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Securities Code: 4021

June 3, 2020

#### To Those Shareholders with Voting Rights

KINOSHITA Kojiro Representative Director, President & CEO Nissan Chemical Corporation 5-1, Nihonbashi 2-chome, Chuo-ku, Tokyo, Japan

# NOTICE OF THE CONVOCATION OF THE 150<sup>th</sup> ORDINARY GENERAL MEETING OF SHAREHOLDERS

We are pleased to announce the 150<sup>th</sup> Ordinary General Meeting of Shareholders of Nissan Chemical Corporation (the "Company"). The meeting will be held as described below.

Instead of attending the meeting in person, you can exercise your voting rights by either of the following means. Please review the Reference Documents for the General Meeting of Shareholders, and exercise your voting rights.

## **Exercise of Voting Rights in Writing (or by Post)**

Please indicate your votes for or against the proposals on the enclosed Voting Rights Exercise Form and return it to the Company, ensuring that the form reaches us by 5:40 p.m., Wednesday, June 24, 2020 (Japan Time).

### Exercise of Voting Rights via the Internet, etc.

Please access the website for exercising voting rights as indicated in the enclosed Voting Rights Exercise Form and exercise your voting rights by 5:40 p.m., Wednesday, June 24, 2020 (Japan Time).

1. Date and Time: Thursday, June 25, 2020 at 10:00 a.m. (Reception starts at 9:15 a.m.)

2. Place: Josui Kaikan, 2F, Star Hall

1-1, Hitotsubashi 2-chome, Chiyoda-ku, Tokyo, Japan

3. Agenda of the Meeting:

Matters to be reported: 1. The Business Report and the Consolidated Financial Statements for the 150th

fiscal year (from April 1, 2019 to March 31, 2020) and results of audits by the Accounting Auditors and the Audit & Supervisory Board of the Consolidated

**Financial Statements** 

2. The Non-Consolidated Financial Statements for the 150th fiscal year (from April

1, 2019 to March 31, 2020)

Proposals to be resolved:

**Proposal No. 1:** Appropriation of Surplus **Proposal No. 2:** Election of Nine (9) Directors

Proposal No. 3: Election of One (1) Audit & Supervisory Board Member

- \* For those attending the meeting, please present the enclosed Voting Rights Exercise Form at the reception desk on arrival.
- \* When it is necessary to modify the matters stated in the Reference Documents for the General Meeting of Shareholders, the Business Report, the Non-Consolidated Financial Statements and the Consolidated Financial Statements, please understand that any matters if modified will be shown on the Company's website (https://www.nissanchem.co.jp/).
- \* The Company participates in the Electronic Voting Rights Exercise Platform for institutional investors operated by ICJ Inc.

The Company's website (https://www.nissanchem.co.jp/)

# Reference Documents for the General Meeting of Shareholders

## Proposal No. 1: Appropriation of Surplus

The Company upholds the basic policy of working to improve corporate value from a medium- to long-term viewpoint and providing return of its profits to the shareholders.

After taking into consideration such factors as operating performance, business environment and preparation for future business development, the Company proposes the year-end dividend for the current fiscal year as follows.

- (1) Type of dividend property Cash
- (2) Matters related to distribution of dividend property and the total amount The Company proposes to pay ¥48 per common share of the Company. Under this proposal, the total amount of dividends paid is ¥6,990,893,856. As the Company paid an interim dividend of ¥42, the annual dividend for the current fiscal year is ¥90 per share.
- (3) Effective date of the distribution of surplus June 26, 2020

# Proposal No. 2: Election of Nine (9) Directors

The terms of office of all nine (9) Directors will expire at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, the election of nine (9) Directors, including three (3) Outside Directors, is proposed. The selection of Director candidates is made based on the report of the Nomination and Remuneration Advisory Committee, a majority of whose members are independent Outside Directors.

