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July 19, 2022

To whom it may concern,

Listed company name:	Pasona Group Inc.
Listing stock exchange:	Tokyo Stock Exchange Prime Market
Securities code number:	2168
Representative:	Yasuyuki Nambu, Group CEO and President
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Notice of Partial Amendments to the Articles of Incorporation

We hereby announce that our Board of Directors has resolved at the meeting held today to submit a proposal for "Partial Amendments to the Articles of Incorporation" to our 15th Annual General Meeting of Shareholders scheduled to be held on August 19, 2022, as follows.

1. Reasons for Amendments:

With the enforcement of the "Act for Partially Amending the Industrial Competitiveness Enhancement Act and Other Related Acts" (Act No. 70 of 2021), listed companies are allowed to hold shareholders' meetings without specifying a designated location (so-called "virtual-only shareholders' meetings"). Therefore, it is hereby proposed to add Article 11, Paragraph 2 to the Articles of Incorporation so as to enable the Company to hold a virtual-only shareholders' meeting, as this will facilitate attendance by many shareholders (including those in remote areas), lead to the vitalization, efficiency, and smooth facilitation of shareholders' meetings, and contribute to countermeasures against infectious diseases such as COVID-19 infections.

In addition, as the amended provisions stipulated in the proviso of Article 1 of the "Supplementary Provisions of the Act for Partially Amending the Companies Act" (Act No. 70 of 2019) will come into effect on September 1, 2022, the Company proposes to amend its Articles of Incorporation as follows so as to prepare for the introduction of a system for the electronic provision of materials for Ordinary General Meetings of Shareholders.

2. Details of Amendments:

The amendments are as follows.

(Underlined parts indicate being subject to amendment)

Current Articles of Incorporation	Proposed Amendments
(Timing of Convocation) Article 11 (Omitted) (Newly Established)	(Timing <u>and Method</u> of Convocation) Article 11 (Unchanged) <u>2. An Ordinary General Meeting of Shareholders of the Company may be held without specifying a designated location.</u>
<u>(Internet Disclosure and Deemed Provision of Reference Documents for the Ordinary General Meeting of Shareholders)</u>	(Deleted)

Current Articles of Incorporation	Proposed Amendments
<p><u>Article 14. When convening an Ordinary General Meeting of Shareholders, the Company may deem that it has provided information pertaining to the matters to be stated or indicated in the Reference Documents for the Ordinary General Meeting of Shareholders, business report, financial statements, and consolidated financial statements (including accounting audit reports or audit reports pertaining to such consolidated financial statements) to shareholders by disclosing such information via the internet in accordance with the applicable ordinance of Japan’s Ministry of Justice.</u></p>	
<p>(Newly Established)</p>	<p><u>(Electronic Provision Measures, etc.)</u> <u>Article 14 The Company shall, at the time of convening an Ordinary General Meeting of Shareholders, take measures to provide information that constitutes the contents of the Reference Documents for the Ordinary General Meeting of Shareholders, electronically.</u> <u>2 Of the matters for which electronic provision measures are taken, the Company may omit all or part of the matters prescribed in the ordinance of Japan’s Ministry of Justice from the documents to be distributed to shareholders that have made a written request for paper-based documents before the record date of voting rights.</u></p>
<p>(Newly Established)</p>	<p>Supplementary Provisions <u>(Transitional Measures regarding the Electronic Provision of Materials for Ordinary General Meetings of Shareholders)</u> <u>Article 2 The deletion of Article 14 (Internet Disclosure and Deemed Provision of Reference Documents for the Ordinary General Meeting of Shareholders) of the Articles of Incorporation prior to amendment and the new establishment of Article 14 (Electronic Provision</u></p>

Current Articles of Incorporation	Proposed Amendments
	<p><u>Measures, etc.) of the Articles of Incorporation after amendment shall take effect as of September 1, 2022.</u></p> <p><u>2 Notwithstanding the provisions of the preceding paragraph, Article 14 (Internet Disclosure and Deemed Provision of Reference Documents for the Ordinary General Meeting of Shareholders) of the Articles of Incorporation prior to amendment shall remain in force with respect to any Ordinary General Meetings of Shareholders to be held by the last day of February 2023.</u></p> <p><u>3 The provisions of this article shall be deleted on March 1, 2023 or after three months have elapsed from the date of the Ordinary General Meeting of Shareholders set forth in the preceding paragraph, whichever is later.</u></p>

3. Schedule:

Date of the General Meeting of Shareholders to amend the Articles of Incorporation:

August 19, 2022 (scheduled)

Effective date of the amendment to the Articles of Incorporation:

August 19, 2022 (scheduled)