</p>	Attendance at Board of Directors meetings: 100% (17/17 meetings)
2	Takayoshi Ishii (October 26, 1961) 62 years old Reappointment Male	<p>April 1985 Joined Shionogi & Co., Ltd.</p> <p>June 2014 Joined the Company Deputy Chief of Corporate Strategy Headquarters</p> <p>October 2014 General Manager of Corporate Planning Department</p> <p>April 2015 Assumed the post of Corporate Officer Chief of Corporate Strategy Headquarters</p> <p>April 2016 Chief of Corporate Planning Headquarters</p> <p>October 2016 Assumed the post of Senior Corporate Officer</p> <p>June 2017 Assumed the post of Director</p> <p>October 2018 Chief of President's Office</p> <p>April 2019 Assumed the post of Executive Director</p> <p>July 2020 Chief of Corporate Strategy Headquarters</p> <p>April 2021 Assumed the post of Representative and Executive Director</p> <p>April 2023 Assumed the post of Representative and Senior Executive Director (to present)</p>	14,927
		<p>Term of office served as Director: 7 years</p> <p>[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Mr. Takayoshi Ishii as a candidate for Director based on its judgment that, with his wealth of experience and track record in formulating and implementing business strategy in the Company's corporate planning and strategy divisions, he is expected to continue utilizing his professional experience and knowledge in formulating and implementing the Company's medium- and long-term strategy.</p> <p>Note) There is no special interest between Mr. Takayoshi Ishii and the Company.</p>	Attendance at Board of Directors meetings: 100% (17/17 meetings)

No.	Name (Date of birth)	Career summary, positions, and responsibilities at the Company, and significant concurrent positions	Number of shares of the Company held
3	Kiyonobu Fukumitsu (May 16, 1968) 56 years old Reappointment Male Term of office served as Director: 15 years	<p>April 1991 Joined The Dai-Ichi Kangyo Bank, Limited (current Mizuho Financial Group, Inc.)</p> <p>September 2002 Joined the Company</p> <p>April 2005 Assumed the post of Corporate Officer</p> <p>April 2008 Assumed the post of Senior Corporate Officer Chief of Management Headquarters</p> <p>June 2009 Assumed the post of Director</p> <p>April 2013 Chief of Corporate Strategy Headquarters and General Manager of Business Strategy</p> <p>April 2014 Chief of Corporate Strategy Headquarters</p> <p>June 2014 Assumed the post of Executive Director</p> <p>October 2018 General Manager of Business Management</p> <p>July 2020 Chief of Business Management Headquarters</p> <p>October 2020 Assumed the post of Representative and Executive Director (to present)</p> <p>June 2023 Director, Public Interest Incorporated Association Shiba Houjinkai (to present)</p>	63,400
		<p>[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Mr. Kiyonobu Fukumitsu as a candidate for Director based on its judgment that, with his wealth of experience and track record in the Company's management and administration, as well as his deep understanding of corporate management and the Company's business environment and management status, he is expected to continue utilizing his professional experience and knowledge to strengthen the Company's administration and management.</p> <p>Note) There is no special interest between Mr. Kiyonobu Fukumitsu and the Company.</p>	Attendance at Board of Directors meetings: 100% (17/17 meetings)
4	Yukari Onchi (July 26, 1962) 61 years old Reappointment Female Term of office served as Director: 10 years	<p>June 1987 Registered on list of pharmacists</p> <p>January 1988 Joined Tokyo Ekisaikai Hospital</p> <p>March 1993 Joined the Company</p> <p>April 2004 Assumed the post of Corporate Officer General Manager of Internal Audit Office</p> <p>April 2008 Assumed the post of Senior Corporate Officer</p> <p>April 2012 Chief of Pharmacy Support Headquarters</p> <p>April 2014 Chief of Pharmacy Second Support Headquarters</p> <p>June 2014 Assumed the post of Director (to present)</p> <p>October 2018 In charge of Education, Pharmacy Business Management (current Pharmacy Business Management Headquarters)</p> <p>April 2019 Specially appointed professor, School of Pharmacy, Aichi Gakuin University</p> <p>April 2020 Part-time Lecturer, School of Pharmacy, Aichi Gakuin University</p> <p>July 2020 Deputy Chief of Pharmacy Business Management Headquarters, in charge of Education of the Company</p> <p>April 2022 General Manager of Education Promoting Dept.</p> <p>October 2022 Part-time Lecturer, School of Pharmacy, Aichi Gakuin University</p>	33,600
		<p>[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Ms. Yukari Onchi as a candidate for Director based on its judgment that, with her wealth of experience and track record in the management of dispensing pharmacies which constitute the Company's business platform as Director, and her high level of expertise as a pharmacist, she is expected to continue utilizing her professional experience and knowledge in the Company's management.</p> <p>Note) There is no special interest between Ms. Yukari Onchi and the Company.</p>	Attendance at Board of Directors meetings: 100% (17/17 meetings)

