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Stock Exchange Code 5976

(June 6, 2025)

(Date of commencement of electronic provision of materials: June 4, 2025)

**To Our Shareholders,**

Katsumi Omiya  
Representative Director, Member of  
the Board, President and Chief  
Executive Officer  
Neturen Co., Ltd.  
2-17-1 Higashi-Gotanda, Shinagawa-ku,  
Tokyo, Japan

### **Notice of Convocation of the 114th Annual Shareholders' Meeting**

We would like to take this opportunity to express our heartfelt gratitude to you, our shareholders, for your continued support to Neturen Co., Ltd. (the “Company,” together with its subsidiaries, the “Group”).

We are pleased to inform you that the 114th Annual Shareholders' Meeting of the Company will be held as set forth below.

In convening this Annual Shareholders' Meeting, the Company has taken electronic provision measures, which provide information contained in the Reference Documents for the Shareholders' Meeting (the “matters subject to electronic provision measures”) in electronic format, and it has posted this information on the following websites on the Internet. Please access either of the following websites to review the information.

[The Company website]

<https://www.k-neturen.co.jp/en/ir/stock/meeting.html>

[Tokyo Stock Exchange (TSE) website (Listed Company Search)]

<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

Please access the TSE website above, enter “Neturen” in the “Issue name (company name)” field or our stock exchange code “5976” in the “Code” field, and click on “Search” to find search results. Then, click on “Basic information” and “Documents for public inspection/PR information” in this order to find “[Notice of General Shareholders Meeting/Informational Materials for a General Shareholders Meeting]” in the “Filed information available for public inspection” section.

If you are not attending the meeting on the day, you can exercise your voting rights in written form or via the Internet. Please review the Reference Documents for the Shareholders' Meeting posted in the matters subject to electronic provision measures and exercise your voting rights by 5:45 p.m. JST, Wednesday, June 25, 2025.

Yours very truly,

## Notes

- 1. Date and Time:** 10:00 a.m. JST on Thursday, June 26, 2025 (Registration will start at 9:30 a.m.)  
**2. Venue:** The Company's conference room, 15th Floor, Oval Court Ohsaki Mark West, 2-17-1 Higashi-Gotanda, Shinagawa-ku, Tokyo  
(Please see the access map to the venue at the bottom of this document.)

### 3. Meeting Agenda:

- Purpose of the Meeting**  
**Matters to be reported:**
1. Report on the Business Report, Consolidated Financial Statements, and audit results for Consolidated Financial Statements by the independent auditor and the Audit & Supervisory Board for the 114th fiscal year (from April 1, 2024, to March 31, 2025)
  2. Report on Non-consolidated Financial Statements for the 114th fiscal year (from April 1, 2024, to March 31, 2025)

#### Proposals to be resolved:

- Proposal 1:** Appropriation of Surplus  
**Proposal 2:** Election of 6 Directors, Members of the Board  
**Proposal 3:** Election of 1 Substitute Audit & Supervisory Board Member

End

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- If you are attending the meeting, you are kindly requested to submit the enclosed voting rights exercise form to the reception desk at the venue.
  - Pursuant to the relevant laws and regulations and provisions of the Company's Articles of Incorporation, the following matters of the matters subject to electronic provision measures will not be included in the paper-based documents provided to shareholders who requested the delivery of such documents. The Audit & Supervisory Board Members and the independent auditor have audited the documents subject to audit, including the following items.
    - (1) The following item of the Consolidated Financial Statements  
Notes to the Consolidated Financial Statements
    - (2) The following item of the Non-Consolidated Financial Statements  
Notes to the Non-Consolidated Financial Statements
  - If any amendments are made to matters subject to electronic provision measures, such amendments will be posted on the respective websites where the matters are posted.
  - There is designated wheelchair space in the venue.  
Priority restrooms are also located on the first floor of the venue building.  
If you require wheelchair support, guidance to your seat or restrooms, etc., please contact the reception desk at the venue.

(Information) We plan to distribute the progress of this year's Shareholders' Meeting on our website in early July. We will notify shareholders about how to view this information by a resolution notice that will be sent to shareholders after the closure of the Shareholders' Meeting.

## **Guidance to Shareholders for Voting**

We inform you that you can exercise your voting rights via the Internet or in written form (the voting rights exercise form).

### **Attending the Shareholders' Meeting**

The Shareholders' Meeting will be held at 10:00 a.m. JST on Thursday, June 26, 2025.

