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Securities Code: 6569  
June 4, 2021

Dear Shareholders

Ryuichi Shimizu  
Representative Director,  
President & CEO  
N I S S O C O R P O R A T I O N  
1-4-1 Shin Yokohama, Kohoku-ku, Yokohama

## Notice of the 41st Ordinary General Meeting of Shareholders

We would like to express our gratitude to all of our shareholders for your continued support.

This is to notify you that the 41st Ordinary General Meeting of Shareholders of NISSO CORPORATION (hereinafter, the "Company") will be held as described below.

**This year, in view of the situation of the new coronavirus infections (hereinafter, "COVID-19), in order to ensure the safety of our shareholders and prevent the spread of infections, we kindly ask that you refrain from your attendance at this General Meeting of Shareholders, and ask that you exercise your voting rights in advance either in writing or by electromagnetic means (via the Internet, etc.).**

In addition, please kindly refer to the reference materials for the General Meeting of Shareholders, and exercise your voting rights in advance either in writing or by electromagnetic means (via the Internet, etc.) by 6:00 pm (Japan Standard Time) on June 23, 2021 (Wednesday).

1. **Date and Time** Thursday, June 24, 2021 at 10:00 a.m. (Japan Standard Time)  
(Reception starts at 9:00 a.m.)
  2. **Venue** Shin Yokohama Prince Hotel, 3F Nocturne Banquet Hall  
3-4 Shin Yokohama, Kohoku-ku, Yokohama  
(Please refer to the guide map for the venue at the end.)
  3. **Agenda for the Meeting**
    1. Business Report and Consolidated Financial Statements for the 41st Fiscal Year (April 1, 2020 - March 31, 2021) and the results of the audit of the Consolidated Financial Statements by the Accounting Auditor and the Audit and Supervisory Board
    2. Non-consolidated Financial Statements for the 41st Fiscal Year (April 1, 2020 - March 31, 2021)
- Items to be resolved**
- |                   |   |
|-------------------|---|
| <b>Proposal 1</b> | Appropriation of Surplus                        |
| <b>Proposal 2</b> | Election of 4 Managing Directors                |
| <b>Proposal 3</b> | Election of 3 Audit & Supervisory Board Members |

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For those attending, please kindly submit the enclosed voting rights exercise form at the reception desk upon arrival at the meeting.

Among the documents that should be provided in this notice, the "Notes to Consolidated Financial Statements" and the "Notes to Non-consolidated Financial Statements" are posted on the Company's website (<https://www.nisso.co.jp/en/>) in accordance with laws, regulations and Article 14 of the Company's Articles of Incorporation, and are not provided within this notice. Therefore, the Business Report, consolidated financial statements, and non-consolidated financial statements provided in this notice are portions of the Business Report, consolidated financial statements and non-consolidated financial statements that were audited by the Accounting Auditor or Audit & Supervisory Board Members when preparing the accounting audit report or audit report.

In the event that revisions are made to the Reference Materials for the General Meeting of Shareholders, Business Report, Consolidated Financial Statements or Non-consolidated Financial Statements, please refer to the Company website (<https://www.nisso.co.jp/en/>) where we will post the revised matters on the internet.

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\*For institutional investors, it is possible to use the electronic voting rights exercise platform for institutional investors operated by ICJ, Inc.

### Response to Prevention of COVID-19

#### < Requests to Shareholders >

Normally, the General Meeting of Shareholders is an opportunity for valuable dialogue with shareholders, but in view of the situation of COVID-19, we kindly ask that you cancel your visit to this General Meeting of Shareholders in order to ensure the safety of shareholders and prevent the spread of infection.

Voting rights at the General Meeting of Shareholders are important rights for shareholders. Please kindly exercise your voting rights in advance either in writing or by electromagnetic means (via the Internet, etc.). In addition, please note that the exercise deadline is 6:00 pm (Japan Standard Time) on June 23, 2021 (Wednesday).

#### < Guidance of Correspondence at the Venue >

◎There will be no souvenirs available.

◎We would like to kindly ask shareholders to wear a mask and give consideration and cooperation to prevent infection to themselves and their surroundings.

◎During reception, we may be conducting temperature checks, hand sterilization and socially-distanced line admission, and therefore, it may take some time to enter. We thank you in advance for your cooperation and understanding. (Admission may be denied for those with high temperatures or appear to be in poor health)

◎Please note that the management staff may approach and ask shareholders to kindly leave the premises in the event that they appear to not be in good physical condition after the opening of the meeting.

