

Corporate Governance Report

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TIS Inc.

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<http://www.tis.com/ir/>

The corporate governance of TIS Inc. (hereafter, “TIS” and “the Company”) is described below.

I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information

1. Basic Views

TIS will constantly strive to achieve the highest level of corporate governance and will work to maintain and further enhance its approaches to corporate governance. Management believes that the key to good corporate governance is to ensure transparency and fairness in decision-making processes, make full and effective use of management resources, and raise the integrity of management practices through swift and accurate assessment of situations, from the viewpoint of promoting sustainable corporate growth and boosting medium- and long-term corporate value. Accordingly, management at the Company is committed to upholding good corporate governance in line with the following basic principles.

1. To respect the rights of shareholders and to ensure equality.
2. To consider the interests of stakeholders, including shareholders, and work with stakeholders in an appropriate manner to achieve stated goals.
3. To disclose corporate information appropriately and ensure transparency.
4. To engage in constructive dialogue with shareholders based on a medium- to long-term investment perspective.

Note that management has laid out basic views on corporate governance for TIS under Basic Policy on Corporate Governance, and the Company discloses the content of this policy on its website.

<http://www.tis.com/ir/policy/governance/>

[Reasons for Non-compliance with the Principles of the Corporate Governance Code]

TIS complies with all principles of the Corporate Governance Code

[Disclosure Based on the Principles of the Corporate Governance Code]

[Principle 1-4 Cross-Shareholdings]

[Policy and Position on Reduction in Cross-Shareholdings]

TIS and other companies under the Group umbrella hold shares in other companies only when management believes such shareholdings contribute to sustainable growth and higher medium- to long-term corporate value of the Company and the Group. The purpose is to consistently create business chances through stable alliances and cooperation with customers.

Each year, the Board of Directors reviews the relevance of cross-shareholdings. It is corporate policy for any cross-shareholding that the Board of Directors deems to be of diminished significance for cross-shareholding to be sold at the earliest possible opportunity.

To determine relevance, TIS uses business-related revenue if the issuing company is a customer of a Group company or annual transaction amount if the issuing company is a strategic partner to calculate a percentage on a balance sheet basis, and management will consider selling any issue with a ratio that falls below a benchmark set by the Company.

For cross-shareholdings with diminished significance, as identified through the aforementioned method, TIS moves to reduce cross-shareholdings in accordance with basic policy.

[Policy on Exercising Voting Rights with Respect to Cross-Shareholdings]

TIS appropriately exercises voting rights for the listed shares in its possession after comprehensively determining whether such action will contribute to sustainable corporate growth and higher medium- to long-term corporate value of the TIS INTEC Group and investee company.

(Supplementary Principles 1-4-1, 1-4-2 Relationships with strategic shareholders (those who hold a company's shares for the purpose of cross-shareholding))

When strategic shareholders, that is, cross-shareholders, of TIS indicate that they intend to sell Company shares, TIS responds appropriately and in such a way so as not hinder the sale. In addition, the Company will not execute transactions with strategic shareholders if such transactions lack economic rationale.

[Principle 1-7 Related Party Transactions]

[Board of Directors' Approval on Related Party Transactions]

In the event of competing transactions or conflict-of-interest transactions between the Company and its directors, subsidiaries or other related parties, prior approval by the Board of Directors will be required to ensure that such transactions do not harm the Company or the common interests of shareholders. In the event a director finds him/herself in a conflict-of-interest situation, he/she will inform the Board of Directors immediately and obtain approval from the Board of Directors before proceeding with the transaction.

[Disclosing Related Party Transactions]

Details on related party transactions are provided to the Board of Directors on a regular basis, with a summary included in notes to consolidated financial statements in the *Yuka Shoken Hokokusho* (annual securities report filed in Japanese by companies listed in Japan) as well as in notes to non-consolidated financial statements presented in notices of convocation for general shareholders' meetings, in accordance with provisions set forth under related laws and regulations.

(Principle 2-6 Roles of Corporate Pension Funds as Asset Owners)

TIS established a defined contribution pension plan to facilitate stable asset formation for employees, carefully undertakes the selection of asset managers and investment products appropriate to this plan, and creates opportunities for employees to learn about pension systems and operation.

TIS uses the reserves of a closed defined benefit plan—that is, a defined benefit plan that provides ongoing accruals but that have been amended to limit those accruals to some or all of the employees who participated in the plan on a specified date—for investment. Personnel with the necessary experience and qualifications are assigned to the Human Resources Department and the Finance and Accounting Department, which are responsible for putting these reserves to work, and efforts are made to upgrade the skills of personnel through education and training. The Company entrusts actual management and operation of funds to external asset managers, such as trust banks, and the departments responsible for corporate pension fund investment monitor fund performance on a regular basis and make adjustments as appropriate.

(Principle 3-1(i) Company objectives (that is, business principles), business strategies and business plans)

【Business Principles】

TIS describes its corporate philosophy—Our Philosophy (the TIS INTEC Group Management Philosophy)—on its corporate website.

<http://www.tis.com/group/philosophy/>

【Group Vision】

TIS describes Group Vision 2026 on its corporate website.

<http://www.tis.com/group/vision/>

【Business Plan】

TIS describes Medium-Term Management Plan (2018 - 2020) on its corporate website.

<http://www.tis.com/ir/policy/midtermpolicy/>

(Principle 3-1(ii) Basic views and guidelines on corporate governance)

TIS set out Basic Policy on Corporate Governance, based on “OUR PHILOSOPHY” (the TIS INTEC Group Management Philosophy) and the Group Vision, to realize higher corporate value of the Group as a whole over the medium to long term. Efforts are continuously directed toward enhancing corporate governance practices.

(Principle 3-1(iii) Board policies and procedures in determining compensation to senior management and directors)

At TIS, the Board of Directors discusses compensation for directors based on recommendations received from the Compensation Committee, which comprises a number of directors, the majority of whom are independent external directors.

The basic policy applied when deciding on compensation for full-time directors and executive officers calls for incentives to improve performance through a compensation system linked to key performance indicators of the Company. Compensation for independent external directors is limited to basic compensation, and no

performance-linked compensation is paid. Compensation for members of the Audit & Supervisory Board is determined in consultation with auditors and paid out, but amounts are not linked to performance and consist solely of basic compensation to maintain independence.

At TIS, management believes that the current compensation system helps to build a healthy level of motivation and therefore has not introduced any structures, namely, a stock option system, utilizing the Company's own shares. But as a way to reflect medium- to long-term performance, full-time directors and executive officers are asked to contribute at least a certain portion of their basic compensation toward the purchase of treasury stock through the Company's share ownership plan for directors and officers.

(Principle 3-1(iv) Board policies and procedures for selecting/rejecting candidates in nomination process for senior management positions, namely, directors and members of Audit & Supervisory Board)

In determining a list of candidates for the position of a director or a member of the Audit & Supervisory Board, the Board of Directors considers individuals with abundant experience, sharp insight and a high degree of specialization well-suited to the duties of a director or a member of the Audit & Supervisory Board, based on selection criteria established by TIS. For director candidates, the Board of Directors takes recommendations from the Nomination Committee, which comprises a number of directors, the majority of whom are independent external directors. This approach is intended to realize effective corporate governance and build a structure that supports sustained corporate growth and higher corporate value over the medium to long term, while reflecting broader perspective on diversity, including gender and nationality beyond domestic borders.

If a situation arises that requires a core member of the executive team to be removed from office, the Board of Directors will make a proposal for dismissal. The dismissal of a director will be undertaken in accordance with the Companies Act and other relevant rules and regulations.

(Principle 3-1(v) Explanations with respect to selecting/nominating candidates for senior management positions, based on iv above)

For all candidates being nominated to the position of director or a member of the Audit & Supervisory Board, TIS provides reasons in each proposal for electing a named candidate that appears in the reference materials of the Notice of Convocation for the general meeting of shareholders at which these candidates are put forward for approval by shareholders. TIS presented 14 candidates—nine directors and five Audit & Supervisory Board member—who were subsequently approved by shareholders at the 12th Annual General Meeting of Shareholders. They are introduced below.

<Directors>

Toru Kuwano

After assuming the office of President and Representative Director of the Group company, Mr. Kuwano was appointed as a Director of the Company in June 2013. Since June 2016, he has assumed the office of President and Representative Director of the Company. He has a wealth of experience and knowledge about the Company's and its Group's business, as well as in business administration. He is nominated as a candidate for Director since he is highly expected to continue to promote the Medium-term Management Plan (from-2018 to 2020). and

fulfill the duties of significant decision-making for the Group as well as the administration and oversight of business management.

(12th Annual General Meeting of Shareholders)

Masahiko Adachi

Mr. Adachi has been in the office of Representative Director since June 2018 following the office of Division Manager of the corporate department and the financial system department of a financial institution and the Group company. Based on these experiences, he is nominated as a candidate for Director since he is highly expected to continue to promote group governance as set out in the Medium-term Management Plan of the Group (from 2018 to 2020), centered on the corporate function, and fulfill the duties of significant decision-making for the Group and oversight of business management.