The candidates for Directors are as follows:

Candidate No.	Name	Position/responsibilities in the Company	Attribute
1	KINOSHITA Kojiro	Representative Director, President & CEO	Reelection
2	MIYAZAKI Junichi	Director, Senior Executive Vice President Corporate Strategy & Coordination CFO Internal Audit Department, Finance & Accounting Department, and Environment, Safety & Quality Assurance Department	Reelection
3	YAGI Shinsuke	Senior Managing Executive Officer Production Technology Head of Production Technology Department Chemicals Division	New Candidate
4	MIYAJI Katsuaki	Director, Managing Executive Officer Head of Corporate Planning Department CRO	Reelection
5	HONDA Takashi	Director, Managing Executive Officer Head of Agricultural Chemicals Division Purchasing Department	Reelection
6	SUZUKI Hitoshi	Director, Managing Executive Officer Research & Development Head of Planning and Development Division Pharmaceuticals Division, Intellectual Property Department	Reelection
7	OHE Tadashi	Outside Director	Reelection Outside Director Independent Officer
8	OBAYASHI Hidehito	Outside Director	Reelection Outside Director Independent Officer
9	KATAOKA Kazunori		New Candidate Outside Independent Officer

No.	Name (Date of birth)	Career summary	Number of the Company's shares held
1	KINOSHITA Kojiro (April 19, 1948)  Reelection  Attendance at meetings of the Board of Directors 12/12	Apr. 1977 Joined the Company  Jun. 2002 Director, Head of Corporate Planning Department of the Company  Jun. 2006 Managing Director of the Company  Jun. 2008 Representative Director, President & CEO of the Company (to the present)  (Position and responsibilities in the Company)  Representative Director, President & CEO	95,400

Mr. KINOSHITA Kojiro served as General Manager of the Business Strategy Department, Chemicals General Headquarters and also as Head of the Corporate Planning Department. In addition, as Representative Director and President & CEO of the Company since June 2008, he has been promoting strategies to enhance the corporate value of the Company Group. Considering his wide-ranging experience, achievements, and insights, the Company judges that Mr. KINOSHITA remains qualified to be a Director that performs decision-making on business operations and oversees the execution of duties by Directors, and again nominated him as a candidate for Director.

No.	Name (Date of birth)			Career summary	Number of the Company's shares held
		Apr.	1974	Joined The Industrial Bank of Japan, Limited (currently Mizuho Bank, Ltd.)	
		Jun.	2000	General Manager, International Department of The Industrial Bank of Japan, Limited	
		Jun.	2003	Corporate Auditor of Mizuho Corporate Bank, Ltd. (currently Mizuho Bank, Ltd.)	
		Apr.	2005	Managing Executive Officer of Kowa Real Estate Co., Ltd. (currently Nippon Steel Kowa Real Estate Co., Ltd.)	
		Jul.	2005	Managing Director of Kowa Real Estate Co., Ltd.	
		Apr.	2006	Advisor of the Company	
	MIYAZAKI Junichi (October 9, 1951)	Jun.	2006	Director of the Company	32,700
		Apr.	2007	Director, Head of Corporate Administration Department of the Company	32,700
	(000001), 1501)	Jun.	2008	Managing Director of the Company	
2	Reelection	Jun.	2011	Senior Managing Director of the Company	
	Attendance at	Apr.	2013	Director, Senior Executive Vice President of the Company (to the present)	
	meetings of the	(Posit	ion and	l responsibilities in the Company)	
	Board of Directors 12/12	Direct	tor, Ser	nior Executive Vice President	
		Corpo	orate St	rategy & Coordination	
		CFO			
				it Department, Finance & Accounting Department, and t, Safety & Quality Assurance Department	

Mr. MIYAZAKI Junichi has strived to improve the financial structure of the Company and contributed to the Company Group's growth from a variety of perspectives as the person in charge of Corporate Strategy & Coordination since his assumption of office as Director in June 2006, utilizing his wide-ranging knowledge cultivated through his experience in a financial institution. Considering his wide-ranging operational experience, overseas experience, achievements, and insights, the Company judges that Mr. MIYAZAKI remains qualified to be a Director that performs decision-making on business operations and oversees the execution of duties by Directors, and again nominated him as a candidate for Director.