Please submit the enclosed voting rights exercise form to the reception desk at the venue.

### **Not attending the Shareholders' Meeting**

#### **Exercising your voting rights in written form**

Deadline: to be received by 5:45 p.m. JST, Wednesday, June 25, 2025

Please send us the enclosed voting rights exercise form indicating your approval or disapproval of each proposal so that it is received by the deadline. In the case of not indicating your approval or disapproval of each proposal, the vote will be considered approval.

#### **Exercising Voting Rights by "Smart Exercise"**

Deadline: to be exercised by 5:45 p.m. JST, Wednesday, June 25, 2025

Please scan the "QR Code® for logging in on the voting rights exercise website using a smartphone" printed on the enclosed voting rights exercise form. Please see the following page for details.

#### **Exercising Voting Rights by Entering Your Voting Rights Exercise Code and Password**

Deadline: to be exercised by 5:45 p.m. JST, Wednesday, June 25, 2025

Please access the voting rights exercise website <https://www.web54.net> using a PC or other device, enter the voting rights exercise code and password printed on the enclosed voting rights exercise form, and follow the onscreen instructions to enter your approval or disapproval of each proposal. Please see the following page for details.

### **Handling of duplicate voting**

- (1) In the case of duplicate voting done both via the Internet (including "Smart Exercise") and in written form, the vote placed via the Internet (including "Smart Exercise") will be considered valid.
- (2) In the case of voting twice or more times via the Internet (including "Smart Exercise"), the last vote will be considered valid.
- (3) In the case of voting twice or more times in written form, the last vote will be considered valid.

If you have any questions, please contact the following:

**Shareholders register administrator:**

**Stock Transfer Agency Administration Center, Sumitomo Mitsui Trust Bank**

Questions on exercise of voting rights:

[Telephone] **0120 (652) 031** (hours of operation: 9:00 a.m. to 9:00 p.m. JST)

Other questions:

[Telephone] **0120 (782) 031** (hours of operation: 9:00 a.m. to 5:00 p.m. JST on weekdays)

### **For institutional investors**

Institutional investors may opt to exercise their voting rights electronically via the "Electronic Voting Rights Exercise Platform" operated by ICJ, Inc.

## **Guidance on Exercising your Voting Rights via the Internet**

### **Exercising Voting Rights by “Smart Exercise”**

**(1) Access the voting rights exercise website for smartphones**

Use a smartphone or a tablet device to scan the “QR Code® for logging in on the voting rights exercise website using a smartphone” printed on the bottom right of the enclosed voting rights exercise form.

**(2) Open the voting rights exercise website**

When you open the indicated URL, the window of the voting rights exercise website will open. You have two options to exercise your voting rights (Please see (3) or (4) below).

**(3) Vote for or against each proposal separately**

Enter approval or disapproval of each proposal separately following the onscreen instructions.

**(4) Vote for all proposals as originally proposed by the Company**

After indicating your vote in (3) or (4) above, proceed to the confirmation window. If you have no objection to what is indicated on the confirmation window, press the button for “Vote with this content,” and the exercise of your voting rights is completed.

If you want to change your vote after you have once exercised your voting rights, you will need to scan the QR Code® again and enter the “voting rights exercise code” and “password” printed on the enclosed voting rights exercise form (you can also exercise your voting rights by directly accessing the voting rights exercise website <https://www.web54.net> using a PC or other device).

### **Exercising Voting Rights by Entering Your Voting Rights Exercise Code and Password**

**(1) Access the voting rights exercise website**

Access the voting rights exercise website using a PC or other device.  
<https://www.web54.net>

**(2) Login**

Enter the “voting rights exercise code” printed on the enclosed voting rights exercise form.

**(3) Enter the password**

Enter the “password” printed on the enclosed voting rights exercise form.

Subsequently, follow the onscreen instructions to enter your approval or disapproval for each proposal.

\* Fees associated with using the voting rights exercise website such as connection fees and telecommunication charges are to be borne by the shareholder.

\* Depending on the Internet user environment, subscribed service, and the model of the device you are using, you may not be able to use the voting rights exercise website.

\* QR Code is a registered trademark of Denso Wave Inc.

# Reference Documents for the Shareholders' Meeting

## Proposals and References

### Proposal 1: Appropriation of Surplus

#### 1. Matters concerning the year-end dividend

The Company has a basic policy to maintain stable dividends to shareholders while making strategic investments for growth and conducting stable business operations.

Please note that “stable dividends” are dividends on equity (DOE) rate of 3.0% or more.