(12th Annual General Meeting of Shareholders)

Yasushi Okamoto

Mr. Okamoto has been serving as Senior Managing Executive Officer and Division Manager of the planning and development department of industrial systems since July 2016, and has been in the office of Director since June 2018, after having been engaged in corporate business in the corporate planning department of the Company for many years. Based on these experiences, he is nominated as a candidate for Director since he is highly expected to continue to promote the Medium-term Management Plan (from 2018 to 2020), and fulfill the duties of significant decision-making for the Group and oversight of business management.

(12th Annual General Meeting of Shareholders)

Josaku Yanai

Mr. Yanai was mainly engaged in corporate section in the corporate planning department of the Company and its Group company for many years. He assumed the office of Executive Officer and Division Manager of corporate planning division of the Company in April 2011. Since June 2016, he has been serving as a Director of the Company. He has a wealth of experience and knowledge about the business of the Company's and its Group, as well as in business administration. Based on these experiences, he is nominated as a candidate for Director since he is highly expected to continue to promote the Medium-Term Management Plan (from 2018 to 2020), and fulfill the duties of significant decision-making for the Group and the administration and oversight of business management as a Director.

(12th Annual General Meeting of Shareholders)

Takayuki Kitaoka

Mr. Kitaoka was engaged in business related to IT infrastructure of INTEC Inc., the Company's major subsidiary, and served in management administration of the Group companies at the Company for three years since April 2012. Furthermore, he has assumed the office of President and Representative Director of INTEC Inc. since April 2018 and the office of Director of the Company since June 2018. He is nominated as a candidate for Director since he is highly expected to continue to promote the duties of INTEC Inc. assigned by the Medium-term Management Plan (from 2018 to 2020) and to fulfill the duties of significant decision-making for the Group and

the administration and oversight of business management, based on the above experiences and from the viewpoint of Group management.

(12th Annual General Meeting of Shareholders)

Akira Shinkai

Mr. Shinkai was engaged in business of new service planning and marketing and has assumed the office of Director and Executive Vice President of INTEC Inc., the Company's major subsidiary, since April 2018, and the office of Director of the Company since June 2018. Based on these experiences, he is nominated as a candidate for Director since he is highly expected to continue to promote the Medium-term Management Plan (from 2018 to 2020), and fulfill the duties of significant decision-making for the Group and the administration and oversight of business management.

(12th Annual General Meeting of Shareholders)

Koichi Sano

Mr. Sano worked mainly in the finance and accounting departments, and served as Executive Vice-President and Representative Director of Mitsui Chemicals, Inc., and has a wide range of experience and a wealth of expertise in corporate management. He is nominated as a candidate for External Director since his advice and suggestions from an independent perspective by utilizing these experiences and expertise in the Company's business will ensure that the decisions to be made by the Company's Board of Directors will be reasonable and appropriate, and he is highly expected to be a person who will contribute to the enforcement of the corporate governance of the Company.

While the Company has business transactions with Mitsui Chemicals, Inc. ("MC"), which Mr. Sano belonged to until June 2015, MC's consolidated sales to the Company represent 0.4% and 0.8% of the Company's consolidated and non-consolidated sales, respectively. Because Mr. Sano satisfies the requirements of the "Criteria Concerning Independence of External Officers" and the proportion of sales is minimal, we have determined that his independence as an External Directors is sufficiently secured.

He has assumed office as an External Director of the Company since June 2016 and shall have served four (4) years at the conclusion of this Annual General Meeting of Shareholders.

(12th Annual General Meeting of Shareholders)

Fumio Tsuchiya

Mr. Tsuchiya previously worked in an important position in overseas offices and the Corporate Planning Department of Japan Airlines Co., Ltd. After having assumed the office of Director of Japan Airlines in June 2004, he served as Managing Director and was thereafter appointed as President & CEO of JALCard, Inc. in June 2007, which is a group company of Japan Airlines. He has a wide range of experience and a wealth of expertise in corporate management. He is nominated as a candidate for External Director since his advice and suggestions from an independent perspective by utilizing these experiences and expertise in the Company's business will ensure that the decisions to be made by the Company's Board of Directors will be reasonable and appropriate, and he is highly expected to be a person who will contribute to the enforcement of the corporate governance of the Company.

While the Company has business transactions with JALCard, Inc. ("JALCard"), which Mr. Tsuchiya belonged to until June 2010, JALCard's consolidated sales to the Company represent 0.1% and 0.3% of the Company's consolidated and non-consolidated sales, respectively. Because Mr. Tsuchiya satisfies the requirements of the "Criteria Concerning Independence of External Officers" and the proportion of sales is minimal, we have determined that his independence as an External Directors is sufficiently secured.

He has assumed office as an External Director of the Company since June 2017 and shall have served three (3) years at the conclusion of this Annual General Meeting of Shareholders.

(12th Annual General Meeting of Shareholders)

Naoko Mizukoshi

Ms. Mizukoshi is a qualified lawyer and has a wealth of professional knowledge of, and experiences in, intellectual property, ICT and international transactions. Her advice and suggestions from an independent perspective will ensure that the decisions to be made by the Company's Board of Directors will be reasonable and appropriate by utilizing these experiences and expertise in the Company's business, and she is highly expected to be a person who will contribute to the enforcement of the corporate governance of the Company. She has not anticipated in corporate management but has expertise on corporate legal works. Therefore, she is nominated as a candidate for External Director since she could discharge duly the duties of External Director.

She used to be a partner until February 2010 of TMI Associates with which the Company has entered into patent attorney agreement since February 2018. Ten (10) years and two (2) months have passed since she left the firm. Since there is no business relationship between either the Company and Endeavour Law Office (which she left in December 2018) or between the Company and Leftright Law & IP to which Ms. Mizukoshi currently belongs, the Company believes that she has no conflict of interest with any shareholders.

Ms. Mizukoshi has been in office as an External Director of the Company since June 2018 and shall have served two (2) year at the conclusion of this Annual General Meeting of Shareholders.

(12th Annual General Meeting of Shareholders)

<Audit & Supervisory Board Members>

Tetsuya Asano

Mr. Asano has a wealth of expertise in finance and accounting as well as in corporate management, accumulated through many years of experience of working at financial institutions and managing companies. He has been nominated as a candidate for Audit & Supervisory Board Member as he is expected to utilize his experience to discharge appropriately and properly the audit and supervisory duties in regard to the business execution of the Directors of the Company.

(12th Annual General Meeting of Shareholders)

Tatsufumi Matsuoka

Mr. Matsuoka has a wealth of expertise in finance and accounting as well as in corporate management, accumulated through many years of experience of working at financial institutions and managing companies. He

has been nominated as a candidate for Audit & Supervisory Board Member as he is expected to utilize his experience to discharge appropriately and properly the audit and supervisory duties in regard to the business execution of the Directors of the Company.

(12th Annual General Meeting of Shareholders)

Sadahei Funakoshi

Mr. Funakoshi has a wealth of experience and knowledge in corporate management, through management of investment and loan, credit and administrative departments at Mitsubishi Corporation, as well as his service as an auditor at IT companies. He was appointed as an external member of the Audit & Supervisory Board, based on expectations that TIS would benefit from his comprehensive management advice and that he would enhance auditing and supervision related to the execution of business from an external perspective. Note that Mr. Funakoshi was appointed as an outside auditor of TIS in June 2016 and that his term of office is three year, effective from the time that the 11th Annual General Meeting of Shareholders ended.

(12th Annual General Meeting of Shareholders)

Yukio Ono

Mr. Ono is a licensed certified public accountant. His expertise and knowledge in the field of finance and accounting and many years of experience in corporate audit are beneficial to the Company in strengthening the audit system of the Company. Although he has not participated in corporate management, he is nominated as a candidate for External Audit & Supervisory Board Member as he is considered to appropriately perform the duties of External Audit & Supervisory Board Member for the above credentials.

(12th Annual General Meeting of Shareholders)

Akiko Yamakawa

After being admitted to the bar, Ms. Yamakawa worked at a foreign owned law office and was responsible for litigation at global corporations, and can be expected to provide appropriate monitoring and supervision of the global business execution of the Company. Although she has not participated in corporate management, she is nominated as a candidate for External Audit & Supervisory Board Member as she is considered to appropriately perform the duties of External Audit & Supervisory Board Member for the above credentials.

(12th Annual General Meeting of Shareholders)

(Supplementary Principle 4-1-1 Scope of Delegation of Authority to Management)

TIS introduced an executive officer system to enhance the transparency of management- and business execution-related functions and responsibilities and to make decision-making faster and more efficient. The Company also established the Management Committee to discuss and decide on specific important matters related to management that fall within the scope of authority delegated to the Board of Directors. Different levels of management are tasked with decisions on different issues, and the matters to be addressed as well as associated authority standards are defined in Rules for the Board of Directors, Rules for the Management Committee and Rules for Document Approval (*ringi kessai kitei*: rules for reaching a decision using a draft proposal prepared by

someone in charge of the matter and circulated for collective deliberation and final approval by another executive group). This clarifies the extent of authority delegated according to position.