No.	Name (Date of birth)	Career summary, positions, and responsibilities at the Company, and significant concurrent positions	Number of shares of the Company held
5	<p>Yutaka Togashi (April 22, 1973) 51 years old Reappointment Male</p> <p>Term of office served as Director: 3 years and 11 months</p>	<p>April 1994 Joined Kinki Nippon Tourist Co., Ltd. (current KNT-CT Holdings Co., Ltd.)</p> <p>August 2000 Joined the Company</p> <p>April 2007 General Manager of Administration Department</p> <p>April 2012 Assumed the post of Corporate Officer</p> <p>April 2014 Chief of Business Management Headquarters</p> <p>April 2015 Deputy Chief of Management Headquarters and General Manager of HR & Personnel Development Department</p> <p>April 2017 Chief of Management Headquarters</p> <p>May 2018 Assumed the post of Director, Qol Bunkatsu Junbi Co., Ltd. (current Qol Co., Ltd.)</p> <p>October 2018 General Manager in charge of Business Management of the Company Chief of Management Headquarters, Qol Co., Ltd.</p> <p>October 2019 Assumed the post of Executive Director, Qol Co., Ltd.</p> <p>July 2020 Assumed the post of Director of the Company (to present) Chief of Human Resources Headquarters, in charge of Public Relations</p>	<p>24,054</p> <p>Attendance at Board of Directors meetings: 100% (17/17 meetings)</p>
		<p>[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Mr. Yutaka Togashi as a candidate for Director based on its judgment that, with his wealth of experience and track record in the management and administration as Director of a subsidiary which operates dispensing pharmacies that constitute the Company's business platform, and his involvement in management and administration across the entire Group, he is expected to continue to utilize the professional experience and knowledge he has acquired in the Company's management.</p> <p>Note) There is no special interest between Mr. Yutaka Togashi and the Company.</p>	

No.	Name (Date of birth)	Career summary, positions, and responsibilities at the Company, and significant concurrent positions	Number of shares of the Company held
6	Kei Imai (July 3, 1978) 45 years old <u>New appointment</u> <u>Male</u> Term of office served as Director: —	April 2002 Joined the Company June 2002 Registered on list of pharmacists July 2012 General Manager of Hokkaido and Tohoku Pharmacy Headquarters, Hokkaido Pharmacy Department August 2016 General Manager of Hospitown Concept Promotion Department October 2018 General Manager of Affiliate Company Management Group, President's Office September 2020 General Manager of Corporate Planning Department (to present)	6,992
		[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Mr. Kei Imai as a candidate for Director based on its judgment that, with his wealth of experience in pharmacy operations and high level of expertise as a pharmacist, and with his experience and track record in formulating and implementing business strategy in the Company's corporate planning and strategy divisions, he is expected to utilize his professional experience and knowledge in formulating and implementing the Company's medium- and long-term strategy. (Notes) 1. There is no special interest between Mr. Kei Imai and the Company. 2. The number of shares of the Company held by Mr. Kei Imai is the number of shares of his equity interest in the Qol Group Employee Stock Ownership Association as of the end of the current fiscal year (March 31, 2024).	Attendance at Board of Directors meetings: —

