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(Securities code: 5992)

June 3, 2025

(Measures for electronic provision have commenced on May 28, 2025)

To shareholders with Voting Rights:

Kenta Koide
President
Chuo Spring Co., Ltd.
68 Aza-Kamishiota, Narumi-cho,
Midori-ku, Nagoya, 458-8505
Japan

NOTICE OF THE 102nd ORDINARY GENERAL MEETING OF SHAREHOLDERS

Dear Shareholders:

We would like to express our sincere appreciation for your continued support and patronage.

We hereby inform you of the 102nd Ordinary General Meeting of Shareholders of Chuo Spring Co., Ltd. (the “Company”).

The meeting will be held for the purposes described below.

We have taken measures for the electronic convocation of this General Meeting of Shareholders, and the matters subject to measures for electronic convocation have been posted on the website shown below.

The Company’s website:

<https://www.chkk.co.jp/ir/stocks/general-meeting/index.html>

The matters are also posted on the website shown below.

The website of the Tokyo Stock Exchange:

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show>

(Please access the above website of Tokyo Stock Exchange, Inc., search for information by entering “CHUO SPRING CO., LTD.” for the issue name (company name) or “5992” for the securities code, and select “Basic information” then “Documents for public inspection/PR information” to view the matters.)

If you exercise your voting rights in writing or via internet, please review the attached Reference Documents for the Ordinary General Meeting of Shareholders and exercise your voting right by no later than the close of business hours (5:00p.m.) on Wednesday, June 18, 2025, Japan time.

Sincerely,

1. Date and Time: Thursday, June 19, 2025 at 14:00, Japan Time
2. Place: Head Office, Chuo Spring Co., Ltd.
Auditorium at 3rd Floor
3. Meeting Agenda:
Matters to be reported:
 1. The Business Report, Consolidated Financial Statements for the Company’s 102nd Fiscal Year (April 1, 2024 – March 31, 2025) and results of audits by the Accounting Auditor and the Audit & Supervisory Board of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company’s 102nd Fiscal Year (April 1, 2024 – March 31, 2025)
4. Proposals to be resolved
 - Proposal 1: Election of five (5) Board Members
 - Proposal 2: Election of two (2) Audit & Supervisory Board Members
 - Proposal 3: Election of one (1) Substitute Audit & Supervisory Board Member

Reference Documents for the Ordinary General Meeting of Shareholders

Proposals and References

Proposal 1. Election of five (5) Board Members

The terms of office of all the current board members will expire at the conclusion of this Ordinary General Meeting of Shareholders. Therefore, the Company proposes the election of five (5) board members.

The candidates for board members are as follows:

No.	Name	Gender	Current Position	Attendance at Board of Directors meetings	Years in Service as Director
1	New appointment Keiichi Kitaura	Male	Executive Officer	-----	-----
2	New appointment Kazuyuki Wakizaka	Male	Audit & Supervisory Board Member	-----	-----
3	Reappointment Fumiki Yazawa	Male	Director Member of Board Executive Officer	15 of 15	3
4	Reappointment Kana Yasuda Outside Independent	Female	Director Member of Board	15 of 15	6
5	Reappointment Mitsuko Yamamoto Outside Independent	Female	Director Member of Board	15 of 15	4