(Principle 4-8 Effective Use of Independent Directors)

TIS seeks to realize a higher level of fairness in the decisions and actions of the Board of Directors while also reinforcing corporate governance and does so by appointing three independent external directors—representing one-third of the Board of Directors—whose role is primarily to encourage active discussion at board meetings and ensure appropriate decision-making and supervision.

(Principle 4-9 Independence Standards and Qualification for Independent Directors)

TIS formulated Criteria Concerning Independence of External Directors, based on the requirements of the Companies Act as well as independence criteria established by the Tokyo Stock Exchange, and appoints independent external directors and independent external members of the Audit & Supervisory Board in accordance with these rules and regulations.

Criteria Concerning Independence of External Directors is available for viewing on the TIS website.

<http://www.tis.com/ir/policy/governance/>

(Supplementary Principle 4-11(1) Thoughts on Composition of Board of Directors)

The Board of Directors shall comprise no more than 15 directors, at least two of whom shall be independent external directors. The Board of Directors recognizes its fiduciary responsibility toward shareholders, formulates management strategy and management plans, makes decisions on other important matters and supervises the execution of Company business, in accordance with laws, the Articles of Incorporation and rules of the Company, and bears a responsibility to ensure sustainable growth and higher corporate value over the medium to long term. Directors who sit on the Board of Directors shall, in accordance with selection criteria established by the Company, consider the candidacy of and ultimately nominate individuals who possess extensive experience, sharp insight and a high level of specialization well-suited to the role of director, giving thought to gender, nationality beyond domestic borders and other aspects of diversity and taking into account recommendations by the Nomination Committee, which comprises a number of executives, the majority of whom are independent external directors.

(Supplementary Principle 4-11(2) Status of Directors and Members of the Audit & Supervisory Board with Concurrent Roles at Other Companies)

The status of directors and members of the Audit & Supervisory Board who hold concurrent executive posts at other listed companies is described in the business section of convocation notices for the annual general shareholders' meetings.

(Supplementary Principle 4-11(3) Summary of Results from Analysis and Evaluation of Effectiveness of Board of Directors Overall)

Since fiscal 2016, ended March 31, 2016, the Company has evaluated the effectiveness of the Board of Directors each fiscal year. This process reveals issues and points for improvement and leads to initiatives that will raise the

effectiveness of the Board of Directors to a higher level. For the fiscal 2020 evaluation, all directors and members of the Audit & Supervisory Board were given a questionnaire to be submitted anonymously. The questionnaire asked them to conduct a comprehensive self-evaluation and self-analysis of the composition and operation of the Board of Directors, and then the Board of Directors pursued discussions based on the results. The method and results of the evaluation, as well as future issues brought to light through this process and measures to address such issues are described below.

1. Method of evaluation

TIS distributed a questionnaire regarding the effectiveness of the Board of Directors to all directors and members of the Audit & Supervisory Board and obtained responses. The Company's Board of Directors then used these responses to analyze and evaluate the effectiveness of the Board of Directors.

Note that TIS conducted this effectiveness evaluation based on advice and verification by an external attorney.

2. Results of analysis and evaluation of effectiveness of the Board of Directors

The Company's Board of Directors concluded that a certain degree of effectiveness had been ensured to appropriately supervise the approval of important management matters and business execution, such as the execution status of business activities and investments at the Company and Group companies, through deliberation based on Company regulations. In addition, the Board of Directors concluded that the level of effectiveness continues to trend upward, reflecting improvement measures based on the results of the effectiveness evaluation conducted in the previous fiscal year.

However, management acknowledged the importance of strengthening governance at each Group company through the Board of Directors and enhancing the suitability of explanations on various issues for discussion by the Board of Directors to ensure greater effectiveness in running such meetings.

3. Future issues and associated responses, based on analysis and evaluation

In light of the analysis and evaluation previously mentioned, TIS will focus particular efforts on the following issues.

(1) Strengthen governance of the Group

The Board of Directors will hold meetings to exchange opinions on Group governance, clarify issues in need of improvement and implements responses.

(2) Enhance suitability of explanations on agenda items for Board of Directors' meetings

Efforts will be made to enhance the suitability of explanations on issues for the Board of Directors, with an emphasis on issues that should be discussed at this level, so as to promote management practices with a sense of speed.

(Supplementary Principle 4-14(2) Training Policy for Directors and Members of the Audit & Supervisory Board)

For directors and members of the Audit & Supervisory Board, including external directors and external members of the Audit & Supervisory Board, the Company will provide and arrange training opportunities that are

appropriate for individual directors and members of the Audit & Supervisory Board and cover the cost of such training. The objective of such training is to provide opportunities to acquire knowledge necessary to the Group's business pursuits, financial affairs and organization and to understand the duties and responsibilities that directors and members of the Audit & Supervisory Board must fulfill in assuming office, as well as to continuously update these skills and knowledge during terms of office.

(Principle 5-1 Policy for Constructive Dialogue with Shareholders)

TIS actively engages in constructive dialogue with shareholders, in accordance with the Company's investor relations (IR) policy, to support sustainable corporate growth and higher corporate value over the medium to long term. In addition, the Company is working to develop a system to promote constructive dialogue with shareholders. The director responsible for the department that handles IR activities will supervise dialogue with shareholders, and the president and representative director, executive officers assigned to the dialogue process and the IR Department will look into methods to address issues brought up during dialogue opportunities and respond appropriately. The IR Department is organically integrated into the dialogue structure, sharing information with relevant departments and exchanging opinions as necessary, based on various specialist perspectives, to support dialogue with shareholders.

For shareholders, TIS strives to enhance approaches for dialogue, including one-on-one interviews, responses by telephone, business briefings and small meetings. The Company also takes an active approach toward information disclosure, which is the basis of dialogue, and seeks to enrich the content of its Integrated Report, which is positioned as an effective tool for dialogue.

Opinions brought up in constructive dialogue with capital market participants, including shareholders, investors and securities analysts, will be shared in-house through reports to the Board of Directors and other methods and will be used in reviewing management strategy and other business-related purposes.

In conversations with shareholders, TIS will pay careful attention to fairness in information disclosure and will manage internal information appropriately, in accordance with Rules for Prevention of Insider Trading.

(Principle 5-2 Establishing and Disclosing Business Strategies and Business Plans)

TIS discloses content described in under this principle in Medium-Term Management Plan (2018-2020), which runs from April 1, 2018 through March 31, 2021), and in Group Vision.

【Management Plan】

<http://www.tis.com/ir/policy/midtermpolicy/>

【Group Vision】

<http://www.tis.com/group/vision/>

2. Capital Structure

Percentage of Foreign Shareholders	More than 30%
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【Status of Major Shareholders】

Name	Number of shares	Shareholding ratio (%)
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Custody Bank of Japan, Ltd.	28,460,500	11.34
ICHIGO TRUST PTE. LTD.	22,868,600	9.11
The Master Trust Bank of Japan, Ltd.	21,812,578	8.69
Employees' Shareholding Association of TIS INTEC Group	6,634,979	2.64
Nippon Life Insurance Company	6,219,159	2.48
MACQUARIE BANK LIMITED DBU AC	6,002,100	2.39
MUFG Bank, Ltd.	4,081,668	1.63
GOVERNMENT OF NORWAY	4,076,978	1.62
JP MORGAN CHASE BANK 385781	3,923,467	1.56
JCB Co., Ltd.	3,484,800	1.39

Existence of Controlling Shareholders (excluding parent company)	—
Existence of parent company	None

Supplementary Explanation

1. The status of major shareholders shown above is based on the shareholder registry as of September 30, 2020.

2. In addition to the above, TIS holds 12,377 thousand treasury shares (representing 4.70% of total number of shares outstanding). Note that this amount does not include 398 thousand TIS shares held in the Employees' Shareholding Association of TIS INTEC Group special trust account or 221 thousand TIS shares of held in the executive compensation board incentive plan (BIP) trust account.

3. In a large-volume holdings report made available to the public on June 22, 2020, Asset Management One Co., Ltd. held TIS shares in the breakdown provided below, as of June 15, 2020. However, TIS is unable to confirm the actual number of shares held by this company in the shareholder registry, and has therefore not included it in the status of major shareholders above.

Asset Management One Co., Ltd. Number of shares held: 11,955 thousand, Ratio: 4.54%

Total number of shares held: 11,955 thousand, Ratio: 4.54%

4. In a large-volume holdings report made available to the public on August 31, 2020, Mitsubishi UFJ Financial Group, Inc., through three affiliate companies, held TIS shares in the breakdown provided below, as of August 24, 2020. However, except for MUFG Bank, TIS is unable to confirm the actual number of shares held by the other two affiliate companies, and has therefore not included them in the status of major shareholders shown above.