◎The number of seats available at the venue will be limited due to the socially-distanced arrangement of the seats. Therefore, please note that you may be asked to refrain from entering the venue in the event that full capacity has been reached.

◎The proceedings of the General Meeting of Shareholders are scheduled to be held smoothly and efficiently in a short period of time. We kindly ask for your understanding and cooperation.

◎Our management staff will be wearing masks.

◎Updated information will be posted on our website(<https://www.nisso.co.jp/en/>) in the event of any significant changes in the operation of the General Meeting of Shareholders due to the COVID-19 situation hereafter.

## Reference Materials for the General Meeting of Shareholders

### Proposal 1 Appropriation of Surplus

The Company considers the redistribution of profits to shareholders as an important management issue, and while maintaining stable dividends with consideration to future business development, we would like to propose the year-end dividends for the 41st Fiscal Year as follows.

On February 3, 2021, the Company celebrated our 50th Anniversary. In order to respond to the daily support of our shareholders, the Company has decided to implement a dividend of 5.00 yen per share to commemorate the 50th Anniversary of our founding.

As a result, the year-end dividend per share for the Fiscal Year Ended March 31, 2021 will be 20.10 yen, which includes an ordinary dividend of 15.10 yen in addition to the commemorative dividend of 5.00 yen.

#### Matters Concerning Year-end Dividends

- ① Type of asset distributed as dividend  
Cash.
- ② Matters concerning allocation of assets distributed as dividends and total amount  
20.10 yen per share of common stock of the Company  
Total dividend amount: 682,475,781 yen
- ③ Effective date of distribution of dividends of surplus  
June 25, 2021.

**Proposal 2** Election of 4 Managing Directors

The terms of office for all Managing Directors (5) will expire at the conclusion of this General Meeting of Shareholders.

Therefore, in order to strengthen the business execution structure by the Executive Officers, the number of Managing Directors will be reduced, and we kindly ask that the 4 Managing Directors (including 2 External Managing Directors) be elected.

The Candidates for Managing Director are as follows:

Candidate No.		Reappointment		No. of the Company's Shares Owned
1	Ryuichi Shimizu	Date of Birth	May 30, 1961	94,683 Shares
<b>Career Summary, Position and Responsibility in the Company</b>				
1988	Jul.	Joined the Company		
1990	Oct.	Toyota Sales Office Manager		
1991	Aug.	Managing Director & Toyota Sales Office Manager		
1993	Feb.	Managing Director & Production Business Department Director		
1997	Apr.	Managing Director & Administration Department Director		
1998	Sep.	Senior Managing Director		
2001	Jun.	Executive Vice President		
2004	Apr.	President, COO & Representative Director		
2019	Apr.	Chairman & Representative Director		
2020	Feb.	Chairman, President & Representative Director		
2021	Apr.	Representative Director, President & CEO (present)		
<b>■ Significant Concurrent Positions</b>				
Shimizu Holdings Co., Ltd. Managing Director				
CW Holdings Co., Ltd. Representative Director				
NS Holdings Co., Ltd. Managing Director				
Japan Production Skill Labor Association Vice Chairman				
Japan Association of Human Resource Services Industry Director				
<b>■ Reasons for nomination as Managing Director candidate</b>				
Since joining the Company, Ryuichi Shimizu has been involved in making key business decisions for the development of the manufacturing-related human resources services business, and has an abundance of business experience, achievements and insight as a management executive. Since there are high expectations for him to contribute to the realization of management strategies of the Company and the Nisso Group (hereinafter, "Group") in its entirety in order to further enhance corporate value in the future, the Company has deemed him to be well-qualified and therefore he has been nominated as a candidate for Managing Director.				

Candidate No. <b>2</b>	Reappointment <b>Toshiyasu Udagawa</b>	Date of Birth November 10, 1948	No. of the Company's Shares Owned 45,271 Shares
<b>Career Summary, Position and Responsibility in the Company</b>			
2000	Nov.	Joined the Company	
2001	Oct.	Sales Management Division Director	
2004	Apr.	Personnel Division Director	
2005	May.	Personnel Division Director & Human Resources Development Office Director	
2006	Nov.	Executive Officer & Personnel Division Director	
2008	Apr.	Nisso Pure Co., Ltd., President & Representative Director	
2016	Jun.	Full-time Audit & Supervisory Board Member of the Company	
2020	Jun.	Senior Managing Director	
2021	Apr.	Managing Director, Managing Executive Officer & COO (present)	
<b>■ Significant Concurrent Positions</b>			
No significant concurrent positions.			
<b>■ Reasons for nomination as Managing Director candidate</b>			
Toshiyasu Udagawa has held positions in charge of sales, personnel, labor affairs and human resources development at the Company, and has gained extensive knowledge in various fields. In addition, he has gained insight and experience of corporate management at the Company's special-purpose subsidiary, Nisso Pure Co., Ltd., and as the Full-time Audit & Supervisory Board Member of the Company. Since he is expected to contribute to the realization of appropriate decision-making and management oversight at the Board of Directors in order to further enhance corporate value by comprehensively and objectively assessing the Company's business, he has been nominated as a candidate for Managing Director.			