No.	Name (Date of birth)	Brief personal history, positions and responsibilities in the Company, and significant concurrent positions		Number of shares of the Company held
1	Keiichi Kitaura (March 1, 1965) [New appointment]	April 1990 September 2003 January 2012 January 2016	Joined Chuo Spring Co., Ltd. Seconded to Toyota Motor Corporation Seconded to Kunshan Chuho Spring Co., Ltd. / President Seconded to Kunshan Chuhatsu Lioho Machinery Co., Ltd. / President (Concurrent Post)	5,660
		January 2018	General Manager / Purchasing Division, Chuo Spring Co., Ltd.	
		January 2019 April 2020	Associate Director, Chuo Spring Co., Ltd. (to present) Executive Officer (to Present)	
		[Positions and Responsibilities in Company] Quality Division, Corporate Planning Division		
		[Significant concurrent positions] Chairman, Tianjin Longxing Spring Co., Ltd.		
		[Reason for nomination as a candidate for Director] Mr. Kitaura has been involved in Design and Development, Quality Assurance, Marketing and Purchasing Divisions of Company and has distinguished skills in these areas. Moreover, he also has experience in management of its overseas operations. With his skills and knowledge, we would like to propose his new appointment as a candidate of Director.		
2	Kazuyuki Wakizaka (March 23, 1976) [New appointment]	April 1999 Sept. 2019	Joined Toyota Motor Corporation General Manager, 2nd Planning Dept., Purchasing Planning Division of Toyota Motor Corporation	0
		March 2021 January 2024	Tianjin FAW Toyota Motor Co., Ltd. (TFTM) General Manager, Body Parts Purchasing Div., Toyota Motor Corporation (to present)	
		June 2024	Audit & Supervisory Board Member, Chuo Spring Co., Ltd. (Outside) (to present)	
		[Positions and Responsibilities in Company] N/A		
		[Significant concurrent positions] General Manager, Body Parts Purchasing Div., Toyota Motor Corporation Audit & Supervisory Board Member, FTS Co., Ltd. (Outside) Audit & Supervisory Board Member, Central Motor Wheel Co., Ltd. (Outside)		
		[Reason for nomination as a candidate for Director] Mr. Kazuyuki Wakizaka has practical experience of Purchasing Division of Toyota Motor and also has an experience in overseas operation of Toyota Motor. As we expect him to apply his experience in our management, we nominate him as a candidate for new Board Director.		

No.	Name (Date of birth)	Brief personal history, positions and responsibilities in the Company, and significant concurrent positions		Number of shares of the Company held
3	Fumiki Yazawa (June 2, 1965) [Reappointment]	April 1989	Joined Toyota Motor Corporation	0
		January 2007	Toyota Motor Manufacturing, Alabama Inc.	
		January 2011	GM Fund Control Office, Accounting Division, Toyota Motor Corporation	
		January 2013	Toyota Peugeot Citroën Automobile Czech, s.r.o.	
		January 2019	General Manager of Corporate Planning Department, Chuo Spring Co., Ltd.	
		April 2021	Executive Officer, General Manager of Corporate Planning Department, Chuo Spring Co., Ltd.	
		June 2022	Director, Member of Board, General Manager of Corporate Planning Department, Chuo Spring Co., Ltd. (to present)	
		[Positions and Responsibilities in Company] Corporate Management Division Corporate Planning Department		
		[Significant concurrent positions] Chairman, Xiaogan Chuhatsu Lioho Automotive Components Co., Ltd.		
		[Reason for nomination as a candidate for Director] Mr. Yazawa has been involved in Finance and Accounting section of Toyota Motor company and has experience serving its overseas operations as Chief Finance Officer. With his skills and knowledge, we would like to propose his reappointment for his next term.		