MUFG Bank, Ltd. Number of shares held: 4,081 thousand, Ratio: 1.55%

Mitsubishi UFJ Trust and Banking Corporation Number of shares held: 6,740 thousand, Ratio: 2.56%

Mitsubishi UFJ Kokusai Asset Management Co., Ltd. Number of shares held: 2,331 thousand, Ratio: 0.89%

Total number of shares held: 13,153 thousand, Ratio: 4.99%

5. Of the above number of shares held, the number of shares in the trust business is as follows:

Custody Bank of Japan, Ltd.	28,460 thousand shares
The Master Trust Bank of Japan, Ltd.	21,812 thousand shares

3. Corporate Attributes

Listed Stock Market and Market Section	Tokyo Stock Exchange, First Section
Fiscal year-end	March
Type of business	Information & Communication
Number of employees (consolidated) as of the end of the previous fiscal year	More than 1000
Sales (consolidated) as of the end of the previous fiscal year	From ¥100 billion to less than ¥1 trillion
Number of consolidated subsidiaries as of the end of the previous fiscal year	From 10 to less than 50

4. Policy on Measures to Protect Minority Shareholders in Conducting Transactions with Controlling Shareholder

5. Other Special Circumstances Which May Have Material Impact on Corporate Governance

II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management

1. Organizational Composition and Operation

Organization Form	Company with Audit & Supervisory Board
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[Directors]

Maximum Number of Directors Stipulated in Articles of Incorporation	15
Term of Office Stipulated in Articles of Incorporation	One year
Chairperson of the Board	President
Number of Directors	9
Selection of External Directors	Appointed
Number of External Directors	3
Number of Independent Directors	3

External Directors' Relationship with the Company (1)

Name	Attribute	Relationship with the Company*										
		a	b	c	d	e	f	g	h	i	j	k
Koichi Sano	From another company											
Fumio Tsuchiya	From another company											
Naoko Mizukoshi	From another company											

* Categories for “Relationship with the Company”

* “○” when the director presently falls or has recently fallen under the category;

“△” when the director fell under the category in the past

* “●” when a close relative of the director presently falls or has recently fallen under the category;

“▲” when a close relative of the director fell under the category in the past

a. Executive of the Company or its subsidiaries

b. Non-executive director or executive of a parent company of the Company

c. Executive of a fellow subsidiary company of the Company

d. A party whose major client or supplier is the Company or an executive thereof

e. Major client or supplier of the listed company or an executive thereof

f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides compensation as a director/member of Audit & Supervisory Board

g. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)

h. Executive of a client or supplier company of the Company (which does not correspond to any of d, e, or f) (the director himself/herself only)

i. Executive of a company, between which and the Company external directors/Audit & Supervisory Board members are mutually appointed (the director himself/herself only)

j. Executive of a company or organization that receives a donation from the Company (the director himself/herself only)

k. Others

External directors' Relationship with the Company (2)

Name	Designation as Independent Director	Supplementary Explanation of the Relationship	Reasons of Appointment
Koichi Sano	○	—	<p>Mr. Sano worked mainly in the finance and accounting departments, and served as executive vice-president and representative director of Mitsui Chemicals, Inc., building an extensive portfolio of experience and a wealth of expertise in corporate management. He was reappointed as an external director at TIS, based on management's view that he will apply this experience and insight to management practices at TIS and that he will contribute to stronger corporate governance at TIS through advice and suggestions from an independent perspective that ensures decisions by the Board of Directors are reasonable and appropriate.</p> <p>Note that Mr. Sano satisfies the requirements for an external director, as stipulated in the Companies Act, as well as Criteria Concerning Independence of Outside Officers,</p>

			established by TIS, and management feels there is no chance of any conflict of interest arising between Mr. Sano and ordinary shareholders.
Fumio Tsuchiya	○	—	<p>Mr. Tsuchiya previously held an important position at overseas offices and the Corporate Planning Department of Japan Airlines Co., Ltd. After assumed the position of director of Japan Airlines in June 2004, he served as managing director and in June 2007 he was appointed president & CEO of JALCard, Inc., a company in the Japan Airlines Group. He has a wide range of experience and a wealth of expertise in corporate management. He was appointed as an external director at TIS, based on management's view that he will apply his experience and insight to management practices at TIS and that he will contribute to stronger corporate governance at TIS through advice and suggestions from an independent perspective that ensures decisions by the Board of Directors are reasonable and appropriate.</p> <p>Note that Mr. Tsuchiya satisfies the requirements for an external director, as stipulated in the Companies Act, as well as Criteria Concerning Independence of Outside Officers, established by TIS, and management feels there is no chance of any conflict of interest arising between Mr. Tsuchiya and ordinary shareholders.</p>
Naoko Mizukoshi	○	—	<p>Ms. Mizukoshi is a qualified lawyer and has a wealth of professional knowledge and experience related to intellectual property, ICT and international transactions. Management at TIS is firmly convinced that she will apply accumulated experience and insight to management practices at TIS and contribute to stronger corporate governance at the Company through advice and suggestions from an independent perspective that ensures decisions by the Board of Directors are reasonable and appropriate. While she has not participated in a corporate management setting before, she is well-acquainted with corporate legal affairs from her work as a lawyer. She was appointed as an external director, based on management's view that she would duly execute the duties of an external director.</p> <p>Note that Ms. Mizukoshi satisfies the requirements for an external director, as stipulated in the Companies Act, as well as Criteria Concerning Independence of Outside Officers,</p>

			established by TIS, and management feels there is no chance of any conflict of interest arising between Ms. Mizukoshi and ordinary shareholders.
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Voluntary Establishment of Committee(s) Corresponding to Nomination Committee or Remuneration Committee	Established
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Committee's Name, Composition, and Attributes of Chairperson

	Optional Committee Corresponding to Nomination Committee	Optional Committee Corresponding to Remuneration Committee
Committee's Name	Nomination Committee	Compensation Committee
All Committee Members	4	4
Full-time Members	0	0
Inside Directors	1	1
External Directors	3	3
Outside Experts	0	0
Other	0	0
Chairperson	Outside director	Outside director

Supplementary Explanation

1. Method of selecting committee members

Members of the Nomination Committee and the Compensation Committee are selected on the advice of the Nomination Committee, of which the majority of members are independent external directors, and given final approval by the Board of Directors.

2. Role of committee members

(1) Role of members on Nomination Committee

- Provide advice for selecting candidates to the position of director and matters related to the appointment of such individuals

(2) Role of members on Compensation Committee

- Provide advice on matters related to decisions on compensation for directors

3. Status of activities by committees (including frequency of meetings, major topics of discussion, attendance on a member basis)

(1) Nomination Committee

In fiscal 2020, ended March 31, 2020, the committee met six times, provided advice on the appointment and retirement of key individuals, including directors, and presented proposals on changes to director composition, based on discussions by committee members.

The committee also gave advice on approaches for a successor plan.

The attendance ratio for members of this committee was 100% for everyone

(2) Compensation Committee

In fiscal 2020, the committee met twice and discussed the appropriateness of the Company's compensation package through a comparative analysis of director compensation amounts at other companies and at TIS, based on the findings of a research company, as well as the appropriateness of the calculation method used to determine performance-linked compensation. Proposals were made to the Board of Directors on director compensation, based on the results of discussion by the committee. The attendance ratio for members of this committee was 100% for everyone.

4. Status of structure establishment, including administrative office, and scale thereof

An administrative office was established in the office of TIS' Corporate Planning Department, with a staff of two essential personnel who serve concurrently in both offices.

[Audit & Supervisory Board Members]

Establishment of Audit & Supervisory Board	Established
Maximum Number of Audit & Supervisory Board Members Stipulated in Articles of Incorporation	5
Number of Audit & Supervisory Board Members	5

Cooperation among Audit & Supervisory Board Members, Accounting Auditor and Internal Auditing Department

The Audit & Supervisory Board comprises five auditors (of which three are outside auditors). Each member of the Audit & Supervisory Board audits the execution of duties by directors in accordance with audit & supervisory policies established by the Audit & Supervisory Board. In addition, members of the Audit & Supervisory Board work closely with the Company's accounting auditor, Ernst & Young ShinNihon LLC, which is under contract to TIS for auditing services, exchanging information and sharing opinions on a regular basis in addition to receiving the annual financial audit plan and a report on the results of financial audits. The Audit & Supervisory Board also receives audit reports from the internal auditing department and exchanges opinions with that department as the occasion requires.