Candidate No. <b>3</b>	<b>Shin Monzawa</b>	<div style="display: flex; justify-content: space-around;"> <span>Reappointment</span> <span>External</span> <span>Independent</span> </div>	Date of Birth October 7, 1979	No. of the Company's Shares Owned — Shares																																	
<p><b>Career Summary, Position and Responsibility in the Company</b></p> <table border="0"> <tr><td>2006</td><td>Apr.</td><td>Joined Mazda Motor Corporation</td></tr> <tr><td>2008</td><td>Jan.</td><td>Joined A&amp;A Partners</td></tr> <tr><td>2010</td><td>Jul.</td><td>Registered as Certified Public Accountant</td></tr> <tr><td>2011</td><td>Oct.</td><td>Joined KJP Co., Ltd.</td></tr> <tr><td>2012</td><td>Jul.</td><td>Joined PLUTUS CONSULTING Co., Ltd.</td></tr> <tr><td>2013</td><td>Apr.</td><td>Joined Deloitte Touche Tohmatsu LLC</td></tr> <tr><td>2014</td><td>Apr.</td><td>Joined PLUTUS CONSULTING Co., Ltd.</td></tr> <tr><td>2016</td><td>Nov.</td><td>Established Monzawa CPA Office, Representative Director (present)</td></tr> <tr><td>2017</td><td>Jun.</td><td>External Managing Director of the Company (present)</td></tr> <tr><td>2019</td><td>Mar.</td><td>PLUTUS Management Advisory Co., Ltd., President &amp; Representative Director (present)</td></tr> <tr><td>2019</td><td>Jun.</td><td>Midas Entertainment Inc., Outside Auditor (present)</td></tr> </table> <p> <b>■ Significant Concurrent Positions</b>            Monzawa Certified Public Accountant Office Representative Director            General Incorporated Association, Toranomokai Director            PLUTUS Management Advisory Co., Ltd. President &amp; Representative Director         </p> <p> <b>■ Reasons for nomination as External Managing Director candidate</b>            Shin Monzawa has a wealth of insight and experience as a certified public accountant and management executive, and has fulfilled an appropriate role as an External Managing Director of the Company, such as actively speaking at the Board of Directors' Meetings, and supervising the execution of the Company's business. He is expected to continue to fulfill the supervisory functions of overall management from an objective and neutral perspective based on his specialized knowledge and experiences.            In addition, if he is re-elected, he will be involved in the selection of candidates for officers of the Company and the determination of officer remuneration, etc., from an independent standpoint as a member and Chairman of the Nomination and Remuneration Committee, which has been established as an arbitrary advisory body to the Board of Directors.         </p>					2006	Apr.	Joined Mazda Motor Corporation	2008	Jan.	Joined A&A Partners	2010	Jul.	Registered as Certified Public Accountant	2011	Oct.	Joined KJP Co., Ltd.	2012	Jul.	Joined PLUTUS CONSULTING Co., Ltd.	2013	Apr.	Joined Deloitte Touche Tohmatsu LLC	2014	Apr.	Joined PLUTUS CONSULTING Co., Ltd.	2016	Nov.	Established Monzawa CPA Office, Representative Director (present)	2017	Jun.	External Managing Director of the Company (present)	2019	Mar.	PLUTUS Management Advisory Co., Ltd., President & Representative Director (present)	2019	Jun.	Midas Entertainment Inc., Outside Auditor (present)
2006	Apr.	Joined Mazda Motor Corporation																																			
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2013	Apr.	Joined Deloitte Touche Tohmatsu LLC																																			
2014	Apr.	Joined PLUTUS CONSULTING Co., Ltd.																																			
2016	Nov.	Established Monzawa CPA Office, Representative Director (present)																																			
2017	Jun.	External Managing Director of the Company (present)																																			
2019	Mar.	PLUTUS Management Advisory Co., Ltd., President & Representative Director (present)																																			
2019	Jun.	Midas Entertainment Inc., Outside Auditor (present)																																			