No.	Name (Date of birth)	Brief personal history, positions and responsibilities in the Company, and significant concurrent positions		Number of shares of the Company held
4	Kana Yasuda (April 10, 1969)	November 1993	Joined Century Audit Corporation (currently Ernst & Young ShinNihon LLC)	2,000
		April 1997	Registered as certified public accountant	
		March 2000	Established Yasuda Certified Public Accountant Office President of Yasuda Certified Public Accountant Office (to present)	
		September 2009	Outside Auditor, Shinpo Co., Ltd.	
		May 2010	Outside Auditor, SUGI Holdings Co., Ltd. (to present)	
		June 2016	Outside Director, GEO Holdings Corporation (to present)	
		June 2019	Outside Director, Chuo Spring Co., Ltd. (to present)	
		June 2019	Outside Director, KONDOTEC Inc.	
		June 2020	Director, (Audit and Supervisory Committee member), KONDOTEC Inc. (to present)	
		September 2021	Outside Director, The Monogatari Corporation (to present)	
	[Reappointment]	[Significant concurrent positions] President of Yasuda Certified Public Accountant Office		
	[Outside]	Outside Auditor, SUGI Holdings Co., Ltd.		
	[Independent]	Outside Director, GEO Holdings Corporation Director, (Audit and Supervisory Committee member), KONDOTEC Inc. Outside Director, The Monogatari Corporation		
		[Reasons for nomination as an outside member of the Board of Director candidate] The reason for nominating Ms. Kana Yasuda a candidate for an outside director is that she possesses extensive knowledge as a certified public accountant and a tax accountant through her experience as Director of Yasuda Accounting Office. Accordingly, for six years as an independent outside director, she has been providing useful instructions and opinions from a professional viewpoint on our management, particularly finance and tax affairs. We have judged that she will continue to be able to perform appropriate guidance for the decision-making of the Board of Directors.		

No.	Name (Date of birth)	Brief personal history, positions and responsibilities in the Company, and significant concurrent positions		Number of shares of the Company held
5	Mitsuko Yamamoto (January 1, 1957) [Reappointment] [Outside] [Independent]	March 1983 April 1985	Joined Womanstaff Co. Ltd. Director of Womanstaff Co., Ltd., General Manager, Sales Division	2,000
		September 1998 July 2016	Senior Managing Director of Womanstaff Co., Ltd. Womanstaff Co. Ltd. was merged with Tempstaff Co., Ltd. Director, Managing Officer of Tempstaff Co., Ltd.	
		July 2017	Tempstaff Co., Ltd. changed its name to Persol Tempstaff Co. Ltd.	
		July 2019 July 2020	Director of Persol Tempstaff Co. Ltd. Advisor (full-time) of Persol Tempstaff Co. Ltd. (to present)	
		June 2021 June 2022	Outside Director, Chuo Spring Co., Ltd. (to present) Director, (Audit and Supervisory Committee member), Aica Kogyo Co., Ltd. (to present)	
		June 2023	Outside Director, (Audit and Supervisory Committee member), Meito Sangyo Co., Ltd. (to present)	
		June 2023	Outside Director, TAKEDA iP HOLDINGS CO., LTD. (to present)	
		[Significant concurrent positions] Advisor (full-time) of Persol Tempstaff Co. Ltd. Director, (Audit and Supervisory Committee member), Aica Kogyo Co., Ltd Director, (Audit and Supervisory Committee member), Meito Sangyo Co., Ltd. Outside Director, TAKEDA iP HOLDINGS CO., LTD.		
		[Reasons for nomination as an outside member of the Board of Director candidate] The reason for nominating Ms. Mitsuko Yamamoto a candidate for an outside director is that she has many years of experience in management, particularly extensive knowledge of labor management at Persol Tempstaff Co., Ltd. Accordingly, as an independent outside director, she has been providing useful instructions and opinions from a professional and objective viewpoint, particularly in personnel and labor affairs. We have judged that she will continue to be able to perform appropriate guidance for the decision-making of the Board of Directors.		