Appointment of Outside Audit & Supervisory Board Members	Appointed
Number of Outside Audit & Supervisory Board Members	3
Number of Independent Audit & Supervisory Board Members	3

Outside Audit & Supervisory Board Members' Relationship with the Company (1)

Name	Attribute	Relationship with the Company*												
		a	b	c	d	e	f	g	h	i	j	k	l	m

Sadahei Funakoshi	From another company													
Yukio Ono	public accountant													
Akiko Yamakawa	lawyer													

* Categories for “Relationship with the Company”

* ”○” when the director presently falls or has recently fallen under the category;

“△” when the director fell under the category in the past

* “●” when a close relative of the director presently falls or has recently fallen under the category;

“▲” when a close relative of the director fell under the category in the past

- Executive of the Company or its subsidiary
- Non-executive director or accounting advisor of the Company or its subsidiaries
- Non-executive director or executive of a parent company of the Company
- Audit & Supervisory Board Member of a parent company of the Company
- Executive of a fellow subsidiary company of the Company
- A party whose major client or supplier is the Company or an executive thereof
- Major client or supplier of the Company or an executive thereof
- Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides compensation as an Audit & Supervisory Board Member
- Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)
- Executive of a client or supplier company of the Company (which does not correspond to any of f, g, or h) (the Audit & Supervisory Board Member himself/herself only)
- Executive of a company, between which and the Company external directors/Audit & Supervisory Board Members are mutually appointed (the Audit & Supervisory Board Member himself/herself only)
- Executive of a company or organization that receives a donation from the Company (the Audit & Supervisory Board Member himself/herself only)
- Others

Outside Audit & Supervisory Board Members’ Relationship with the Company (2)

Name	Designation as Independent Audit & Supervisory Board Members	Supplementary Explanation of the Relationship	Reasons of Appointment
Sadahei Funakoshi	○	—	<p>Mr. Funakoshi has a wealth of experience and knowledge in corporate management, through management of investment and loan, credit and administrative departments at Mitsubishi Corporation, as well as his service as an auditor at IT companies. He was appointed as an external member of the Audit & Supervisory Board, based on expectations that TIS would benefit from his comprehensive management advice and that he would enhance auditing and supervision related to the execution of business from an external perspective.</p> <p>Note that Mr. Funakoshi satisfies the requirements for an external member of the Audit & Supervisory Board, as stipulated in the Companies Act, as well as Criteria Concerning Independence of Outside Officers, established by TIS, and management feels there is no chance of any conflict of</p>

			interest arising between Mr. Funakoshi and ordinary shareholders.
Yukio Ono	○	—	<p>Mr. Ono is a licensed certified public accountant. His expertise and knowledge in the field of finance and accounting and many years of experience in corporate audit are beneficial to the Company in strengthening the audit system of the Company. Although he has not participated in corporate management, he was appointed as an external member of the Audit & Supervisory Board, as he is considered to appropriately perform the duties of External Audit & Supervisory Board Member for the above credentials.</p> <p>Note that Mr. Ono satisfies the requirements for an external member of the Audit & Supervisory Board, as stipulated in the Companies Act, as well as Criteria Concerning Independence of Outside Officers, established by TIS, and management feels there is no chance of any conflict of interest arising between Mr. Ono and ordinary shareholders.</p>
Akiko Yamakawa	○	—	<p>After being admitted to the bar, Ms. Yamakawa worked at a foreign owned law office and was responsible for litigation at global corporations, and can be expected to provide appropriate monitoring and supervision of the global business execution of the Company. Although she has not participated in corporate management, she was appointed as an external member of the Audit & Supervisory Board, as she is considered to appropriately perform the duties of External Audit & Supervisory Board Member for the above credentials.</p> <p>Note that Ms. Yamakawa satisfies the requirements for an external member of the Audit & Supervisory Board, as stipulated in the Companies Act, as well as Criteria Concerning Independence of Outside Officers, established by TIS, and management feels there is no chance of any conflict of interest arising between Ms. Yamakawa and ordinary shareholders.</p>

[Independent Directors/Audit & Supervisory Board Members]

Number of Independent Directors/Audit & Supervisory Board Members	6
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Matters relating to Independent Directors/Audit & Supervisory Board Members

All outside officers who qualify as independent officers are designated as such, that is, independent directors or independent members of the Audit & Supervisory Board.

[Incentives]

Incentive Policies for Directors	Introduction of performance-linked compensation system
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Supplementary Explanation

The basic policy on officers' compensation is to provide greater incentive to improve business results through a system of compensation linked to measures of Company performance, and such amounts are determined through a decision by the Board of Directors, based on discussion and suggestions by the Compensation Committee.

Compensation for officers of the Company comprises a basic component, a performance-linked component and a performance-linked stock incentive. If the degree to which stated measures of corporate performance is achieved, compensation will comprise the basic component, the performance-linked component and the performance-link stock incentive in a ratio of 7:2:1.

- 1) Basic compensation is paid according to the size of the role and scope of responsibilities of each position.
- 2) Performance-linked compensation is determined by the degree to which measures of corporate performance have been achieved, on the basis of the management plan for each fiscal year, and shall fall within a performance evaluation coefficient of between 0% - 30% of basic compensation for each position.
- 3) For the performance-linked stock incentive, the Board of Directors established share delivery rules when the performance-linked stock incentive plan was introduced. Points are granted to directors on a scale within 0% - 15% of base compensation set for each position according to the level of achievement made toward reaching performance targets stated in the management plan as provided for in the rules. The number of shares delivered will correspond to the number of points accumulated.

Note that TIS introduced this performance-linked stock compensation system in fiscal 2019 for directors, executive officers and executive fellows (excluding external directors, non-executive directors and residents outside Japan) with the objective being to make eligible directors more aware of their contribution to enhanced business performance and improved corporate value over the medium to long term and to align their interests with those of shareholders.

Compensation paid to external directors is limited to basic compensation only, with no performance-linked component.

Compensation for Audit & Supervisory Board members is decided through discussion by corporate auditors. From the perspective of maintaining a high degree of independence, compensation is not linked to business performance and consists solely of basic compensation.

Furthermore, to reflect medium- to long-term business performance, directors (excluding outside directors) are asked to contribute at least a certain portion of their basic compensation toward the purchase of treasury stock through the Company's share ownership plan for directors and officers, and they are expected to retain such stock in full for the duration of their time in office so that the acquired stock shares value with all shareholders.

Recipients of Stock Options	
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Supplementary Explanation

[Director Remuneration]

Disclosure of Individual Directors' Remuneration	Individual compensation amounts are not disclosed.
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Supplementary Explanation

TIS discloses the aggregate amount of compensation paid to all directors in the *Yuka Shoken Hokokusho* (annual securities report filed in Japanese by companies listed in Japan) and its business report, and discloses the aggregate amount of compensation paid to external directors within the total.

Policy on Determining Remuneration Amounts and Calculation Methods	Established
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Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods
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To ensure objectivity and transparency in the compensation determination process and to further strengthen the corporate governance system, the Company voluntarily established a compensation committee mainly comprising external directors to act in an advisory capacity to the Board of Directors.

The basic policy on officers' compensation is to provide greater incentive to improve business results through a system of compensation linked to measures of Company performance, and compensation is determined in line with resolutions adopted by the Board of Directors based on discussions by the Compensation Committee and its recommendations.

[Support System for External Directors and/or Audit & Supervisory Board Members]

TIS provides external directors and external members of the Audit & Supervisory Board with information sufficient to participate in Board of Directors' meetings by ensuring access to explanations on agenda items to be put before the Board of Directors in advance of such meetings, study sessions with external experts, and on-site inspections of the Group's facilities and offices. The Company also promotes efforts to support smooth and active discussion at Board of Directors meetings by creating opportunities for external directors to exchange opinions with the president and by setting up meetings where only external directors and external members of the Audit & Supervisory Board get together to exchange opinions.

[Status of People Who Have Retired from a Position Such as Representative Director and President]

Information on retired presidents/CEOs holding advisory positions (sodanyaku, komon, etc.)
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Name	Job title/ position	Responsibilities	Employment terms	Date when	Term
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			(Full/part time, with/without compensation, etc.)	former role as president/ CEO ended	

Number of retired presidents/CEOs holding advisory positions (<i>sodanyaku, komon</i> , etc.)	0
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Other Matters

2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)

In accordance with the Articles of Incorporation, the Company's Board of Directors must comprise at least three and no more than 15 members. It is also Company policy for at least two directors to be independent external directors so as to strengthen the supervisory function of the Board of Directors. Currently, three independent external directors have been appointed to the Board of Directors.

The Board of Directors meets once a month, in principle, and may meet on an ad hoc basis whenever necessary to facilitate swift and flexible decision-making. TIS holds an information meeting once a year to present management direction as well as meetings ahead of Board of Directors' meetings—in principle, twice a month—to give external directors and outside members of the Audit & Supervisory Board sufficient background information to participate in discussions. In addition, the Company organizes study sessions with experts—in-house and external—and arranges visits to local Group facilities and offices. TIS also creates opportunities when external directors can exchange opinions with the president and sets up meetings that involve only external directors and outside members of the Audit & Supervisory Board. This facilitates smooth but vigorous discussion by the Board of Directors.

Also, TIS adopted an executive officer system to accelerate management decision-making and enhance the supervisory function of the Board of Directors. Directors delegate business execution to executive officers, and these executive officers provide specific instructions and orders to the heads of business units and supervise the execution of activities.

A complementary structure to the above is the Management Committee, which is chaired by the president and representative director. This committee meets twice a month, in principle, to discuss and report on important matters affecting the execution of business activities at TIS and the Group as a whole. Standing members of the Audit & Supervisory Board attend Management Committee meetings.

To ensure an objective and transparent process for determining director appointments and compensation and to reinforce corporate governance, TIS voluntarily established the Nomination Committee and the Compensation Committee as advisory committees to the Board of Directors. Each committee is chaired by the independent outside director, and the majority of members—a number that includes the committee chairman—are independent, external directors.

Note: The Board of Directors decides on matters stipulated by law and the Articles of Incorporation as well as basic matters related to the execution of business activities and supervises the execution of duties by directors and executive officers.