With regard to the year-end dividend (ordinary dividend) for the fiscal year ended March 31, 2025, we propose a year-end dividend of 26 yen per share, placing importance on shareholder returns and taking into comprehensive consideration its business performance, financial conditions, and other factors. As a result, the total annual dividend, including the interim dividend of 25 yen, will be 51 yen per share.

#### (1) Kind of property for dividends

Cash

#### (2) Matters related to allotment of property for dividends to shareholders and its total amount

26 yen per share of common stock of the Company

Total amount: 891,623,720 yen

#### (3) Effective date for distribution of dividends from surplus

June 27, 2025

#### 2. Matters concerning appropriation of surplus

In order to implement a flexible and agile capital policy in response to changes in the business environment, the Company proposes the following.

#### (1) Item and amount of surplus to be decreased

General reserve: 7,000,000,000 yen

#### (2) Item and amount of surplus to be increased

Retained earnings brought forward: 7,000,000,000 yen

**Proposal 2:** Election of 6 Directors, Members of the Board

The terms of office of six (6) Directors, Members of the Board will expire at the closure of this Annual Shareholders' Meeting. Accordingly, the election of six (6) Directors, Members of the Board is proposed.

The candidates for Directors, Members of the Board are as follows:

No.	Name	Gender	Current positions	Attendance at the meetings of the Board of Directors
1	[Reelection] Katsumi Omiya	Male	Representative Director, Member of the Board President and Chief Executive Officer	100% (16/16)
2	[Reelection] Nobumoto Ishiki	Male	Director, Member of the Board Senior Managing Executive Officer	100% (16/16)
3	[Reelection] Takashi Suzuki	Male	Director, Member of the Board Managing Executive Officer	100% (16/16)
4	[Reelection] Tomokatsu Yasukawa	Male	Director, Member of the Board Executive Officer	100% (16/16)
5	[Reelection] [Outside officer] [Independent officer] Yoshiko Moriyama	Female	Director, Member of the Board	100% (16/16)
6	[New election] [Outside officer] [Independent officer] Toyotsugu Ito	Male	—	—

# Candidates for Directors, Members of the Board

No.	Name (Date of birth)	Career summary, positions, assignments and status of other important positions concurrently assumed	No. of the Company's shares owned by the candidate
1	<p><b>Reelection</b></p> <p>Katsumi Omiya (March 24, 1960)</p> <p>Attendance at the meetings of the Board of Directors: 16/16 times</p>	<p>April 1983 Joined the Company</p> <p>June 2012 Director, Member of the Board</p> <p>June 2016 Managing Director, Member of the Board</p> <p>October 2020 Representative Director, Member of the Board and President</p> <p>June 2021 Representative Director, Member of the Board, President and Chief Executive Officer (present)</p>	86,104
<p>Reasons for nomination as a candidate for Director, Member of the Board</p> <p>Since his appointment as Director, Member of the Board in June 2012, Mr. Katsumi Omiya has appropriately operated businesses in line with management strategies, and contributed to resolving management issues of the Company, as well as those of the entire Group both domestically and overseas.</p> <p>In addition, since October 2020, he has been performing the supervision and management of the entire Group as Representative Director, Member of the Board and President of the Company actively and appropriately.</p> <p>Based on his abundant experience and track record, the Company has judged that he is an asset for the Company that can supervise and manage the entire Group appropriately in implementing any and all measures for improving the corporate value of the Group, and proposes his continued appointment as Director, Member of the Board.</p>			
2	<p><b>Reelection</b></p> <p>Nobumoto Ishiki (October 9, 1959)</p> <p>Attendance at the meetings of the Board of Directors: 16/16 times</p>	<p>April 1982 Joined TRW Automotive Japan Co., Ltd. (currently, ZF Japan Co., Ltd.)</p> <p>February 2001 Joined Colin Corporation (currently, Fukuda Colin Co., Ltd.)</p> <p>April 2001 Joined the Company</p> <p>February 2006 Joined Toyo Fastener Co., Ltd.</p> <p>April 2007 Joined the Company</p> <p>June 2017 Director, Member of the Board</p> <p>April 2020 Managing Director, Member of the Board</p> <p>June 2021 Director, Member of the Board, Managing Executive Officer</p> <p>April 2023 Director, Member of the Board, Senior Managing Executive Officer</p> <p>April 2025 Director, Member of the Board, Senior Managing Executive Officer; supervising engineering development, business planning and development, DX promotion and information strategy; General Manager, Research and Development Headquarters (present)</p> <p>[Status of other important concurrent position]</p> <p>Representative Director and President, Neturen Heat Treat Co., Ltd.</p>	47,018
<p>Reasons for nomination as a candidate for Director, Member of the Board</p> <p>Since his appointment as Director, Member of the Board in June 2017, Mr. Nobumoto Ishiki has contributed to resolving issues on the engineering aspect of management of the Company, particularly concerning engineering development, production engineering and information strategy of the Company and the domestic and overseas group companies.</p> <p>Based on his abundant experience and track record, the Company has judged that he is an asset for the Company that can supervise and manage the entire Group and businesses he is in charge of appropriately in aiming at the early introduction of new products and technologies as well as business reforms for improving the corporate value of the Group, and proposes his continued appointment as Director, Member of the Board.</p>			