No.	Name (Date of birth)		Number of the Company's shares held	
		Apr. 1985 Join	ned the Company	
		Apr. 2013 Dep	puty Plant Manager of Onoda Plant of the Company	
			ecutive Officer, Plant Manager of Sodegaura Plant of e Company	
			anaging Executive Officer, Head of Production chnology Department of the Company	
		Pro	nior Managing Executive Officer, Head of oduction Technology Department of the Company (to e present)	8,400
	YAGI Shinsuke	(Position and resp	ponsibilities in the Company)	
	(June 13, 1962)	Senior Managing	Executive Officer	
3	(June 13, 1902)	Production Techn	nology	
	New Candidate	Head of Production Technology Department		
	riew Candidate	Chemicals Division	ion	
		(Significant posit		
		President of Nissa	an Engineering Corporation	

Mr. YAGI Shinsuke has been engaged in production technology in the chemicals, pharmaceuticals, and performance materials fields for many years, and has been engaged in safe and stable facility operation as the Deputy Plant Manager of the Onoda Plant and the Plant Manager of the Sodegaura Plant. Since becoming the Head of Production Technology Department in April 2018, he has been contributing to the improvement of production systems for the Company Group's products and to their stable supply. The Company judges that Mr. YAGI is qualified to be a Director that performs decision-making on business operations and oversees the execution of duties by Directors, and nominated him as a candidate for Director.

No.	Name (Date of birth)		Career summary		
		Apr. 1985	Joined the Company		
		Jun. 2010	Director, Head of Chemical Research Laboratories of the Company		
		Jun. 2011	Director, Head of Advanced Materials & Planning Department of the Company		
		Apr. 2014	Director, Executive Officer, Head of Electronic Materials Research Laboratories of the Company		
		Jun. 2014	Executive Officer, Head of Electronic Materials Research Laboratories of the Company		
	MIYAJI Katsuaki	Oct. 2014	Executive Officer, Head of Materials Research Laboratories of the Company	12,600	
	(January 27, 1961)	Apr. 2016	Managing Executive Officer, Head of Corporate Planning Department of the Company		
4	Reelection  Attendance at	Jun. 2016	Director, Managing Executive Officer, Head of Corporate Planning Department of the Company (to the present)		
	meetings of the	(Position and	d responsibilities in the Company)		
	Board of Directors 12/12	Director, Ma	anaging Executive Officer		
	12/12		porate Planning Department		
		CRO			

Mr. MIYAJI Katsuaki has been engaged in research for many years, and has undertaken tasks related to materials research as well as the creation of new products, which is the driving force for the Company Group's growth. Since April 2016, he has been focusing on understanding the status of business operations in each division and achieving goals across the entire Company Group as Head of Corporate Planning Department. The Company judges that Mr. MIYAJI remains qualified to be a Director that performs decision-making on business operations and oversees the execution of duties by Directors, and again nominated him as a candidate for Director.

No.	Name (Date of birth)		Career summary	Number of the Company's shares held
		Apr. 1981 Joined	the Company	
		Feb. 1997 Vice Pr	resident of Nissan Chemical Europe GmbH	
			l Manager of Planning & Development ment, Agricultural Chemicals Division of the ny	
		Chemic Develo	ive Officer, Deputy Head of Agricultural cals Division, General Manager of Planning & pment Department, Agricultural Chemicals of the Company	
			ing Executive Officer, Head of Agricultural cals Division of the Company	
	HONDA Takashi (March 8, 1959)		or, Managing Executive Officer, Head of Itural Chemicals Division of the Company (to sent)	5,800
5	Reelection  Attendance at	Director, Managing F Head of Agricultural	Chemicals Division	
	meetings of the	Purchasing Departme		
	Board of Directors	(Significant position	· · · · · · · · · · · · · · · · · · ·	
	12/12	•	Hakodate Corporation	
		-	tor of Nissan Chemical Europe S.A.S.	
		•	tor of Nissan Chemical Agro Korea Ltd.	
			Agro Tech India Private Limited	
		Chairman of Nissan I	Bharat Rasayan Private Limited	

Mr. HONDA Takashi has been engaged in the agricultural chemicals business focused on development of agricultural chemicals and licensing for many years. As the General Manager of the Planning & Development Department since June 2012, and as Head of the Agricultural Chemicals Division since April 2017, he has been managing the agricultural chemicals business. The Company judges that Mr. HONDA remains qualified to be a Director that performs decision-making on business operations and oversees the execution of duties by Directors, and again nominated him as a candidate for Director.