No.	Name (Date of birth)	Career summary, positions, and responsibilities at the Company, and significant concurrent positions	Number of shares of the Company held
7	<p>Toshiko Kuboki (February 26, 1960) 64 years old</p> <p><u>Reappointment</u> <u>Outside</u> <u>Independent</u> <u>Female</u></p> <p>Term of office served as Director: 9 years</p>	<p>April 1987 Registered as Lawyer Joined Yamasaki & Partners</p> <p>April 1993 Established Ono and Kuboki Law Office</p> <p>August 2003 Established Kuboki Law Office and assumed the post of Head (to present)</p> <p>April 2012 Assumed the post of Visiting Professor, Graduate School of Law, Chuo University (to present)</p> <p>June 2015 Assumed the post of Outside Director of the Company (to present)</p> <p>June 2016 Assumed the post of Outside Audit & Supervisory Board Member, Citizen Holdings Co., Ltd. (current Citizen Watch Co., Ltd.)</p> <p>June 2019 Assumed the post of Outside Director, Citizen Watch Co., Ltd. (to present)</p> <p>April 2023 Assumed the post of Vice President, Tokyo Medical and Dental University (to present)</p> <p>June 2023 Assumed the post of Outside Director (Audit & Supervisory Committee Member), Asahi Yukizai Corporation (to present)</p>	3,000
		<p>[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Ms. Toshiko Kuboki as a candidate for Outside Director based on its judgment that she is expected to continue fulfilling the role of supervising the management from an objective and professional standpoint independent of business execution, as she has a wealth of expertise and practical knowledge in corporate legal affairs as well as abundant experience in medical cases as a lawyer.</p> <p>(Notes)</p> <ol style="list-style-type: none"> 1. There is no special interest between Ms. Toshiko Kuboki and the Company. 2. Ms. Toshiko Kuboki is a candidate for Outside Director. 3. Ms. Toshiko Kuboki meets the requirements for Independent Director based on the provisions of the Tokyo Stock Exchange, and the Company has registered her with the Exchange as an Independent Director. Although the Company has consignment transactions with Kuboki Law Office headed by Ms. Kuboki, the transaction amount with the said office accounts for less than 0.01% of the consolidated net sales of the Company. The Company has, therefore, judged that there is no problem with the independence of Ms. Kuboki. 4. The Company has concluded an agreement with Ms. Toshiko Kuboki to limit her liability for damages under Article 423, Paragraph 1 of the Companies Act, based on provisions of Article 427, Paragraph 1 of the said Act and Article 30 of the Articles of Incorporation of the Company. If reelection of Ms. Kuboki is approved, the Company will continue such agreement with her. The maximum amount of her liability pursuant to the agreement is the amount stipulated by laws and regulations. 	Attendance at Board of Directors meetings: 94% (16/17 meetings)

No.	Name (Date of birth)	Career summary, positions, and responsibilities at the Company, and significant concurrent positions	Number of shares of the Company held
8	Yukiharu Yamamoto (January 21, 1968) 56 years old <u>Reappointment</u> <u>Outside</u> <u>Independent</u> <u>Male</u> Term of office served as Director: 5 years	<p>June 1996 Registered as Certified Tax Accountant</p> <p>October 2000 Established Yamamoto Certified Tax Accountant Office Assumed the post of Head, Yamamoto Certified Tax Accountant Office (to present)</p> <p>June 2001 Assumed the post of Audit & Supervisory Board Member, Qol Co., Ltd. (current the Company)</p> <p>June 2004 Resigned from the post of Audit & Supervisory Board Member, Qol Co., Ltd. (current the Company)</p> <p>April 2007 Established United Co., Ltd. Assumed the post of Representative Director, United Co., Ltd. (to present)</p> <p>June 2019 Assumed the post of Outside Director of the Company (to present)</p>	4,800
		<p>[Reason for nominating him as a candidate for Director and the expected role] The Company proposes Mr. Yukiharu Yamamoto as a candidate for Outside Director based on its judgment that he is expected to continue fulfilling the role of supervising the management from an objective and professional standpoint independent of business execution, as he is capable of utilizing his expertise in finance and tax affairs as a certified tax accountant, and his experience in specialized tax consulting across a broad range of industries, including dispensing pharmacies.</p> <p>(Notes)</p> <ol style="list-style-type: none"> There is no special interest between Mr. Yukiharu Yamamoto and the Company. Mr. Yukiharu Yamamoto is a candidate for Outside Director. Mr. Yukiharu Yamamoto meets the requirements for Independent Director based on the provisions of the Tokyo Stock Exchange, and the Company has registered him with the Exchange as an Independent Director. There is no business relationship between the Company and Yamamoto Certified Tax Accountant Office where Mr. Yamamoto serves as the Head, and United Co., Ltd. where Mr. Yamamoto serves as Representative Director. The Company has concluded an agreement with Mr. Yukiharu Yamamoto to limit his liability for damages under Article 423, Paragraph 1 of the Companies Act, based on provisions of Article 427, Paragraph 1 of the said Act and Article 30 of the Articles of Incorporation of the Company. If reelection of Mr. Yamamoto is approved, the Company will continue such agreement with him. The maximum amount of his liability pursuant to the agreement is the amount stipulated by laws and regulations. 	Attendance at Board of Directors meetings: 100% (17/17 meetings)