No.	Name (Date of birth)	Career summary, positions, assignments and status of other important positions concurrently assumed	No. of the Company's shares owned by the candidate
3	<u>Reelection</u>  Takashi Suzuki (June 29, 1962)  Attendance at the meetings of the Board of Directors: 16/16 times	April 1985 Joined the Company June 2016 Director, Member of the Board April 2021 Managing Director, Member of the Board June 2021 Director, Member of the Board, Managing Executive Officer April 2024 Director, Member of the Board, Managing Executive Officer; General Manager, Specialty Steel & Wire Products Division; General Manager, Global Procurement Headquarters (present) [Status of other important concurrent positions] Representative Director and President, Neturen America Corporation; President, Neturen (China) Slewing Bearing Co., Ltd.	50,628
Reasons for nomination as a candidate for Director, Member of the Board  Since his appointment as Director, Member of the Board in June 2016, Mr. Takashi Suzuki has contributed to resolving global management issues concerning procurement particularly of raw materials, electricity, etc. for the Company and the domestic and overseas group companies, as well as management issues concerning the revenue management of the entire Group. Based on his abundant experience and track record, the Company has judged that he is an asset for the Company that can supervise and manage the entire Group and businesses he is in charge of appropriately in aiming at global development and revenue growth for improving the corporate value of the Group, and proposes his continued appointment as Director, Member of the Board.			
4	<u>Reelection</u>  Tomokatsu Yasukawa (January 6, 1963)  Attendance at the meetings of the Board of Directors: 16/16 times	April 1986 Joined the Company June 2012 Director, Member of the Board June 2021 Director, Member of the Board, Executive Officer April 2022 Director, Member of the Board, Executive Officer; supervising safety, health and environmental affairs; General Manager, Administrative Headquarters (present) [Status of other important concurrent position] Representative Director and President, Neturen Meinan Co., Ltd.	58,842
Reasons for nomination as a candidate for Director, Member of the Board  Since his appointment as Director, Member of the Board in June 2012, Mr. Tomokatsu Yasukawa has contributed to resolving management issues on the governance system for the Company as well as the domestic and overseas group companies and management issues on sustainability activities positioning SDGs as the fundamentals of management. Based on his abundant experience and track record, the Company has judged that he is an asset for the Company that can supervise and manage the entire Group appropriately in promoting corporate management with a focus on ESG for improving the corporate value of the Group, and proposes his continued appointment as Director, Member of the Board.			



