



Jun 11, 2024

For Immediate Release

Company name: Relo Group, Inc.  
Representative: Kenichi Nakamura  
Representative Director and CEO  
(Code: 8876, Prime Section of TSE)  
Contact: Yasushi Kadota  
Director and CFO  
(Tel: +81-3-5312-8704)

### Our views on the ISS reports

Regarding Proposal No. 2 of the 57th ordinary general meeting of shareholders of Relo Group, Inc. (the “Company”) to be held on June 26, 2024, “Appointment of Seven Directors (Excluding Directors who are Audit & Supervisory Committee Members),” Institutional Shareholder Services Inc. (“ISS”), which is a proxy advisory firm, has recommended voting against the election of Masanori Sasada and Kenichi Nakamura, who are candidates for director positions.

We would like to present our views on ISS's recommendation to vote against the proposal as set out below. We would appreciate if our shareholders could read the Notice of Convention of the Ordinary General Meeting of Shareholders of the Company together with this release to be better informed about our proposal.

#### 1. Details of the ISS recommendation to vote against the proposal

ISS has established quantitative guidelines stating that it recommends voting against the election of the top management as directors if the value of the cross shareholdings by the company concerned amounts to 20% or more of the consolidated net assets. ISS is recommending against the election of Masanori Sasada and Kenichi Nakamura, are candidates for director, because the cross shareholding ratio of the Company conflicted with the abovementioned quantitative guidelines.

#### 2. Our views

The Company follows international accounting standards (IFRS) in the creation of its consolidated financial statements. The Company holds preferred shares of SIRVA-BGRS Holdings, Inc. (hereinafter “SIRVA-BGRS”) and classifies the company as an equity-method affiliate. The information is disclosed in the annual securities report. However, the Company follows Japanese accounting standards (J-GAAP) on a non-consolidated basis. The preferred shares of SIRVA-BGRS are classified as investment securities, and the Company discloses them as shares held for a purpose other than pure investment (hereinafter “Cross-shareholdings”) in the annual securities report. Consequently, total cross-shareholdings exceeded 20% of net assets in the annual securities report for the fiscal year ended March 31, 2023. However, since SIRVA-BGRS is an equity-method affiliate, the shares of SIRVA-BGRS do not actually qualify as cross-shareholdings. The cross-shareholdings held by the Company are actually less than 10% of net assets. Moreover, the Company recognized an impairment loss on all of the preferred shares of SIRVA-BGRS it held in the fiscal year ended March 31, 2024, resulting in a book value of one yen as of March 31, 2024. ISS has recommended to vote against the proposal because of the high ratio of the cross-shareholdings held by the Company. However, as noted above, we recognize that the Company is not in violation of this criterion. The Company asks all shareholders to bear in mind the above our view and to carefully consider how to exercise your voting rights.