A matter concerning all candidates (8) for Directors (excluding Directors who are Audit & Supervisory Committee Members)

• Directors and officers liability insurance contract

The Company has entered into a directors and officers liability insurance contract provided for by Article 430-3, Paragraph 1 of the Companies Act (hereinafter referred to as “D&O insurance”) with an insurance company, with its Directors, and Officers of its subsidiaries as the insured parties. The contract covers damages, etc. incurred in the event that the Directors, etc. are held liable for damages arising from their work (However, those that fall under the exemption clauses stipulated in the insurance contract will not be covered.). The entire amount of D&O insurance premium is paid by the Company.

If the candidates are elected as Directors and assume the post, each one of the Directors will be insured under the D&O insurance. The contract period of the D&O insurance is one year, and the Company will renew it with a resolution of the Board of Directors before the expiration of that period.

Proposal 2: Award of Retirement Allowance to Retiring Chairman and Director and Founder

To reward Chairman and Director and the founder of the Company, Mr. Masaru Nakamura—who will retire at the conclusion of this General Meeting of Shareholders as his term of office will expire—for his achievements and services in leading the development of the Group from its inception to the present day, the Company proposes to pay him a retirement allowance within a reasonable amount in line with the Company's internal regulations.

Mr. Nakamura established the Company in October 1992 at the age of 50 to contribute to improving citizens' quality of lives, and over the course of 31 years was instrumental to the expansion of the Group's business as a manager from the Company's listing in April 2006 to its current listing on the Prime Market of the Tokyo Stock Exchange. Under his leadership, the Company has grown the scale of its Pharmacy Business to nearly 1,000 stores nationwide, and has constructed a sound management foundation by expanding its business domain in Medical-Related Business as well as Pharmaceutical Manufacturing Business.

In addition, Mr. Nakamura has been involved in a host of social contribution activities, including support for the disabled, and established the industry's first special subsidiary company. He has always served as a guiding light for the Company, contributing not only to its economic value, but also to enhancing its social value.

In consideration of the aforementioned accomplishments and service, this proposal was decided by the Board of Directors after deliberation by the Nomination and Compensation Committee, and the Company believes that the award is appropriate. Matters including the specific amount, timing, and method of award are at the discretion of the Board of Directors.

A career summary of the retiring Director is as follows:

Name	Career summary	
Masaru Nakamura	April 1961	Joined Nakagawayasu Co., Ltd. (current Alfresa Corporation)
	October 1992	Established the Company and assumed the post of President and Representative Director
	May 2012	Assumed the post of Chairman, Nippon Pharmacy Association
	April 2013	Assumed the post of Professor, the Institute for Social Medicine at Tokyo University of Pharmacy and Life Sciences
	May 2015	Assumed the post of Visiting Professor, Yokohama University of Pharmacy
	June 2016	Assumed the post of Chairman and Representative Director of the Company
	May 2020	Assumed the post of Honorary Chairman, Nippon Pharmacy Association (to present)
	July 2020	Assumed the post of Chairman and Director of the Company (to present)
	November 2022	Assumed the post of specially appointed professor in MBT, Nara Medical University (to present)

Skill Matrix of Directors following this General Meeting of Shareholders

If all candidates listed in this convocation notice are elected as originally proposed, the expertise and experience expected of each Director are as follows.