No.	Name (Date of birth)	Career summary, positions, assignments and status of other important positions concurrently assumed	No. of the Company's shares owned by the candidate
5	<div> <div>Reelection</div> <div>Outside officer</div> <div>Independent officer</div> <div>Female</div> </div> <p>Yoshiko Moriyama (June 26, 1964)</p> <p>Attendance at the meetings of the Board of Directors: 16/16 times</p>	<p>April 1998 Registered as Attorney-at-Law (Daini Tokyo Bar Association)</p> <p>December 2004 Qualified as attorney, State of New York, U.S.</p> <p>July 2006 Joined TMI Associates</p> <p>January 2010 Partner, TMI Associates</p> <p>February 2015 Counsel, TMI Associates (present)</p> <p>June 2022 Outside Director, Member of the Board, the Company (present)</p> <p>November 2022 Outside Director, YAMATO INTERNATIONAL INC. (present)</p> <p>[Status of other important concurrent positions]</p> <p>Counsel, TMI Associates; Outside Director, YAMATO INTERNATIONAL INC.</p>	2,229
	<p>Reasons for nomination as a candidate for Outside Director, Member of the Board and expected role</p> <p>Since her appointment as Outside Director, Member of the Board in June 2022, with her specialist knowledge and abundant experience as an attorney, Ms. Yoshiko Moriyama has contributed to securing the legality and appropriateness of decision-making of the Board of Directors, through providing proactive advice and suggestions regarding management focused on corporate governance and compliance, from a position independent from the Company.</p> <p>She is also capable of offering suggestions from a broad perspective to promote the reforms, with her abundant experiences in corporate legal affairs at home and abroad and specialist knowledge regarding diversity and sustainability, etc.</p> <p>The Company expects that she will continue to offer advice and suggestions appropriately and supervise business execution from an independent position in terms of the legality and appropriateness of decision-making on the Company's management based on her experience as an attorney.</p> <p>For these reasons, the Company has judged that she is appropriately qualified as an Outside Director, Member of the Board of the Company, and proposes her continued appointment.</p>		
6	<div> <div>New election</div> <div>Outside officer</div> <div>Independent officer</div> </div> <p>Toyotsugu Ito (December 20, 1955)</p>	<p>April 1979 Joined Konishiroku Photo Industry Co., Ltd. (currently Konica Minolta, Inc.)</p> <p>April 2013 Executive Officer, Konica Minolta, Inc.</p> <p>April 2015 Senior Executive Officer, Konica Minolta, Inc.</p> <p>June 2018 Director, Konica Minolta, Inc.</p>	0
	<p>Reasons for nomination as a candidate for Outside Director, Member of the Board and expected role</p> <p>Mr. Toyotsugu Ito is a new candidate for Outside Director, Member of the Board. He has carried out the task with his abundant experience and achievements as a corporate manager in addition to specialist knowledge in the manufacturing industry, and is capable of providing advice and contributing to strengthening corporate governance from an independent position.</p> <p>The Company expects that he will offer advice and suggestions on the management appropriately and supervise business execution from an independent position for improving the corporate value of the Company over the medium to long term based on his experience as a manager.</p> <p>For these reasons, the Company has judged that he is appropriately qualified as an Outside Director, Member of the Board of the Company, and proposes his appointment.</p>		

- (Notes)
1. There are no special interests between the candidates and the Company.
  2. Ms. Yoshiko Moriyama and Toyotsugu Ito are candidates for Outside Directors, Members of the Board and candidates for independent officers based on the stipulations of Tokyo Stock Exchange, Inc.
  3. Ms. Yoshiko Moriyama is currently an Outside Director, Member of the Board of the Company, and the number of years since her appointment as Outside Director, Member of the Board shall be three years at the closure of this Shareholders' Meeting.
  4. At the time of the appointment as Director, Member of the Board, the Company entered into an agreement with Ms. Yoshiko Moriyama as provided for in the Company's Articles of Incorporation, in accordance with the provisions of Article 427, Paragraph 1 of the Companies Act to limit her liability pursuant to Article 423, Paragraph 1 of the Companies Act, and the maximum amount of liability pursuant to the agreement is the amount stipulated by laws and regulations. If the reappointment of Ms. Moriyama is approved, the Company intends to continue the agreement.
  5. At the time of appointment as Director, Member of the Board, the Company intends to enter into an agreement with Mr. Toyotsugu Ito as provided for in the Company's Articles of Incorporation, in accordance with the provisions of Article 427, Paragraph 1 of the Companies Act to limit his liability pursuant to Article 423, Paragraph 1 of the Companies Act, and the maximum amount of liability pursuant to the agreement shall be the amount stipulated by laws and regulations.
  6. The Company has entered into a Directors and Officers liability insurance policy with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act insuring all its Directors, Members of the Board to cover damages and litigation expenses incurred by the insured. Insurance premiums are fully borne by the Company. If the candidates take office as Director, Member of the Board, they will be insured under this contract, which is to be renewed with the same terms and conditions during the candidates' terms of office.