No.	Name (Date of birth)		Career summary	Number of the Company's shares held
No. 6		Director, Ma Research &	Joined the Company General Manager of Semiconductor Materials Department, Electronic Materials Division of the Company General Manager of Semiconductor Materials Research Department, Electronic Materials Research Laboratories of the Company General Manager of Semiconductor Materials Department, Performance Materials Division of the Company Deputy Head of Performance Materials Division of the Company Director, Deputy Head of Performance Materials Division of the Company Director, Executive Officer, Deputy Head of Performance Materials Division of the Company Executive Officer, Deputy Head of Performance Materials Division of the Company Executive Officer, Head of Materials Research Laboratories of the Company Managing Executive Officer, Head of Performance Materials Division of the Company Director, Managing Executive Officer, Head of Performance Materials Division of the Company Director, Managing Executive Officer, Head of Planning and Development Division of the Company (to the present) It responsibilities in the Company) maging Executive Officer Development	Company's shares held  8,500
			nning and Development Division cals Division, Intellectual Property Department	

Mr. SUZUKI Hitoshi has been engaged in research of electronic materials centering on semiconductor materials for many years. As the Head of the Materials Research Laboratories since April 2016, and as Head of the Performance Materials Division since April 2018, he has contributed to business expansion in the performance materials field. The Company judges that Mr. SUZUKI qualifies to be a Director that performs decision-making on business operations and oversees the execution of duties by Directors, and again nominated him as a candidate for Director.

No.	Name (Date of birth)	Career summary	Number of the Company's shares held
		Apr. 1969 Qualified for attorney-at-law	
		Apr. 1989 Instructor for the Legal Training and Research Institute of Japan (court representation in civil proceedings)	
		Mar. 1994 Outside Corporate Auditor of Canon Inc.	
		Jun. 2004 Outside Corporate Auditor of Marui Group Co., Ltd. (to the present)	
		Jun. 2006 Outside Corporate Auditor of Kao Corporation	
		Jun. 2011 Outside Director of JECO Co., Ltd. (to the present)	
	OHE Tadashi	Jun. 2015 Outside Director of the Company (to the present)	3,000
	(May 20, 1944)	(Position and responsibilities in the Company)	3,000
	, , , ,	Outside Director	
	Reelection	(Significant position concurrently held)	
7	Outside Director	Attorney-at-law at Tadashi Ohe & Yutaka Tanaka Law Office	
	Independent Officer	Outside Corporate Auditor of Marui Group Co., Ltd.	
		Outside Director of JECO Co., Ltd.	
	Attendance at		
	meetings of the		
	Board of Directors		
	12/12		

Mr. OHE Tadashi currently serves as Outside Director of the Company, and the Company proposes his reelection so that his abundant experience and specialist knowledge as an attorney-at-law will continue to be reflected in the management of the Company from an outside perspective and from an objective and neutral standpoint. Though Mr. OHE does not have a past experience being involved in corporate management other than becoming an Outside Officer, up until the present, he has experience being involved in the corporate management of multiple companies as Outside Officer. Therefore, the Company judges that Mr. OHE will continue to appropriately perform his duties as Outside Director.

No.	Name (Date of birth)		Career summary	Number of the Company's shares held	
		Apr. 1969	Joined Hitachi, Ltd.		
		Oct. 2001	Director of Hitachi High-Technologies Corporation		
		1 2002	(currently Hitachi High-Tech Corporation)		
		Jun. 2003	Vice President and Executive Officer of Hitachi High- Technologies Corporation		
		Apr. 2006	Representative Executive Officer, Senior Vice President		
			and Executive Officer of Hitachi High-Technologies		
			Corporation		
	OBAYASHI Hidehito	Apr. 2007	Director, Representative Executive Officer, President		
			and Chief Executive Officer of Hitachi High-	0	
	(April 22, 1944)	Jun. 2011	Technologies Corporation Chairman of the Board of Hitachi High-Technologies		
		Jun. 2011	Corporation		
8	Reelection	Jun. 2013	Chairman Emeritus of Hitachi High-Technologies		
	Outside Director Independent Officer	2013	Corporation (to the present)		
	independent Officer	Jun. 2019	Outside Director of the Company (to the present)		
	Attendance at	(Position an	d responsibilities in the Company)		
	meetings of the	Outside Dire	ector		
	Board of Directors	(Significant	positions concurrently held)		
	10/10	Chairman E	meritus of Hitachi High-Tech Corporation		
	Reason for the nomination of the candidate for Outside Director				

