

August 7, 2025

To whom it may concern:

Company name: NOHMI BOSAI LTD.  
Representative: Masahiro Hasegawa, President and Representative Director  
(Securities code: 6744, Tokyo Stock Exchange Prime Market)  
Inquiries: Yasuhiro Ono, Executive Officer in charge of the Public  
Relations Department  
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### **Notice on Disciplinary Measures taken against the Officers and Other Matters**

On July 30, 2025, NOHMI BOSAI LTD. (“Company”) published its “Notice on Receipt of Investigation Report submitted by the External Investigative Committee” which was established to investigate the issue of improper procurement of certifications within the Company. The External Investigative Committee (“Committee”) suggests that the root cause of the incidents is related to the issues of the officers of the Company such as the officers’ sense of risk, issues of recognition of risk, and insufficient risk management. The Company’s Board of Directors held a meeting today and passed a resolution regarding the disciplinary measures to be taken against the officers, as detailed below.

In addition, the Company determined to establish a dedicated Task Force to sincerely respond to the Committee’s root cause analysis and its proposals to take steps to prevent the recurrence of such incidents. The outline of the Task Force is also stated below.

Please note that, in this regard, the Company made a report to: the Ministry of Land, Infrastructure, Transport and Tourism on July 30, 2025; and the Ministry of Internal Affairs and Communications, the Fire and Disaster Management Agency on July 31, 2025. The Company will make its best efforts to create and implement the measures to prevent the recurrence of such incidents pursuant to the instructions of the competent authorities.

Again, we sincerely apologize to our customers as well as to any interested persons or entities for causing such grave concern and inconvenience.

#### **1. Disciplinary Measures Taken Against the Officers**

##### **(1) Details of the Disciplinary Measures**

Title	Name	Reduction in the amount of remuneration
Chairman and Representative Director	Takeshi Okamura	Thirty percent (30%) of monthly remuneration; for three (3) months
President and Representative Director	Masahiro Hasegawa	Thirty percent (30%) of monthly remuneration; for three (3) months
Corporate Counselor (ex-Chairman and Representative Director)	Takeshi Hashizume	Thirty percent (30%) of monthly remuneration; for three (3) months

Executive Advisor (ex-Executive Officer)	Hisato Miura	Ten percent (10%) of monthly remuneration; for three (3) months
Director, Full-time Audit & Supervisory Committee Member	Hiroyuki Fujii	Ten percent (10%) of monthly remuneration; for two (2) months
Director and Executive Officer	Masayuki Nakamura	Ten percent (10%) of monthly remuneration; for one (1) month
Managing Executive Officers	Yuji Hara Ryoichi Kato	Ten percent (10%) of monthly remuneration; for one (1) month
Executive Officers	Shinya Ikeda Kazuto Yamamoto Makoto Kamihigoshi Keishi Odori Yasuhiro Ono Kazuki Takumi Hiroe Shimamiya Takatoshi Yamagishi Takashi Ito Toyohide Takasawa Shinichi Haraguchi	Ten percent (10%) of monthly remuneration; for one (1) month

(2) Start month

From September 2025

## 2. Establishment of a Dedicated Task Force

Based on the Committee's proposal to take steps to prevent the recurrence of the incidents, a dedicated task force will be established to promptly examine the steps needed to prevent the recurrence of such incidents.

(1) Name of the Task Force

"Task Force to Prevent the Recurrence of the Incidents of Improper Procurement of Certifications"

(2) Members of the Task Force

Head: Masahiro Hasegawa, President and Representative Director

Vice-Head: Ryoichi Kato, Managing Executive Officer  
Kazuki Takumi, Executive Officer

Observer: Hiroyuki Fujii, Director, Full-time Audit & Supervisory Committee Member

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