[Skills Matrix of Directors, Audit & Supervisory Board Members and Executive Officers]

If Proposal 2 is approved as originally proposed at this Annual Shareholders' Meeting, the composition and skills matrix of the directors, Audit & Supervisory Board members, and executive officers of the Company after the Annual Shareholders' Meeting will be as follows:

Name	Position	Outside	Executive Officer	Specialty and experience								
				Corporate Management	Technology / Research	Manufacturing/ Quality	Global	Marketing	DX	Sustainability	Legal Affairs	Finance
				General	Basic Strategy			Management Base				
Katsumi Omiya	Representative Director, Member of the Board, President and Chief Executive Officer		●	●	●	●	●	●		●		
Nobumoto Ishiki	Director, Member of the Board, Senior Managing Executive Officer		●	●	●	●	●		●	●		
Takashi Suzuki	Director, Member of the Board, Managing Executive Officer		●	●		●		●	●			
Tomokatsu Yasukawa	Director, Member of the Board, Senior Executive Officer		●	●						●	●	●
Yoshiko Moriyama	Director, Member of the Board	●					●			●	●	
Toyotsugu Ito	Director, Member of the Board	●		●	●	●	●		●			
Yoshihiro Ikegami	Audit & Supervisory Board Member (Full-time)					●		●			●	
Minoru Enjitsu	Audit & Supervisory Board Member	●		●			●		●			●
Kayoko Kamijo	Audit & Supervisory Board Member	●								●		●
Norio Tanaka	Managing Executive Officer		●	●	●	●						
Nobuhiro Murai	Senior Executive Officer		●		●	●		●				
Naoki Hisada	Senior Executive Officer		●				●	●				●
Harunobu Nakamura	Senior Executive Officer		●	●	●	●	●		●	●		
Hideo Mishima	Executive Officer		●	●						●	●	●
Shin Okumura	Executive Officer		●	●		●	●	●				
Kyo Hosoda	Executive Officer		●	●			●	●			●	●
Shigeru Ito	Executive Officer		●	●		●				●		

Name	Position	Outside	Executive Officer	Specialty and experience								
				Corporate Management	Technology / Research	Manufacturing/ Quality	Global	Marketing	DX	Sustainability	Legal Affairs	Finance
				General	Basic Strategy			Management Base				
Hisashi Yoshimitsu	Executive Officer		●	●	●	●			●			
Kengo Iwanaga	Executive Officer		●	●	●	●	●					

**Proposal 3:** Election of 1 Substitute Audit & Supervisory Board Member

The Company proposes that one Substitute Audit & Supervisory Board Member be elected to prepare for cases of insufficiency in the number of Audit & Supervisory Board Members as set forth in relevant laws and regulations.

In addition, this proposal has already been approved by the Audit & Supervisory Board.

The candidate for Substitute Audit & Supervisory Board Member is as follows:

Name (Date of birth)	Career summary, positions and status of other important positions concurrently assumed	No. of the Company's shares owned by the candidate
<div>Outside officer</div> <div>Independent officer</div> Daisuke Takahashi (February 27, 1980)	October 2005 Registered as Attorney-at-Law (Dai-Ichi Tokyo Bar Association) October 2005 Joined Shinwa Sogo Law Office September 2014 Partner, Shinwa Sogo Law Office (present) [Status of other important concurrent position] Partner, Shinwa Sogo Law Office	0
<b>Reasons for nomination as a candidate for Substitute Outside Audit &amp; Supervisory Board Member</b>  Mr. Daisuke Takahashi possesses specialist knowledge and experience as an attorney, and the Company has judged that he will be able to execute his duties appropriately as an Outside Audit & Supervisory Board Member. For these reasons, the Company intends for him to carry out the task with his specialist knowledge and experience as an attorney in the audit operations of the Company, and proposes his appointment.		

- (Notes)
1. There are no special interests between Mr. Daisuke Takahashi and the Company.
  2. Mr. Daisuke Takahashi will be elected as a Substitute Outside Audit & Supervisory Board Member. If he takes office as an Audit & Supervisory Board Member, the Company intends to register him as an independent officer based on the stipulations of Tokyo Stock Exchange, Inc.
  3. Mr. Daisuke Takahashi is a candidate for Substitute Outside Audit & Supervisory Board Member. At the time of his appointment as Audit & Supervisory Board Member, the Company intends to enter into an agreement with Mr. Daisuke Takahashi as provided for in the Company's Articles of Incorporation, in accordance with the provisions of Article 427, Paragraph 1 of the Companies Act to limit his liability pursuant to Article 423, Paragraph 1 of the Companies Act, and the maximum amount of liability pursuant to the agreement shall be the amount stipulated by laws and regulations.
  4. The Company has entered into a Directors and Officers liability insurance policy with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act insuring all its Audit & Supervisory Board Members to cover damages and litigation expenses incurred by the insured. Insurance premiums are fully borne by the Company. If the candidate, Mr. Daisuke Takahashi, takes office as an Audit & Supervisory Board Member, he will be insured under this contract.

End