



July 22, 2025

To whom it may concern:

Company name: Pasona Group Inc.  
Representative: Hirotaka Wakamoto,  
Representative Director, President and CEO  
(Securities code 2168, TSE Prime Market)  
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### Notice of Partial Amendments to the Articles of Incorporation

Pasona Group Inc. (“the Company”) hereby announces that, at the Board of Directors’ meeting held today, the Company has passed a resolution to propose “Partial Amendments to the Articles of Incorporation” to the FY2024 Ordinary General Meeting of Shareholders at a general meeting of shareholders without a designated location (virtual-only shareholders’ meeting meeting) scheduled to be held on August 22, 2025. The details are as follows.

#### 1. Reasons for the Amendments

In order to enable a flexible and agile response to the operation of the general meetings of shareholders and the meetings of the Board of Directors, Articles 13 and 21 of the Company’s current Articles of Incorporation, which in principle limit the chairman of the general meeting of shareholders and the meetings of the Board of Directors to the President & Director, shall be amended to allow a Representative Director to serve as the chairperson.

#### 2. Details of the Amendments

(The underlined text indicates changes.)

Current Articles of Incorporation	Proposed Amendments
(Convener and Chairperson) Article 13 The general meeting of shareholders shall be convened and chaired by the <u>President</u> & Director. In the event that the <u>President</u> & Director is unable to act, a Director shall take his/her place in the order previously determined by the Board of Directors.	(Convener and Chairperson) Article 13 The general meeting of shareholders shall be convened and chaired by the <u>Representative</u> Director. In the event that the <u>Representative</u> Director is unable to act, a Director shall take his/her place in the order previously determined by the Board of Directors.

Current Articles of Incorporation	Proposed Amendments
(Convener and Chairperson of the Board of Directors) Article 21 Meetings of the Board of Directors shall be convened and chaired by the <u>President</u> & Director, except as otherwise provided by law. In the event that the <u>President</u> & Director is unable to act, a Director shall take his/her place in the order previously determined by the Board of Directors.  2-4 (Omitted)	(Convener and Chairperson of the Board of Directors) Article 21 Meetings of the Board of Directors shall be convened and chaired by the <u>Representative</u> Director, except as otherwise provided by law. In the event that the <u>Representative</u> Director is unable to act, a Director shall take his/her place in the order previously determined by the Board of Directors.  2-4 (Unchanged)

### 3. Schedule

Date of the General Shareholders Meeting for the amendments of the Articles of Incorporation: August 22, 2025 (scheduled)

Effective date for the amendments to the Articles of Incorporation: August 22, 2025 (scheduled)

\*This year's general meeting of shareholders of the Company is scheduled to be held as a general meeting of shareholders without a designated location (virtual-only shareholders' meeting).