Candidate No. <b>4</b>	<b>Miki Ohno</b>	Reappointment	External	Independent	No. of the Company's Shares Owned – Shares
	Date of Birth	August 3, 1971			
<b>Career Summary, Position and Responsibility in the Company</b>					
1994	Apr.	Joined Overseas Economic Cooperation Fund (current: Japan Int'l Cooperation Agency [JICA])			
2003	Nov.	Joined Legal Training and Research Institute of Japan			
2005	Oct.	Registered as Attorney-at-Law Joined Bashamichi Law Office			
2019	Oct..	Established Crane Law Offices, Attorney-at-Law (present)			
2020	Jun.	External Managing Director of the Company (present)			
<b>■ Significant Concurrent Positions</b>					
Crane Law Offices Attorney-at-Law					
<b>■ Reasons for nomination as External Managing Director candidate</b>					
Although Miki Ohno does not have direct experience in corporate management, she has profound insight and experience as an attorney, and has fulfilled an appropriate role as an External Managing Director of the Company, such as actively speaking at the Board of Directors' Meetings, and supervising the execution of the Company's business. She is expected to continue to fulfill the supervisory functions of overall management from an objective and neutral perspective based on her specialized knowledge and experiences.					
In addition, if she is re-elected, she will be involved in the selection of candidates for officers of the Company and the determination of officer remuneration, etc., from an independent standpoint as a member of the Nomination and Remuneration Committee, which has been established as an arbitrary advisory body to the Board of Directors.					

(Note)

1. There are no special interests between each candidate and the Company.
2. Shin Monzawa is a candidate for External Managing Director.  
The Company has reported Shin Monzawa as an Independent Officer pursuant to the provisions of the Tokyo Stock Exchange. If he is elected as originally proposed, he will continue to serve as an Independent Officer.
  - (1) Agreement for Limitation of Liability with External Managing Director Candidates  
Pursuant to Article 427, paragraph 1 of the Companies Act, the Company has entered into an agreement with Shin Monzawa to limit his liability for damages under Article 423, paragraph 1 of the Companies Act. The maximum amount of liability for damages under this agreement is the minimum liability amount set forth in Article 425, paragraph 1 of the Companies Act. If the re-election of Shin Monzawa is approved as originally proposed, the Company plans to continue the above agreement for limitation of liability with him.
  - (2) Number of Years Since Assuming the Office of External Managing Director  
Shin Monzawa is currently an External Managing Director of the Company. He will have served as External Managing Director for 4 years at the conclusion of this General Meeting.
3. Miki Ohno is a candidate for External Managing Director.  
The Company has reported Miki Ohno as an Independent Officer pursuant to the provisions of the Tokyo Stock Exchange. If she is elected as originally proposed, she will continue to serve as an Independent Officer.

(1) Agreement for Limitation of Liability with External Managing Director Candidates

Pursuant to Article 427, paragraph 1 of the Companies Act, the Company has entered into an agreement with Miki Ohno to limit her liability for damages under Article 423, paragraph 1 of the Companies Act. The maximum amount of liability for damages under this agreement is the minimum liability amount set forth in Article 425, paragraph 1 of the Companies Act. If the re-election of Miki Ohno is approved as originally proposed, the Company plans to continue the above agreement for limitation of liability with her.

(2) Number of Years Since Assuming the Office of External Managing Director

Miki Ohno is currently an External Managing Director of the Company. She will have served as External Managing Director for 1 year at the conclusion of this General Meeting.

4. Liability Insurance Contracts for Officers, etc., with Candidates for Managing Directors as Insured

The Company has concluded Liability Insurance Contracts for Officers, etc., with an insurance company to indemnify the insured against any damages that may arise from liability for the execution of his/her duties or from receiving a claim for pursuing such liability. All candidates for Managing Directors will be included in the insured under the said insurance policy. In addition, the same content is planned to be updated at the time of the next update.

**Proposal 3** Election of 3 Audit & Supervisory Board Members

The terms of office for all Audit & Supervisory Board Members (3) will expire at the conclusion of this General Meeting of Shareholders. Therefore, we kindly ask that you elect the 3 Audit & Supervisory Board Members.

In addition, we have obtained the consent of the Audit and Supervisory Board regarding this proposal.