The Board of Directors met 17 times in fiscal 2020, ended March 31, 2020, and focused mainly on status updates on business activities at TIS and at Group companies, approval of key business matters, such as investments, and supervised the execution of day-to-day operations. The attendance record of each director in fiscal 2020 is described below.

<Board of Directors>

Toru Kuwano 100%(Attended all 17 meetings)

Masahiko Adachi 100%(Attended all 17 meetings)

Yasushi Okamoto 94.1%(Attended 16 out of 17 meetings)

Josaku Yanai 100%(Attended all 17 meetings)

Takayuki Kitaoka 100%(Attended all 17 meetings)

Akira Shinka 100%(Attended all 17 meetings)

Koichi Sano(External Director) 100%(Attended all 17 meetings)

Fumio Tsuchiya(External Director) 100%(Attended all 17 meetings)

Naoko Mizukoshi(External Director) 100%(Attended all 17 meetings)

<Audit & Supervisory Board Members>

Katsuhiko Ishii 94.1%(Attended 16 out of 17 meetings)

Tatsufumi Matsuoka 100%(Attended all 13 meetings)

Taigi Ito(External Audit & Supervisory Board Member) 94.1%(Attended 16 out of 17 meetings)

Muneaki Ueda(External Audit & Supervisory Board Member) 88.2%(Attended 15 out of 17 meetings)

Sadahei Funakoshi(External Audit & Supervisory Board Member) 100%(Attended all 17 meetings)

<Status of internal audits and accounting auditor's audit>

The department responsible for internal audits (the Auditing Department) at TIS is staffed by 21 people. This department informs the Board of Directors of the annual plan, following approval by the president, and also performs internal audits independent of business units that execute operations, based on the annual plan, presents the results of each internal audit to the president and regularly reports to the Board of Directors. The Auditing Department also draws up plans for internal audits of the Group as a whole, monitors the status of internal audits at subsidiaries, performs internal audits at subsidiaries that do not have auditing departments and for TIS divisions, offers necessary advice and provides supervision. Complementing these activities, the Auditing Department regularly exchanges information with internal auditing departments at Group companies, sets up information exchange opportunities that involve the department, members of the Audit & Supervisory Board and the independent auditor, and shares information on auditing measures and the results of audits as required.

The Audit & Supervisory Board comprises five auditors (of which three are outside auditors). Each member of the Audit & Supervisory Board audits the execution of duties by directors in accordance with audit & supervisory policies established by the Audit & Supervisory Board. In addition, members of the Audit & Supervisory Board

work closely with the Company's accounting auditor, Ernst & Young ShinNihon LLC, which is under contract to TIS for auditing services, exchanging information and sharing opinions on a regular basis in addition to receiving the annual financial audit plan and a report on the results of financial audits. The Audit & Supervisory Board also receives the audit reports from the internal auditing department and exchanges opinions with that department as the occasion requires.

<Status of accounting auditor>

a. Name of accounting auditor and years of continuous service

Ernst & Young ShinNihon LLC (12years of continuous service)

b. Certified public accountants who performed audits

Certified public accountant Kanji Tamitsu (three year of continuous service)

Certified public accountant Takanori Miyake(two years of continuous service)

Certified public accountant Seiji Nakai (four years of continuous service)

c. Structure of assistants who help accounting auditors in their duties

Assistants involved in the auditing of TIS' accounts included 21 certified public accountants, 11 who had passed the certified public accountant's exam and six others.

d. Accounting auditor selection policy and reasons

The accounting auditor uses a rotation system for engagement partners to ensure independence and prioritizes steps to improve the quality of services, including the capabilities of engagement partners. Therefore, management at TIS believes the quality control structure employed by Ernst & Young ShinNihon as well as the firm's approaches to sustain the quality of the team assigned to TIS remain at a consistent level.

e. Evaluating performance of accounting auditor by corporate auditors and Audit & Supervisory Board

Corporate auditors and the Audit & Supervisory Board at TIS evaluated the accounting auditor. In this evaluation, the corporate auditors and the Audit & Supervisory Board received explanations from the accounting auditor and confirmed the status of auditing services and found nothing of particular concern regarding the auditing team, compensation for auditing services, communication with corporate auditors, the relationship with management or Group audits. In addition, TIS looked at the 2019 Transparency Report issued by the accounting auditor on accounting auditor quality control and risk of impropriety and also considered the outcome of a quality control review by the Japanese Institute of Certified Public Accountants, which investigated the accounting auditor this year, and an inspection by the Certified Public Accountants and Auditing Oversight Board as well as the level of quality control applied to the team assigned to the Company and found nothing of particular concern.

3. Reason for Selection of Current Corporate Governance System

TIS is a Company with an Audit & Supervisory Board, a model chosen for its double-check function through which the Board of Directors oversees the execution of business activities and the the Audit & Supervisory Board

audits activities to ensure operations are legal and appropriate. In addition, the Company aims to strengthen the supervisory function of the Board of Directors by appointing external directors with industry- and corporate management-related experience and insight and drawing on advice and recommendations from an independent standpoint to ensure the validity and appropriateness of decision-making by the Board of Directors.

III. Status of Implementation of Measures for Shareholders and Other Stakeholders

1. Measures to Vitalize the General Shareholder Meetings and Smooth Exercise of Voting Rights

	Supplementary Explanations
Early Notification of General Shareholders' Meeting	Under the policy of shipping at least 3 weeks before the date of the general meeting of shareholders, the convocation notice for the 12th Annual General Meeting of Shareholders, to be held on June 24, 2020, was sent out on June 2, 2020.
Scheduling AGMs Avoid Peak Day	To encourage wider shareholder involvement in its general meeting of shareholders, TIS chooses a day other than the peak day when most other companies hold their AGMs.. The most recent annual general meeting of shareholders was June 24, 2020.
Allowing Electronic Exercise of Voting Rights	TIS adopted an electronic voting system that enables shareholders to exercise their voting rights via the Internet or other online structure using computers, smartphones or other mobile communication devices.
Participation in Electronic Voting Platform	TIS participates in an electronic voting platform for institutional investors operated by ICJ Incorporated.
Providing Convocation Notice in English	The convocation notice for the general meeting of shareholders is posted to the corporate website in Japanese and English.
Other	TIS utilizes such access points as its corporate website to disclose pertinent information ahead of convocation notice distribution. Under the policy of announcing about one month before the date of the general meeting of shareholders, disclosure of information prior to distribution of the-convocation notice for the next annual general meeting of shareholders was sent out on May 20, 2020.

2. Status of IR Activities

	Supplementary Explanations
Preparation and Publication of Disclosure Policy	TIS created Basic Policy on Information Disclosure, based on its IR policy, and posts to the corporate website. http://www.tis.com/ir/other/policy/
Regular Investor Briefings for Analysts and Institutional Investors	TIS holds performance briefings every quarter (use of a meeting venue for full-year and second-quarter briefings, and teleconferencing for first- and third-quarter briefings).
Posting of IR Materials on Website	TIS uses the IR (investor information) page on the corporate website to post a variety of materials, including financial information, such as financial results, as well as timely disclosure materials other than financial information, the <i>Yuka Shoken Hokokusho</i> (Japanese-language securities report required of listed companies), quarterly reports, briefing materials, the convocation notice for the general meeting of shareholders and notification of resolutions. http://www.tis.com/ir/
Establishment of Department and/or Manager in Charge of IR	The Corporate Management Department is in charge of IR operations, and a manager is assigned to oversee activities on a full-time basis.

3. Measures to Ensure Due Respect for Stakeholders

	Supplementary Explanations
Stipulation of Internal Rules for Respecting the Position of Stakeholders	TIS specifically notes in each item of Basic Policy on Group CSR that the Company will respect for the position of stakeholders.
Implementation of Environmental Conservation Activities, CSR Activities, etc.	Group companies place a high priority on social contributions and efforts to conserve resources and protect the environment, and given this perspective, various measures have been taken, including energy-saving strategies and environment-conscious design at data centers. The Group's CSR activities are described on the corporate website. http://www.tis.com/group/csr/report/
Development of Policies on Providing Information to Stakeholders	Basic Policy on Information Disclosure, established as part of the Company's IR Policy, emphasizes timely and accurate disclosure of information, not only important corporate information but also information that management feels will deepen stakeholders' understanding of TIS and the TIS INTEC Group, from the perspective of maintaining transparency.
Other	<p>At TIS, we seek to be a company where all employees feel motivated to work hard — a company that helps diverse human resources achieve personal growth while realizing sustainable corporate growth through workstyle reform and health management.</p> <p>Toward this end, we have taken steps to create an environment that facilitates various workstyles with employee health in mind. In April 2019, we launched Teleworker, which hinges on all-day telework without an upper limit on telework days; a work-interval system, which ensures that a certain number of hours separate the end of one work day and the beginning of the next; and a work smart allowance that links increased productivity to personal growth. From early on, we have endeavored to reduce overtime and raise the percentage of annual paid holidays taken, and we have constantly embraced a range of work options. Our efforts have been recognized by Japan's Ministry of Health, Labour and Welfare under its Kurumin program, extending certification status for four consecutive terms. Our robust approach has earned us a stellar reputation for human resources programs that support employees in their desire to balance a career with having a family and for encouraging employees to utilize these programs. Consequently, we were upgraded to Platinum Kurumin status, which is granted to Kurumin-qualified companies that have improved on already high standards of support for employees with children. In addition, in April 2020, we introduced a rehiring system that extends eligibility to retired employees up to 70 years of age with treatment, such as personnel evaluations and work options, the same as for regular employees even after the statutory retirement age of 65. Going forward, we will continue to provide an environment in which motivated employees, whether they are young and learning skills or older and experience, can fully demonstrate their capabilities and thrive. We will be a company where all employees feel motivated to work hard.</p> <p>Also of note, TIS and INTEC were selected for the White 500 organizations under the 2020 Certified Health and Productivity Management Recognition Program from 2019. This program, run by Japan's Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi, selects enterprises that apply a business perspective and strategically engage in efforts to enhance the health and productivity of employees. We want employees throughout the TIS INTEC Group to feel motivated and enthusiastic about their work, and by promoting health management, we are in effect promoting enhanced quality of life for everyone under the Group umbrella. We will unroll measures to enable employees to achieve physical and mental well-being, high-level motivation and a stronger joie de vivre.</p>

