

This is an English translation of the Japanese original. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Cover page

Document to be filed:	Extraordinary Report
Filed with:	Director-General of the Kanto Local Finance Bureau
Filing date:	June 24, 2025
Company name in Japanese:	パーソルホールディングス株式会社
Company name in English:	PERSOL HOLDINGS CO., LTD.
Name and title of representative:	Takao Wada, Representative Director, President and CEO
Location of head office:	2-1-1 Yoyogi, Shibuya-ku, Tokyo, Japan
Telephone number:	+81-3-3375-2220 (Main)
Contact person:	Junji Tokunaga, Executive Officer, CFO
Nearest place of contact:	2-1-1 Yoyogi, Shibuya-ku, Tokyo, Japan
Telephone number:	+81-3-3375-2220 (Main)
Administrative contact person:	Junji Tokunaga, Executive Officer, CFO
Place where the document is available for public inspection:	Tokyo Stock Exchange, Inc. 2-1 Nihombashi Kabutocho, Chuo-ku, Tokyo, Japan

1. Reason for filing

Given that resolutions were passed for the agenda items proposed at the 17th Ordinary General Meeting of Shareholders held on June 24, 2025, we hereby file this Extraordinary Report pursuant to the provisions of Article 24-5, Paragraph 4 of the Financial Instruments and Exchange Act and Article 19, Paragraph 2, Item 9-2 of the Cabinet Office Order on Disclosure of Corporate Affairs.

2. Content of report

a. Date of General Meeting of Shareholders

June 24, 2025

b. Details of the agenda items resolved.

Agenda Item 1: Appropriation of Surplus

Year-end dividend: Five point zero (5.0) yen per share of common stock of the Company

Agenda Item 2: Partial Amendments to the Articles of Incorporation

In line with the current status of our business, we will add new business purposes to clarify the business and respond to the diversification of our business.

Agenda Item 3: Election of Six (6) Directors who are not Audit and Supervisory Committee Members

The following six (6) directors were elected as directors who are not Audit and Supervisory Committee members:

Masamichi Mizuta, Takao Wada, Masaki Yamauchi, Kazuhiro Yoshizawa, Debra A. Hazelton and

Satoshi Murabayashi.

Agenda Item 4: Election of One (1) Directors who are Audit and Supervisory Committee Members

The following director was elected as director who is Audit and Supervisory Committee members:

Tomoko Sugaya.

Agenda Item 5: Election of One (1) Substitute Director who is an Audit and Supervisory Committee Member

The following director was elected as a substitute director who is an Audit and Supervisory Committee member:

Kazuhiro Yoshizawa.

- c. Number of voting rights that were exercised as the manifestation of the intention of approval, disapproval, or abstention for the agenda items for resolution; requirements for adoption thereof; and resolution results thereof.

Agenda items for resolution	Approved	Disapproved	Abstained	Requirements for approval	Resolution result (Approval ratio) (Note 4)
Agenda Item 1	19,005,041	4,728	0	(Note 1)	Approved (99.97%)
Agenda Item 2	18,802,701	207,068	0	(Note 2)	Approved (98.91%)
Agenda Item 3				(Note 3)	
Masamichi Mizuta	18,565,514	444,252	0		Approved (97.66%)
Takao Wada	18,556,422	437,256	16,088		Approved (97.61%)
Masaki Yamauchi	18,591,259	418,508	0		Approved (97.79%)
Kazuhiro Yoshizawa	18,585,927	423,840	0		Approved (97.77%)
Debra A. Hazelton	18,897,690	95,989	16,088		Approved (99.41%)
Satoshi Murabayashi	17,738,587	1,271,178	0		Approved (93.31%)
Agenda Item 4				(Note 3)	
Tomoko Sugaya	18,986,900	22,847	0		Approved (99.87%)
Agenda Item 5				(Note 3)	
Kazuhiro Yoshizawa	18,885,215	124,554	0		Approved (99.34%)

Notes:

- 1.Approval requires a majority of the votes of the shareholders present who are entitled to exercise their voting rights.
- 2.Approval requires the presence of shareholders holding one third (1/3) or more of the voting rights of shareholders entitled to exercise their voting rights and a two-thirds (2/3) majority of the votes of those shareholders present.
- 3.Approval requires the presence of shareholders holding one third (1/3) or more of the voting rights of shareholders entitled to exercise their voting rights and a majority of the votes of those shareholders present.
- 4.The approval ratio for each agenda item is calculated based on the number of confirmed approval votes from shareholders who exercised their voting rights prior to the meeting and from a portion of shareholders present at the meeting. Additionally, the percentage of the approval ratio is rounded down to the nearest unit.

- d. Reason why a portion of the number of voting rights of the shareholders present at the meeting was not included in the calculation.

The requirements for adoption were satisfied by the aggregation of the number of voting rights exercised by the date immediately before the date of the meeting and the number of voting rights of some shareholders present at the meeting whose intention of approval or disapproval on each agenda item was confirmed. As a result, the resolutions were legally adopted pursuant to the Companies Act. Therefore, the number of voting rights of other shareholders present at the meeting whose intention of approval, disapproval, or abstention was not confirmed has not been included in the calculation.

– END –