The Candidates for Audit & Supervisory Board Members are as follows:

Candidate No.	Akira Ishida	Reappointment	External	Independent	No. of the Company's Shares Owned — Shares
<b>1</b>					
<b>Career Summary and Position in the Company</b>					
1974	Apr.	Joined Mitsubishi Bank, Ltd. (current: MUFG Bank, Ltd.)			
2002	Jun.	Ichida Co., Ltd., Representative Director & Vice President			
2005	Jun.	Joined Chitose Kosan Co., Ltd.			
2008	Jan.	Full-time Audit & Supervisory Board Member			
2011	Jun.	Mitsubishi UFJ Research and Consulting Co., Ltd., Outside Auditor			
2014	Jul.	Chitose Kosan Co., Ltd., Advisor			
2014	Aug.	Tosei Asset Advisors, Inc., Outside Auditor			
2015	Jun	KAWATA MFG. CO., LTD., Outside Audit and Supervisory Committee Member			
2016	Apr	Corporate Advisor of the Company			
2016	Jun	External Audit & Supervisory Board Member of the Company			
2016	Jun	KAWATA MFG. CO., LTD., Outside Director (Audit and Supervisory Committee Member)			
2020	Jun	Full-time Audit & Supervisory Board Member of the Company (External) (present)			
2021	Apr	Nisso Brain Co., Ltd., Audit & Supervisory Board Member (present)			
2021	Apr	Nisso Nifty Co., Ltd., Audit & Supervisory Board Member (present)			
<b>■ Significant Concurrent Positions</b>					
Nisso Brain Co., Ltd. Audit & Supervisory Board Member					
Nisso Nifty Co., Ltd. Audit & Supervisory Board Member					
<b>■ Reasons for nomination as External Audit &amp; Supervisory Board Member candidate</b>					
Since Akira Ishida has a wealth of insight and experience as an Audit & Supervisory Board Member at financial institutions and other companies, he has been judged to be a valuable resource who can enhance the rationality and transparency of the Company's management by providing opinions and recommendations from an objective standpoint. Since he is expected to continue to utilize his knowledge and experience in the Company's audits as an External Audit & Supervisory Board Member of the Company, he has been deemed to be well-qualified and therefore he has been nominated as a candidate for Audit & Supervisory Board Member.					

Candidate No. <b>2</b>	<b>Ryuta Hasegawa</b>	<input type="checkbox"/> Reappointment <input checked="" type="checkbox"/> External <input type="checkbox"/> Independent	Date of Birth August 27, 1946 No. of the Company's Shares Owned – Shares
<b>Career Summary and Position in the Company</b>			
1971 Apr. Joined The Kyowa Bank, Ltd. (current: Resona Bank, Limited) 1999 Jun. NiimuraPrinting, Executive Officer 2000 Jun. NiimuraPrinting, Director in Charge of Sales Management 2012 Jun. NiimuraPrinting, Counselor 2017 Jun. External Audit & Supervisory Board Member of the Company (present) 2021 Apr. Nisso Pure Co., Ltd., Audit & Supervisory Board Member (present)			
<b>■ Significant Concurrent Positions</b> Nisso Pure Co., Ltd. Audit & Supervisory Board Member			
<b>■ Reasons for nomination as External Audit &amp; Supervisory Board Member candidate</b> Since Ryuta Hasegawa has a considerable amount of insight and experience in financial institutions and other companies, he has been judged to be a valuable resource who can enhance the rationality and transparency of the Company's management by providing opinions and recommendations from an objective standpoint. Since he is expected to continue to utilize his knowledge and experience in the Company's audits as an External Audit & Supervisory Board Member of the Company, he has been deemed to be well-qualified and therefore he has been nominated as a candidate for Audit & Supervisory Board Member.			