Mr. OBAYASHI Hidehito served as Chairman of the Board of Hitachi High-Tech Corporation and after that he has been serving as Chairman Emeritus of the company. Accordingly, he has abundant experience and wide-ranging insight as an experienced manager of a corporate group active in diverse sectors of global business. In order to reflect these in the Company's management from an outside perspective and from an objective and neutral standpoint, the Company again nominated him as a candidate for Outside Director.

No.	Name (Date of birth)		Career summary	Number of the Company's shares held
		Apr. 1979	Assistant Professor of Institute of Biomedical Engineering at Tokyo Women's Medical University	
		Aug. 1988	Associate Professor of Institute of Biomedical Engineering at Tokyo Women's Medical University	
		Oct. 1994	Professor of Faculty of Industrial Science and Technology at Tokyo University of Science	
		Apr. 1998	Professor of Graduate School of Engineering at The University of Tokyo	
		Jul. 2004	Professor of Graduate School of Medicine at The University of Tokyo	
	KATAOKA Kazunori	Jul. 2015	Director General of Innovation Center of NanoMedicine, Kawasaki Institute of Industrial	0
	(November 27, 1950)	Jun. 2016	Promotion (to the present) Professor Emeritus and Project Professor at The University of Tokyo (to the present)	
9	New Candidate Outside Director	Jul. 2016	Deputy Chairman of Kawasaki Institute of Industrial Promotion (to the present)	
	Independent Officer	(Significant	positions concurrently held)	
		Deputy Cha	irman of Kawasaki Institute of Industrial Promotion	
			neral of Innovation Center of NanoMedicine, Kawasaki	
	Institute of Industrial Promotion			
		Professor E	meritus and Project Professor at The University of Tokyo	

Mr. KATAOKA Kazunori has been engaged in research involving the application of nanotechnologies in the fields of biomedical engineering and biomaterial engineering for many years and is currently serving as the Director General of Innovation Center of NanoMedicine, Kawasaki Institute of Industrial Promotion. The Company has nominated him as a candidate for Outside Director so that his expertise as doctor of engineering, abundant experience, and wide-ranging knowledge will be reflected in the management of the Company from an outside perspective and from an objective and neutral standpoint. Though Mr. KATAOKA does not have a past experience being involved in corporate management, for the abovementioned reasons, the Company judges that Mr. KATAOKA will appropriately perform his duties as Outside Director.

Notes: 1. No conflicts of interest exist between any of the candidates and the Company.

- Messrs. OHE Tadashi, OBAYASHI Hidehito and KATAOKA Kazunori are candidates for Outside Director.
- 3. Mr. OHE Tadashi's term of office as Outside Director of the Company will aggregate to five years as of the conclusion of this Ordinary General Meeting of Shareholders. Mr. OBAYASHI Hidehito's term of office as Outside Director of the Company will aggregate to one year as of the conclusion of this Ordinary General Meeting of Shareholders.
- 4. The Company entered into agreements with Messrs. OHE Tadashi and OBAYASHI Hidehito respectively that limit their liability when they perform their duties concerning the responsibilities under Paragraph 1, Article 423 of the Companies Act in good faith with no serious negligence to the minimum liability provided for by the relevant laws and regulations. If their reelection is approved, the Company plans to renew the same limited liability agreement with them respectively. Likewise, if Mr. KATAOKA Kazunori's election is approved, the Company plans to enter into the same limited liability agreement with him.
- 5. Mr. OBAYASHI Hidehito serves as the Chairman Emeritus of Hitachi High-Tech Corporation. The Company has transactions with Hitachi High-Tech Corporation that includes purchase of analytical instruments. However, the amount paid by the Company as consideration for those transactions with Hitachi High-Tech Corporation is deemed insignificant given that when averaged over the past three