IV. Matters Related to the Internal Control System

1. Basic Views on Internal Control System and the Progress of System Development

<Basic Views on Internal Control System>

In accordance with the Companies Act and associated enforcement provisions, TIS adheres to a system—the internal control system—as described below to ensure that the services provided by the Company and the corporate group to which the Company and its subsidiaries belong—"the Group" or "Group companies"—are fair, and in line with the content of the resolution to follow this system, the Company determined rules, established the necessary departments, formulated plans and policies and otherwise prepared a system to ensure a sound management structure. Of note, TIS handles business administration for Group companies that are under its direct control through group management and operating agreements signed with these companies. In principle, other Group companies, where TIS does not have direct control, handled their own business administration.

1. System to Ensure that the Execution of Duties by Directors and Employees of Group Companies Conforms to Laws and Regulations as well as the Articles of Incorporation

- (1) To ensure the execution of duties by directors and employees of Group companies conform to laws and regulations and the Articles of Incorporation, TIS will establish Basic Policy on Group CSR. It is the job of the representative director to make this policy known widely to directors and employees throughout the Group and to make it abundantly clear to all that corporate activity is conditioned upon respect for laws and regulations and social ethics.
- (2) Directors and employees of Group companies will follow rules pertaining to the organization, division of duties and designated authority in executing their respective duties.
- (3) TIS will appoint a director responsible for compliance who will coordinate compliance practices on a groupwide basis. The Company will also establish a compliance control department, build a compliance structure that cuts across the Group, identify problem points and make efforts to guide, educate and train directors and employees in appropriate actions to uphold compliance standards.
- (4) TIS will maintain an internal reporting system that enables directors and employees at Group companies to report directly to a designated contact point any behavior that may violate compliance standards.
- (5) Individuals using the internal reporting system will not be treated unfairly (put at a disadvantage) on the basis of such action. In addition, necessary measures will be enforced to protect individuals who have made reports.
- (6) Management believes that measures to prevent relationships with anti-social forces are absolutely imperative, in terms of corporate social responsibility and also as a corporate defense strategy, emphasizes an uncompromising attitude toward anti-social forces that runs through the Group, and declares that no association whatsoever will be tolerated with such individuals or groups.
- (7) TIS will put in writing that no relationships with anti-social forces are to be tolerated. In addition, the Company will, through the compliance control department, collect information and always be on the lookout for relationships that could involve anti-social forces, and will also maintain a structure underpinned by close cooperation with lawyers and agencies, such as the police, to facilitate appropriate courses of action when required.

2. System for Storing Information Related to the Execution of Duties by Directors

TIS will properly store and maintain the minutes of Board of Directors' meetings as well as authorization documents and other important information pertaining to the execution of duties by directors of the Company, in accordance with laws and regulations for document management.

3. Regulations and Other Systems for Limiting Loss Exposure

- (1) TIS will duly recognize Group risk and establish Rules for Risk Management aimed at preventing the occurrence of loss. In accordance with these rules, the Company will appoint a director responsible for risk management who will coordinate risk management activities for the Group and will also set up a risk management supervision division and promote the establishment of a risk management structure.
- (2) TIS will formulate a groupwide risk management policy and take steps to verify the status of measures to control risk on a regular basis.
- (3) TIS will set up a task force in the event major risk appears at a Group company and will devise appropriate measures to minimize loss if the risk manifests into loss.

4. System to Ensure Efficient Execution of Duties by Directors at Group Companies

- (1) The Board of Directors at TIS will decide on matters stipulated by law and provided for under Rules for the Board of Directors as well as important matters related to business, and will monitor the status of operations executed by directors responsible for those business activities.
- (2) TIS will introduce an executive officer system to realize fast and highly efficient corporate management.
- (3) To support efficient Board of Directors' meetings, TIS will establish a management committee that will discuss important matters related to execution of business by TIS and Group companies and undertake duties within the scope of authority delegated by the Board of Directors.

5. System to Ensure Appropriate Operations at Group Companies

- (1) To support accurate and effective management practices throughout the Group while respecting the independence of subsidiaries to run their own operations, TIS established Our Philosophy—a management philosophy for the TIS INTEC Group—and Management Rules for the Group. Subsidiaries, too, are required to uphold the philosophy and rules, with efforts directed toward achieving consistency in philosophy and the environment for internal controls across the Group.
- (2) TIS will send directors and members of the Audit & Supervisory Board to subsidiaries, as necessary, to strengthen governance of the Group as a whole, and will monitor management practices at subsidiaries.
- (3) TIS will appoint a director responsible for internal control who coordinates internal control on a groupwide basis and will also set up an internal control supervision department, put in place an internal control structure that cuts across the Group and identify problem points. The Company established the Group Internal Control Committee, which has the internal control supervision department as its secretariat, to evaluate and discuss important matters from an internal control perspective, including compliance, risk management and information security, and then report its conclusions to the Board of Directors.

- (4) The department responsible for internal audits at TIS will implement internal audits in each division of the Company and will also implement or coordinate audits at subsidiaries and monitor the status of internal control practices established by subsidiaries in line with the standard set by TIS and offer guidance, when necessary, to ensure that the internal control mechanism is functioning properly.

6. Matters Relating to Employees Who Are Asked to Assist Audit & Supervisory Board Members with Auditing Duties

When deemed necessary by members of the Audit & Supervisory Board, employees with the skills and know-how required by these members of the Audit & Supervisory Board will be assigned to assist in the execution of auditing duties.

7. Matters Relating to Independence from Directors of Employees Assisting Audit & Supervisory Board Members

- (1) To ensure that employees asked to help members of the Audit & Supervisory Board execute their auditing duties retain independence from possible director influence, they will not take instructions or orders from directors when executing said duties.
- (2) Transfers, personnel evaluations and disciplinary action affecting employees asked to assist members of the Audit & Supervisory Board execute their auditing duties will require prior approval from members of the Audit & Supervisory Board.
- (3) Employees asked to assist members of the Audit & Supervisory Board execute their auditing duties will have the authority to engage in duties made at the request of members of the Audit & Supervisory Board as well as those incidental to the execution of audits, and will be able to collect information necessary to accomplish their tasks.

8. System for Directors and Employees of Group Companies to Report to TIS' Audit & Supervisory Board Members, and Other Systems for Reporting to the Company's Audit & Supervisory Board

- (1) Directors and employees at Group companies will provide reports to members of the Company's Audit & Supervisory Board regarding management practices, operations, finances, compliance, risk management and the status internal audits on a regular basis, mainly through the committee meeting structure that runs laterally through the Group, to facilitate information sharing and discussion on issues and solutions as well as to confirm business direction. In addition, directors and employees at Group companies will inform members of the Company's Audit & Supervisory Board immediately should facts be discovered that indicate a potentially serious violation of laws or internal rules or might lead to a material loss.
- (2) TIS will not treat unfairly (put at a disadvantage) any director or employee at a Group company who has reported a concern to members of the Company's Audit & Supervisory Board on the basis of such action.
- (3) The compliance control department will report to members of the Company's Audit & Supervisory Board on a regular basis regarding the operating status of the internal reporting system as well as important information and matters requiring consultation.
- (4) Directors and employees at Group companies will offer explanations on matters pertaining to the execution of business activities whenever requested to do so by members of the Company's Audit & Supervisory Board.

9. System for Ensuring that Other Audits by Audit & Supervisory Board Members Are Effective

- (1) Members of the Company's Audit & Supervisory Board will attend meetings of the Company's Board of Directors as well as those of the Management Committee and other key structure, and may express opinions at any of these meetings.
- (2) The representative director at TIS, the accounting auditor and the internal auditing department meet separately with the Company's Audit & Supervisory Board on a regular basis to exchange opinions.
- (3) TIS will engage experts, including lawyers and certified public accountants, as necessary, when required by the Audit & Supervisory Board and will ensure opportunities to access advice related to auditing duties.

