

June 17, 2025

To Our Shareholders

SIGMAXYZ Holdings Inc.

Responses to Questions Submitted Prior to the 17th Annual General Meeting of Shareholders

Below are responses to the questions received in advance from shareholders regarding the matters to be reported and resolved at the 17th Annual General Meeting of Shareholders, scheduled for June 24, 2025.

[Question 1]

How is the Company securing human assets? What initiatives have already been implemented, and what are the plans moving forward, particularly in light of the ongoing population decline?

[Answer 1]

We will continue to enhance awareness and understanding the SIGMAXYZ Group in the human assets market by communicating the following: our work style that emphasizes autonomy; an environment where individuals can accelerate their growth through both work and learning; and the vision for our business and our proven track record in value creation. We also remain committed to maintaining a competitive level of compensation.

While our recruitment efforts primarily target new graduates, we aim to hire experienced professionals beyond simple replacements for turnover. At the same time, we are actively taking on new challenges aligned with our mid and long-term vision—our “Blueprint”—to enhance employee engagement and reduce attrition. In addition, we will continue to build and strengthen our human capital network by engaging with alumni and other communities.

[Question 2]

We believe we are now in an environment of rising interest rates, which may lead to reduced capital investment by companies. Given this, is it still feasible to achieve the goals outlined in the FY29 Blueprint?

[Answer 2]

As Japan confronts slower economic growth and a range of social challenges—most notably the declining birthrate and aging population—it is essential for Japanese companies to revive their ability to create value. To that end, we believe accelerating the “Three Innovations” we advocate is crucial: (1) a productivity revolution driven by digital technology, (2) the creation of new businesses, and (3) the transformation of management models.

Despite long-standing calls for corporate digitalization, many Japanese companies still have a significant journey ahead. We are confident that investment in this domain will continue to yield strong returns. Although some businesses cite uncertainty in the current economic climate, we believe investment in transformation—particularly digital initiatives—remains a critical priority.

Our Group remains firmly committed to achieving our “Blueprint in FY29 (fiscal year ending March 2030)” by maximizing the value of our human capital and co-creating new value with our clients through the effective use of technology.

End

* Prior questions and comments from shareholders were solicited on the Company's website from 10:00 a.m. on Thursday, June 5, 2025 to 10:00 a.m. on Friday, June 13, 2025.