Candidate No. <b>3</b>	<b>Hideo Sakano</b>	<input type="checkbox"/> Reappointment <input checked="" type="checkbox"/> External <input type="checkbox"/> Independent	Date of Birth October 28, 1972 No. of the Company's Shares Owned – Shares
<b>Career Summary and Position in the Company</b>			
1995 Oct. Joined Showa Ota & Co. (current: Ernst & Young ShinNihon LLC) 1999 Apr. Registered as Certified Public Accountant 2005 Mar. Established Sakano CPA Office, Representative Director (present) 2005 Aug. Registered as Certified Tax Accountant 2006 Feb. Appointed Employee Partner, TAIYU AUDIT (current: TAIYU AUDIT LLC) 2011 Sep. Appointed Representative Partner, TAIYU GENERAL AUDIT (current: TAIYU AUDIT LLC), (present) 2020 Jun. External Audit & Supervisory Board Member of the Company (present)			
<b>■ Significant Concurrent Positions</b> Sakano CPA Office Representative Director TAIYU AUDIT LLC Representative Partner			
<b>■ Reasons for nomination as External Audit &amp; Supervisory Board Member candidate</b> Although Hideo Sakano does not have direct experience in corporate management, he has an abundance of knowledge and experience as a certified public accountant and tax accountant. He is expected to continue to utilize his specialized knowledge and experiences in the Company's audits as an External Audit & Supervisory Board Member of the Company.			

(Note)

1. There are no special interests between each candidate and the Company.
2. Akira Ishida is a candidate for External Audit & Supervisory Board Member.

The Company has reported Akira Ishida as an Independent Officer pursuant to the provisions of the Tokyo Stock Exchange. If he is elected as originally proposed, he will continue to serve as an Independent Officer.

(1) Agreement for Limitation of Liability with External Audit & Supervisory Board Member Candidates

Pursuant to Article 427, paragraph 1 of the Companies Act, the Company has entered into an agreement with Akira Ishida to limit his liability for damages under Article 423, paragraph 1 of the Companies Act. The maximum amount of liability for damages under this agreement is the minimum liability amount set forth in Article 425, paragraph 1 of the Companies Act. If the re-election of Akira Ishida is approved as originally proposed, the Company plans to continue the above agreement for limitation of liability with him.

(2) Number of Years Since Assuming the Office of External Audit & Supervisory Board Member

Akira Ishida is currently an External Audit & Supervisory Board Member of the Company. He will have served as External Audit & Supervisory Board Member for 5 years at the conclusion of this General Meeting.

3. Ryuta Hasegawa is a candidate for External Audit & Supervisory Board Member.

The Company has reported Ryuta Hasegawa as an Independent Officer pursuant to the provisions of the Tokyo Stock Exchange. If he is elected as originally proposed, he will continue to serve as an Independent Officer.

- (1) Agreement for Limitation of Liability with External Audit & Supervisory Board Member Candidates

Pursuant to Article 427, paragraph 1 of the Companies Act, the Company has entered into an agreement with Ryuta Hasegawa to limit his liability for damages under Article 423, paragraph 1 of the Companies Act. The maximum amount of liability for damages under this agreement is the minimum liability amount set forth in Article 425, paragraph 1 of the Companies Act. If the re-election of Ryuta Hasegawa is approved as originally proposed, the Company plans to continue the above agreement for limitation of liability with him.

- (2) Number of Years Since Assuming the Office of External Audit & Supervisory Board Member

Ryuta Hasegawa is currently an External Audit & Supervisory Board Member of the Company. He will have served as External Audit & Supervisory Board Member for 4 years at the conclusion of this General Meeting.

4. Hideo Sakano is a candidate for External Audit & Supervisory Board Member.

The Company has reported Hideo Sakano as an Independent Officer pursuant to the provisions of the Tokyo Stock Exchange. If he is elected as originally proposed, he will continue to serve as an Independent Officer.

- (1) Agreement for Limitation of Liability with External Audit & Supervisory Board Member Candidates

Pursuant to Article 427, paragraph 1 of the Companies Act, the Company has entered into an agreement with Hideo Sakano to limit his liability for damages under Article 423, paragraph 1 of the Companies Act. The maximum amount of liability for damages under this agreement is the minimum liability amount set forth in Article 425, paragraph 1 of the Companies Act. If the re-election of Hideo Sakano is approved as originally proposed, the Company plans to continue the above agreement for limitation of liability with him.

- (2) Number of Years Since Assuming the Office of External Audit & Supervisory Board Member

Hideo Sakano is currently an External Audit & Supervisory Board Member of the Company. He will have served as External Audit & Supervisory Board Member for 1 year at the conclusion of this General Meeting.

5. Liability Insurance Contracts for Officers, etc., with Candidates for Audit & Supervisory Board Members as Insured

The Company has concluded Liability Insurance Contracts for Officers, etc., with an insurance company to indemnify the insured against any damages that may arise from liability for the execution of his/her duties or from receiving a claim for pursuing such liability. All candidates for Audit & Supervisory Board Members will be included in the insured under the said insurance policy. In addition, the same content is planned to be updated at the time of the next update.