- fiscal years, the payments amounted to less than 0.1% of annual consolidated revenues of Hitachi High-Tech Corporation.
- 6. Mr. KATAOKA Kazunori serves as the Professor Emeritus and Project Professor at The University of Tokyo. The Company has transactions with The University of Tokyo, such as contracted testing. However, the amount paid by the Company as consideration for those transactions with The University of Tokyo is deemed insignificant given that when averaged over the past three fiscal years, the payments amounted to less than 0.1% of annual ordinary revenue of The University of Tokyo.
- 7. Mr. OHE Tadashi is scheduled to retire as an Outside Corporate Auditor of Marui Group Co., Ltd. at the end of its 84th Ordinary General Meeting of Shareholders, which is scheduled to be held in 2020.
- 8. Mr. KATAOKA Kazunori is scheduled to be appointed as a Director of NanoCarrier Co., Ltd. at its 24<sup>th</sup> Ordinary General Meeting of Shareholders, which is scheduled to be held in 2020.
- 9. The Company has notified the Tokyo Stock Exchange of status of Messrs. OHE Tadashi and OBAYASHI Hidehito as independent officers. If their reelection is approved, the Company plans to notify the stock exchange of status of Messrs. OHE and OBAYASHI as independent officers again. Likewise, if Mr. KATAOKA Kazunori's election is approved, the Company plans to notify the stock exchange of Mr. KATAOKA's status as an independent officer.

## Proposal No. 3: Election of One (1) Audit & Supervisory Board Member

The term of office of Audit & Supervisory Board Member, Mr. SUZUKI Norihiro will expire at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, election of one (1) Audit & Supervisory Board Member is proposed.

The Audit & Supervisory Board has already given its approval to this proposal based on the report of the Nomination and Remuneration Advisory Committee, a majority of whose members are independent Outside Directors.

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

Name (Date of birth)			Career summary	Number of the Company's shares held
	Apr.	1983	Joined The Norinchukin Bank	
	Feb.	2003	General Manager of Naha Branch of The Norinchukin Bank	
	Jul.	2008	General Manager of Cooperative Finance & Administration (Kanto Area) Div. of The Norinchukin Bank	
	Jun.	2010	Seconded to Eiraku Co., Ltd. as President (currently Norinchukin Facilities Co., Ltd.)	
SUZUKI Norihiro	Jun.	2012	Managing Director of The Norinchukin Bank	
(June 4, 1960)	Jun.	2014	Director of Nochu Business Support Co., Ltd., and Director of Nochu Information System Co.,	
Reelection Outside Audit &	Jun.	2016	Ltd. Outside Audit & Supervisory Board Member of	2,300
Supervisory Board Member			the Company (to the present)	
	`		he Company)	
Independent Officer	Outs	ide Aud	it & Supervisory Board Member	
Attendance at meetings of the Board of Directors				
12/12				
Attendance at meetings of the Audit & Supervisory Board 12/12				
12/12				

Reason for the nomination of the candidate for Outside Audit & Supervisory Board Member Mr. SUZUKI Norihiro possesses abundant experience and extensive knowledge including advanced expertise in finance developed through his long-time career in a financial institution. The Company judges Mr. SUZUKI can appropriately perform his duties as Outside Audit & Supervisory Board Member by reflecting such experience and knowledge in the Company's audits from an outside perspective and from an objective and neutral standpoint, and again nominated him as a candidate for Outside Audit & Supervisory Board Member.

Notes: 1. No special conflicts of interest exist between Mr. SUZUKI Norihiro and the Company.

- 2. Mr. SUZUKI Norihiro is a candidate for Outside Audit & Supervisory Board Member.
- 3. Mr. SUZUKI Norihiro's term of office as Audit & Supervisory Board Member of the Company will aggregate to four years as of the conclusion of this Ordinary General Meeting of Shareholders.
- 4. Although Mr. SUZUKI Norihiro once worked for a major financial institution with which the Company has borrowings, he is not and has not recently been a business executive at the institution and many years have passed since he left the institution (four years have passed as of the date of the

- current Ordinary General Meeting of Shareholders). For this reason, the Company deems that he fulfills its independence standards for Outside Officers and that there is no possibility of a conflict of interest arising with general shareholders.
- 5. The Company has notified the Tokyo Stock Exchange of status of Mr. SUZUKI Norihiro as an independent officer. If his reelection is approved, the Company plans to notify the stock exchange of status of Mr. SUZUKI as an independent officer again.