- (Notes)
1. There are no special interests between the Company and any candidates.
 2. Mr. Keiichi Kitaura will resign his position as the Chairman of Tianjin Longxing Spring Co., Ltd. at its shareholders' meeting scheduled to be held on May 23, 2025.
 3. Mr. Kazuyuki Wakizaka will assume his position as the Chairman of Xiaogan Chuhatsu Lioho Automotive Components Co., Ltd. at its shareholders' meeting scheduled to be held on May 22, 2025, and also assume his position as the Chairman of Tianjin Longxing Spring Co., Ltd. at its shareholders' meeting scheduled to be held on May 23, 2025.
 4. Mr. Kazuyumi Wakizaka is currently holding his position of outside Audit & Supervisory Board Member of the Company and he will resign his position at the conclusion of this 102nd Ordinary General Meeting of Shareholders. The Company has entered into an agreement with Mr. Kazuyuki Wakizaka to limit his liability under Article 423, paragraph 1 of Company Act of Japan to two million forty thousand Japanese Yen (JPY2,400,000.-) or to maximum amount stipulated in Act whichever higher and if his election of Board Director is resolved, Mr. Kazuyuki Wakizaka will be excluded from said agreement.
 5. Mr. Fumiki Yazawa will resign his position as the Chairman of Xiaogan Chuhatsu Lioho Automotive Components Co., Ltd. at its shareholders' meeting scheduled to be held on May 22, 2025.

6. The Company has entered into agreements with Ms. Kana Yasuda and Ms. Mitsuko Yamamoto to limit their liability under Article 423, paragraph 1 of Company Act of Japan to two million forty thousand Japanese Yen (JPY2,400,000.-) or to maximum amount stipulated in Act whichever higher. If the election of Ms. Kana Yasuda and Ms. Mitsuko Yamamoto is resolved, the Company will continue to enter into said agreements with each of them.
7. The Company has entered into a directors' liability insurance agreement as stipulated in Article 430, paragraph 3.1 of the Companies Act of Japan with an insurance company. The insurance policy covers damages, court costs, etc. that may result from the insured being liable for the performance of their duties in the capacity of their offices. The insurance premiums are fully borne by the Company and the agreement names all Members of the Board of Directors as insured persons if their election is resolved. The Company plans to renew the insurance policy with the same details during their terms of office.
8. Ms. Mitsuko Yamamoto's name in the family register is Ms. Mitsuko Ando.
9. The following is notes as to candidates of outside Board Members
- (1) Ms. Kana Yasuda and Ms. Mitsuko Yamamoto are candidates for outside Board Members. The Company has registered them with the Tokyo Stock Exchange and Nagoya Stock Exchange as Independent Board Members in accordance with the rules of each Stock Exchange.
- (2) At the conclusion of this Ordinary General Meeting of Shareholders, the term of Ms. Yasuda's office as outside Board Member will have been six (6) years.
- (3) At the conclusion of this Ordinary General Meeting of Shareholders, the term of Ms. Yamamoto's office as outside Board Member will have been four (4) years.
10. On February 18, 2025, Company has received a recommendation from the Japan Fair Trade Commission for violating the Act on Prevention of Delays in Payment of Subcontract Proceeds, etc. to Subcontractors. Outside Audit & Supervisory Board Member Kazuyuki Wakizaka and Outside Directors, Member of Board, Kana Yasuda and Mitsuko Yamamoto regularly had been made recommendations at the Board Meeting to strengthen the governance system, including compliance with laws and regulations and to strengthen the internal controls system. After becoming aware of the events, they also performed their responsibilities by providing advice on measures to prevent recurrence.

Proposal 2. Election of two (2) Audit & Supervisory Board Members

The terms of office of current Audit & Supervisory Board Member, Mr. Hideki Yamamoto will expire at the conclusion of this Ordinary General Meeting of Shareholders. And Mr. Kazuyuki Wakizaka will resign from his position at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, we hereby propose that you elect two (2) Audit & Supervisory Board Member and the candidate is as follows:

In addition, Mr. Takami Kato will be elected to fill the vacancy of Mr. Kazuyuki Wakizaka and in accordance with the provisions of the Company's Articles of Incorporation, his term of office shall be up to the expiry of the original term of office of the retiring Audit & Supervisory Board Member.

Audit & Supervisory Board has given its prior consent to this proposal.