Name	Corporate management	Finance & Accounting	Sales	Business strategy and Marketing	PMD Act	Legal affairs and Compliance	HR and Labor	Personnel development and Training	Qualifications
Takashi Nakamura	●		●	●		●	●	●	
Takayoshi Ishii	●		●	●					
Kiyonobu Fukumitsu	●	●		●		●			
Yukari Onchi					●			●	Pharmacist
Yutaka Togashi		●				●	●	●	
Kei Imai			●	●	●				Pharmacist
Toshiko Kuboki					●	●			Lawyer
Yukiharu Yamamoto		●							Certified Tax Accountant
Yasutoshi Mori		●							Certified Tax Accountant
Motoyuki Miyazaki		●							Certified Public Accountant
Kazuo Ishii		●							Certified Public Accountant

Note: The above list does not represent all the knowledge and experience of each person.

Definition and reason for selection of each skill

Skill	Definition of the skill	Reason for selection
Corporate management	Possess knowledge, experience, and capabilities related to managing companies and other entities and to organizational operation.	Knowledge, experience, and capabilities related to overall corporate management are needed to develop and execute medium-to-long-term growth strategies.
Finance & Accounting	Possess knowledge, experience, and capabilities related to financial strategies, accounting, and tax affairs.	Knowledge, experience, and capabilities related to finance and accounting are needed to achieve high capital efficiency over the medium to long term.
Sales	Possess knowledge, experience, and capabilities related to sales at the Company and other retail businesses.	Knowledge, experience, and capabilities related to sales are needed to quickly understand patients' needs.
Business strategy and Marketing	Possess knowledge, experience, and capabilities related to marketing at the Company and other retail businesses.	Knowledge, experience, and capabilities related to business strategies and marketing are needed to develop and execute medium-to-long-term growth strategies down to the smallest detail.
PMD Act	Possess knowledge and experience related to PMD Act.	Knowledge and experience related to the PMD Act are needed to comply with the laws governing the dispensing pharmacy business.
Legal affairs and Compliance	Possess knowledge, experience, and capabilities related to laws, compliance, and risk management.	Knowledge, experience, and capabilities related to laws, compliance, and risk management are needed to create an appropriate governance structure.
HR and Labor	Possess knowledge, experience, and capabilities related to hiring, cultivating, and utilizing diverse human resources, as well as to labor management.	Knowledge, experience, and capabilities related to human resources and labor management are needed to help employees with diverse skills and experience continue to thrive.
Personnel development and Training	Possess knowledge, experience, and capabilities related to personnel development and training.	Knowledge, experience, and capabilities related to personnel development and training are needed to share the values of employees with diverse skills and experience and help them acquire even greater expertise.

Policy to Determine Distribution of Surplus

The Company's basic dividend policy is to maintain a steady return of profits to shareholders while also retaining profits in order to pursue future business initiatives and reinforce corporate operations.

Under this policy, the Company has decided to pay an ordinary year-end dividend of 15 yen per share for the fiscal year ended March 31, 2024. Regarding distribution of profits in the fiscal year ending March 31, 2025, taking into account the expansion of the Company's scale of business as a comprehensive healthcare company, we plan to raise the ordinary interim dividend by 2 yen per share to 17 yen per share as an expression of gratitude to our shareholders for the Group's future development.

- (1) Type of Dividend Property
Cash
- (2) Matters Regarding Appropriation of Dividend Property to Shareholders and Total Amount of Dividend Payment
¥15 per share of common stock of the Company
Total Amount of Dividend Payment: ¥565,538,640
- (3) Effective Date of the Appropriation of Dividends from Surplus
June 12, 2024