# (Reference) The Company's stance towards independency for Outside Directors and Outside Audit & Supervisory Board Members

The Company's independence standards for Outside Officers are as follows.

The Company's independent Outside Officers (Directors and Audit & Supervisory Board Members) and independent Outside Officer candidates fulfill the Companies Act's requirements for Outside Officers, as well as the following independence standards.

- (1) Not being an executive (a person who executes business; hereinafter, the same) of the Company or its subsidiaries, nor having been an executive of the Company or its subsidiaries for the past 10 years (if however, a non-executive director or audit & supervisory board member of the Company or its subsidiaries at some point in the past 10 years, the 10 years prior to being appointed to that role).
- (2) Not being one of the Company's major shareholders (a shareholder with 10% or more of voting rights) or an executive thereof.
- (3) Not being an executive of a corporation of which the Company is a major shareholder (a shareholder with 10% or more of voting rights).
- (4) Not being a major client or supplier (a client or supplier from whom the value of average payments for transactions to the Company or its subsidiaries over the past 3 fiscal years exceeds 2% of the average annual consolidated net sales of the Company over the past 3 fiscal years) of the Company or its subsidiaries or an executive thereof.
- (5) Not being a party whose major client or supplier is the Company or its subsidiaries (a party to whom the value of average payments for transactions by the Company or its subsidiaries over the past 3 fiscal years exceeds 2% of the average annual consolidated net sales of that party over the past 3 fiscal years), or an executive thereof.
- (6) Not being an executive of a major financial institution with which the Company has borrowings (a financial institution from whom the average amount of the Company's consolidated fiscal-year-end balance of borrowings over the past 3 fiscal years exceeds 2% of the Company's average annual consolidated fiscal-year-end total assets over the past 3 fiscal years) nor having been an executive thereof for the past 3 years.
- (7) Not being an attorney, certified public accountant, certified public tax accountant, other consultant, researcher or educator in receipt from the Company of a large amount of monetary consideration or other property (an average annual amount over the past 3 fiscal years of over \(\pm\)10 million for individuals or, in the event the recipient is a corporation or other organization that said individual is affiliated with or retained by, of an amount in excess of 2% of that organization's average annual total revenues over the past 3 fiscal years) other than Director or Audit & Supervisory Board Member remuneration.
- (8) Not being a close relative (spouse, person within the second degree of kinship or relative living together) of an executive (limited to key personnel) of the Company or its subsidiaries.
- (9) In addition to items (1) through (8) above, being such person as the Board of Directors determines to be a person whose independence as an independent Outside Officer is unquestionable and for whom there is no rationally determined risk of a conflict of interest with the general shareholders of the Company.

#### (Reference) Nomination and Remuneration Advisory Committee

On April 1, 2019, the Company established its Nomination and Remuneration Advisory Committee, which acts as an advisory body under the Board of Directors with the aims of strengthening the Board of Directors' independence, objectivity and accountability in relation to matters such as the nomination and remuneration of the Directors, and further enhancing corporate governance. In response to consultation by the Board of Directors, the committee deliberates on matters that include nomination of Director and Audit & Supervisory Board Member candidates, appointment of senior management, senior management succession planning, and remuneration of Directors. The committee then reports details of such deliberations to the Board of Directors.

A majority of the committee's members are independent Outside Directors, with no fewer than three of its members selected by resolution of the Board of Directors. The following individuals shall be named committee chair and committee members in the event that Proposal 2 "Election of Nine (9) Directors" is approved without change.

Committee chair: KINOSHITA Kojiro (President & CEO)

Committee member: OHE Tadashi (independent Outside Director)

Committee member: OBAYASHI Hidehito (independent Outside Director) Committee member: KATAOKA Kazunori (independent Outside Director)

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