Name (Date of birth)	Brief personal history, positions in the Company, and significant concurrent positions		Number of shares of the Company held
Hideki Yamamoto (August 21, 1968)	October 1996	Joined Deloitte Touche Tohmatsu LLC, Nagoya Office	0
	April 2000	Established Certified Public Accountants Hideki Yamamoto's Office, and assumed to its Chief Representative (to present)	
	April 2003	Established Alpha Consulting Co., Ltd. and assumed to its Representative Director (to present)	
	July 2007	Established Alpha Tax Accountant Corporation and assumed to its Representative Partner (to present)	
	June 2010	Audit & Supervisory Board Member, Chuo Spring Co., Ltd. (to present)	
	May 2016	Outside Board Director, Gifu landscape architect Co.,Ltd. (to present)	
[Reappointment] [Outside] [Independent]	[Significant concurrent positions] Chief Representative, Certified Public Accountants Hideki Yamamoto's Office Representative Director, Alpha Consulting Co., Ltd. Representative Partner, Alpha Tax Accountant Corporation Outside Director, Gifu landscape architect Co., Ltd.		
	[Reasons for nomination as an Audit & Supervisory Board Member candidate] The reason for nominating Mr. Hideki Yamamoto a candidate for an Audit & Supervisory Board Member is that he possesses specialized knowledge of accounting and finance with his experience of a certified public accountant. As we expect his distinguished knowledge and wide experience will be able to reflect to our audit work, we nominated him as an outside Audit & Supervisory Board Member.		

Name (Date of birth)	Brief personal history, positions in the Company, and significant concurrent positions		Number of shares of the Company held
Takami Kato (August 18, 1969)	April 1992	Joined Toyota Motor Corporation	0
	April 2018	General Manager, Purchasing Planning Division, Toyota Motor Corporation	
	January 2021	General Manager, Supply Chain Strategy Division, Toyota Motor Corporation	
	July 2022	Deputy Chief Officer, Purchasing Group, Toyota Motor Corporation (to present)	
	June 2023	Audit & Supervisory Board Member, Aisan Industry Co., Ltd. (Outside) (to present)	
	June 2023	Audit & Supervisory Board Member, Taiho Kogyo Co., Ltd. (Outside) (to present)	
[New appointment]	[Significant concurrent positions] Deputy Chief Officer, Purchasing Group, Toyota Motor Corporation Audit & Supervisory Board Member, Aisan Industry Co., Ltd. (Outside)		
[Outside]	Audit & Supervisory Board Member, Taiho Kogyo Co., Ltd. (Outside) Outside Director, ADVICS CO., LTD.		
	[Reasons for nomination as an Audit & Supervisory Board Member candidate] The reason for nominating Mr. Takami Kato a candidate for an Audit & Supervisory Board Member is that he has practical experience of Production Control and Purchasing Division of Toyota Motor and also has an experience in overseas operation of Toyota Motor. As we expect him to apply his experience in our audit work, we nominate him as a candidate for new Audit & Supervisory Board Member.		

- (Notes)
1. There are no special interests between the Company and the candidates.
 2. The Company has entered into an agreement with Mr. Hideki Yamamoto to limit his liability under Article 423, paragraph 1 of Company Law of Japan to two million forty thousand Japanese Yen (JPY2,400,000.-) or to maximum amount stipulated in law whichever higher. If the election of Mr. Hideki Yamamoto is resolved, Company will continue to enter into said agreement with him.
 3. If the election of Mr. Takami Kato is resolved, Company will enter into an agreement with Mr. Takami Kato to limit his liability under Article 423, paragraph 1 of Company Law to two million four hundred thousand Japanese Yen (JPY2,400,000.-) or to the maximum amount stipulated in law whichever is higher.
 4. The Company has entered into a directors' liability insurance agreement as stipulated in Article 430, paragraph 3.1 of the Companies Act of Japan with an insurance company. The insurance policy covers damages, court costs, etc. that may result from the insured being liable for the performance of their duties in the capacity of their offices. The insurance premiums are fully borne by the Company and the agreement names all Members of the Audit & Supervisory Board Members as insured persons if their election is resolved. The Company plans to renew the insurance policy with the same details during their terms of office.
 5. The following are notes as to candidates of outside Audit & Supervisory Board Members
 - (1) Mr. Hideki Yamamoto and Mr. Takami Kato are candidates for outside Audit & Supervisory Board Members. The Company has registered Mr. Hideki Yamamoto with the Tokyo Stock Exchange and Nagoya Stock Exchange as Independent Board Member in accordance with the rules of each Stock Exchange.
 - (2) At the conclusion of this Ordinary General Meeting of Shareholders, the term of Mr. Hideki Yamamoto's office as outside Audit & Supervisory Board Members will have been fifteen (15) years.
 - (3) Mr. Takami Kato has been in position of senior management at Toyota Motor Corporation that is Specified Associated Service Provider in past 10 (ten) years.
 6. On February 18, 2025, Company has received a recommendation from the Japan Fair Trade Commission for