<Status of Internal Control System Operations >

1. Status of compliance efforts

(1) TIS distributes the Group Code of Conduct Handbook to all directors and employees in the Group. This handbook covers the Group Compliance Declaration and the Group Code of Conduct. The Company constantly strives to instill a thorough understanding of compliance issues and practices, implements training programs and awareness activities, and seeks to improve the effectiveness of learning opportunities.

TIS conducts a compliance awareness survey on an annual basis, pinpoints how well compliance practices have been embraced, and effectively works to improve the status of issues that require attention. For the internal reporting (whistleblower) system, the Company obtains WCMS (Whistleblowing Compliance Management System) and works to improve system reliability. In addition, the Company lists helplines in the Group Code of Conduct Handbook, and takes steps to promote awareness of these contact points and to put them to effective use.

(2) TIS established the Group Internal Control Committee to identify compliance-related problems, discuss responses, help directors and employees see the importance of compliance practices, and look into the content of internal reports and offer advice on corrective measures. In addition, the committee checks on the progress of specific approaches, such as steps to improve the accuracy of working hour management within the Group, efforts to promote education about issues such as harassment, and efforts to establish compliance systems at overseas subsidiaries.

2. Status of efforts to ensure appropriate and effective execution of business operations

(1) In principle, the Board of Directors convenes regularly once a month and also meets at other times as necessary. Directors strive to achieve swift and dynamic decision-making.

(2) An executive officer system was introduced to expedite management decisions by the Board of Directors and strengthen the Board's supervisory function. Directors delegate the execution of business to executive officers, and the executive officers who accept these duties provide specific instructions and orders to and supervision of each associated department manager.

(3) The Management Committee, which comprises full-time directors and executive officers, meets twice a month to discuss important issues related to the overall execution of business by TIS and by the Group as a whole. Note that full-time corporate auditors may sit in on meetings of the Management Committee.

(4) External directors and external corporate auditors, with knowledge and experience essential to appropriate business operations, are appointed to enhance the supervision and monitoring capabilities of the Board of Directors and members of the Audit & Supervisory Board.

3. Status of efforts to control the risk of loss

(1) TIS classifies risks facing the Company and the Group under hazard risk, operational risk, financial risk and strategic risk, according to Rules for Risk Management, and has systems in place for risk management and accountability in the event of a crisis.

(2) TIS shares risk evaluation indicators and management formats to facilitate identification of risks facing the Company and the Group and to underpin measures to reduce risks. In addition, the Group Internal Control Committee formulates risk management policy for the Group as a whole and verifies the implementation status of measures to control risk.

4. Status of efforts to ensure appropriate operations by the Group

TIS undertakes management of Group companies using an approval and reporting system, in accordance with Management Rules for the Group. For the implementation status of key strategies at Group companies and respective business results, TIS holds quarterly Group business meetings and monitors progress of strategy implementation.

5. Ensuring effective audits by corporate auditors

(1) The Audit & Supervisory Board prepares an annual auditing report and, based on this report, exchanges opinions with the representative director on issues that came to light during the audit and recommendations for improvement.

(2) Members of the Audit & Supervisory Board attend important meetings related to the execution of business operations, including those of the Board of Directors and the Management Committee. A structure is in place that facilitates routine opinion exchange with directors and executive officers. In addition, members of the Audit & Supervisory Board share and identify issues affecting operations as well as situations with the potential to have a serious impact on the Group. The Audit & Supervisory Board strives to improve the effectiveness of its audits by holding interviews with the president and by reading through pertinent documents.

(3) The Audit & Supervisory Board knows the status of activities performed by the accounting auditor through notifications, opinion exchange, updates on the auditing process and auditor reports on quarterly financial statements. The Board also assesses activities based on evaluation criteria that the Board itself has established.

(4) Members of the Audit & Supervisory Board exchange opinions and information on a regular basis with counterparts at subsidiaries and perform audits at those offices.

(5) Auditing staff (one person in full-time service) is assigned to raise the effectiveness of audits by members of the Audit & Supervisory Board and to ensure smooth execution of auditing duties. When necessary, individuals from the Finance & Accounting Department will assist in audits as instructed by members of the Audit & Supervisory Board. Note that auditing staff will only take duty-related instructions and orders from members of the Audit & Supervisory Board, and any personnel matters affecting such staff require prior approval from members of the Audit & Supervisory Board.

6. Internal audits

(1) The internal auditing department performs audits of Company departments and Group companies that do not

have their own internal auditing department, based on internal auditing plans. In addition, the internal auditing department offers advice, as necessary, based on the results of an audit and conducts follow-up checks to determine the implementation status of improvement plans.

(2) The internal auditing department seeks to elevate the quality of its audits through information exchange with counterpart departments at Group companies.

2. Basic Views on Eliminating Anti-Social Forces and Status of Policy Implementation

<Basic views on eliminating anti-social forces>

Management believes that measures to prevent relationships with anti-social forces are absolutely imperative, in terms of corporate social responsibility and also as a corporate defense strategy, emphasizes an uncompromising attitude toward anti-social forces that runs through the Group, and declares that no association whatsoever will be tolerated with such individuals or groups.

<Status of efforts to eliminate anti-social forces>

TIS puts in writing that no relationships with anti-social forces are to be tolerated. In addition, the Company will, through the compliance control department, collect information and always be on the lookout for relationships that could involve anti-social forces, and will also maintain a structure underpinned by close cooperation with lawyers and agencies, such as the police, to facilitate appropriate courses of action when required.

V. Other

1. Adoption of Anti-Takeover Measures

Adoption of Anti-Takeover Measures	Not Adopted
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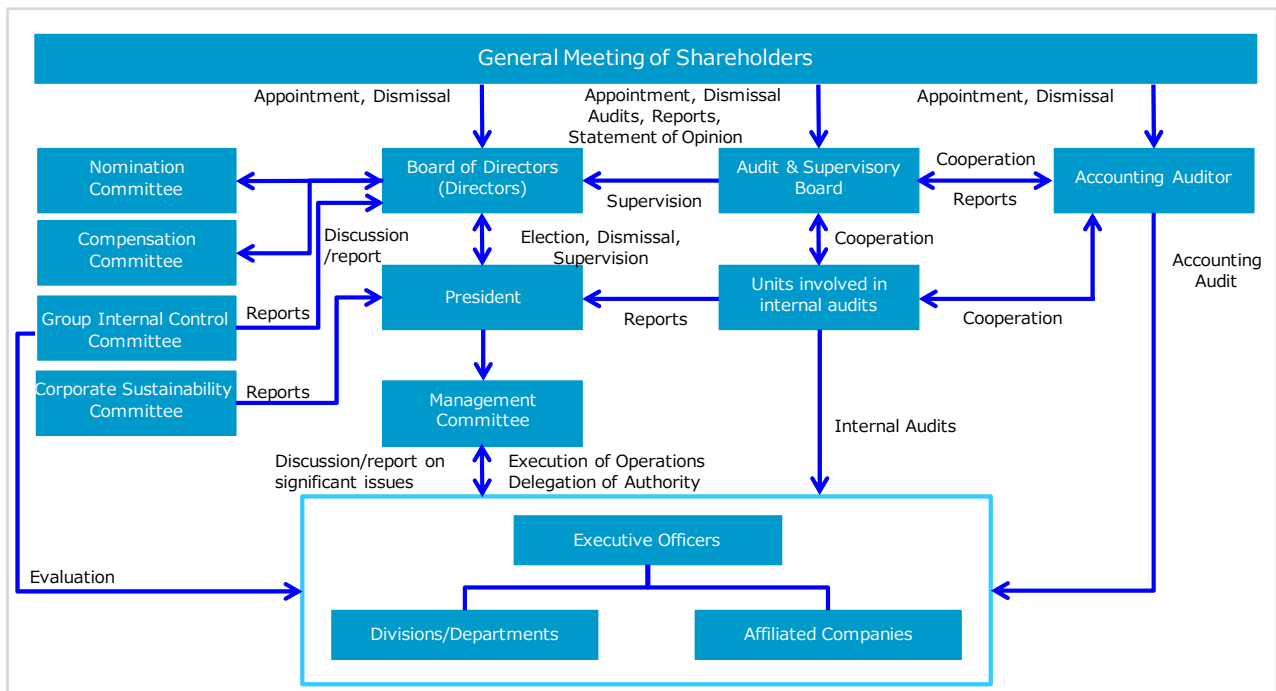
Supplementary Explanation

2. Other Matters Concerning Corporate Governance System

From the perspective of maintaining transparency through proactive information disclosure, TIS provides information in compliance with Securities Listing Regulations of the Tokyo Stock Exchange and the Financial Instruments and Exchange Act as well as important information, particularly information on decisions, events and business results, that may influence investment decisions. In addition, TIS voluntarily discloses information beyond that which is required and to the greatest extent possible if management feels such information will promote deeper understanding of TIS and the TIS INTEC Group.

The internal system for timely disclosure of corporate information is shown as reference material on the next page.

Organizational Chart



Timely Disclosure Organization