violating the Act on Prevention of Delays in Payment of Subcontract Proceeds, etc. to Subcontractors. Outside Audit & Supervisory Board Member Hideki Yamamoto regularly had been made recommendations at the Board Meeting to strengthen the governance system, including compliance with laws and regulations and to strengthen the internal controls system. After becoming aware of the events, he also performed his responsibilities by providing advice on measures to prevent recurrence.

Proposal 3. Election of one (1) Substitute Audit & Supervisory Board Member

In order to be prepared in the event that Company lacks the number of Audit & Supervisory Board Members and it becomes less than that required by laws, the Company proposes the election of one (1) Substitute Audit and Supervisory Board Member. The candidate is as below:

Audit & Supervisory Board has given its prior consent to this proposal.

Name (Date of birth)	Brief personal history, positions in the Company, and significant concurrent positions		Number of shares of the Company held
Akihiro Inagaki (March 11, 1961)	April 1983	Joined Chuo Spring Co., Ltd.	3,900
	October 2008	General Manager, Purchasing Div., Chuo Spring Co., Ltd.	
	June 2015	Officer, Chuo Spring Co., Ltd.	
	June 2018	Managing Officer, Chuo Spring Co., Ltd.	
[Reappointment]	June 2019	Senior Managing Director, Member of Board, Chuo Spring Co., Ltd.	
	October 2021	Officer, Director Member of the Board, Chuo Spring Co., Ltd.	
	April 2022	Director, Member of the Board, Chuo Spring Co., Ltd.	
	June 2022	President Chuhatsu Hanbai Co., Ltd. (to present)	
	[Significant concurrent positions] President Chuhatsu Hanbai Co., Ltd.		
	[Reasons for nomination as an Substitute Audit & Supervisory Board Member candidate] Mr. Akihiro Inagaki has practical experience of Human Resource, Marketing, and Purchasing Division of Chuo Spring Co., Ltd. and also has an experience in overseas operation of Chuo Spring Co., Ltd. As we expect him to apply his experience in his auditing services, we nominate him as an outside candidate for Audit & Supervisory Board		

- (Notes)
1. There are no special interests between the Company and the candidate.
 2. If Mr. Akihiro Inagaki assumes his office of Audit & Supervisory Board Member, the Company will enter into an agreement with Mr. Akihiro Inagaki to limit his liability under Article 423, paragraph 1 of Company Law to two million four hundred thousand Japanese Yen (JPY2,400,000.-) or to the maximum amount stipulated in law whichever is higher.
 3. The Company has entered into a directors' liability insurance agreement as stipulated in Article 430, paragraph 3.1 of the Companies Act of Japan with an insurance company. The insurance policy covers damages, court costs, etc. that may result from the insured being liable for the performance of their duties in the capacity of their offices. The insurance premiums are fully borne by the Company and the agreement names all Members of the Audit & Supervisory Board Members as insured persons if Mr. Akihiro Inagaki assumes his office of Audit & Supervisory Board Member. The Company plans to renew the insurance policy with the same details during his terms of office.