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Securities Code: 6486

Start date of measures for electronic provision: May 25, 2023

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To our shareholders:

Tetsuji Tsuru
Representative Director and President
Eagle Industry Co., Ltd.
(Location of the Head Office)
1-12-15 Shiba-Daimon, Minato-ku, Tokyo
(Location of the Headquarters)
14F, Shiba-Park Bldg.-B, 2-4-1, Shiba-koen, Minato-ku,
Tokyo

NOTICE OF THE FY2022 ORDINARY GENERAL MEETING OF SHAREHOLDERS

The FY2022 Ordinary General Meeting of Shareholders of Eagle Industry Co., Ltd. (the “Company”) will be held as described below.

When convening this general meeting of shareholders, the Company takes measures for providing information that constitutes the content of reference documents for the shareholders meeting, etc. (items for which measures for providing information in electronic format are to be taken) in electronic format. This information is posted on each of the websites below, so please access either of those websites to confirm the information.

The Company’s website:

Access the following website or QR code, then click “Information.”

The Company’s website:

<https://www.ekkeagle.com/en/>

TSE website (Listed Company Search):

In addition to posting items subject to measures for electronic provision on the website above, the Company also posts this information on the website of the Tokyo Stock Exchange (TSE).

Access the following TSE website, enter “Eagle Industry” in “Issue name (company name)” or the Company’s securities code “6486” in “Code,” and click “Search.” Then, click “Basic information” and select “Documents for public inspection/PR information.” Under “Filed information available for public inspection,” click “Click here for access” under “[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].”

TSE website:

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

If you are unable to attend the meeting in person, you may exercise your voting rights via the Internet or postal mail. Please review the attached Reference Documents for the General Meeting of Shareholders and exercise your voting rights no later than 5:15 p.m., Monday, June 26, 2023 (JST).

If exercising voting rights via the Internet:

Please access the Company’s designated voting rights website (<https://evote.tr.mufg.jp/>) (in Japanese), use the “Voting Rights Exercise Code” and “Password” provided on the voting exercise form sent together with the Convocation Notice, and fill in your approval or disapproval of the proposals by the above exercise deadline according to the instructions on the screen.

If exercising voting rights by postal mail:

Please indicate your approval or disapproval of the proposals on the voting exercise form and return it by postal mail to reach us no later than the above exercise deadline.

- 1. Date and Time:** Tuesday, June 27, 2023 at 10:00 a.m. (JST) (Reception will open at 9:00 a.m.)
- 2. Venue:** Room A, AP Hamamatsucho, B1F, Shiba-Park Bldg.-B
2-4-1, Shiba-koen, Minato-ku, Tokyo
- Please note that the venue is different from that of the previous year. In the event that the venue is changed, notice will be provided on our website (<https://www.ekkeagle.com/jp/>) (in Japanese).

3. Purposes:

Items to be reported:

1. Business Report and Consolidated Financial Statements for the FY2022 (from April 1, 2022 to March 31, 2023), as well as the results of audit of the Consolidated Financial Statements by the Accounting Auditor and the Audit & Supervisory Board
2. Non-Consolidated Financial Statements for the FY2022 (from April 1, 2022 to March 31, 2023)

Items to be resolved:

- Proposal 1:** Appropriation of surplus
- Proposal 2:** Amendment to the Articles of Incorporation
- Proposal 3:** Election of nine (9) Directors
- Proposal 4:** Election of two (2) Audit & Supervisory Board Members

- Note that, for this general meeting of shareholders, paper-based documents stating items for which measures for providing information in electronic format are to be taken, excluding the below items, will be delivered to all shareholders regardless of whether they have made a request for delivery of such documents. If revisions to the items subject to measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on the websites listed on page 1 of this document.
- Business Report
- (1) Among Items Related to the Current Status of the Corporate Group, “main business contents,” “major sales offices and factories,” “status of employees,” and “status of major borrowers”
 - (2) Among Items Related to Company Officers, “Items related to Outside Officers”
 - (3) Items Related to Company Shares
 - (4) Items Related to Stock Acquisition Rights
 - (5) Status of the Accounting Auditor
 - (6) Structure to Ensure Appropriate Operations and Operational Status of Said Structure
 - Consolidated Financial Statements “Consolidated Statement of Shareholders’ Equity” and “Notes to Consolidated Financial Statements”
 - Non-Consolidated Financial Statements “Balance Sheets,” “Statements of Income,” “Statement of Shareholders’ Equity,” and “Notes to Non-Consolidated Financial Statements”
 - Accounting audit report on Non-Consolidated Financial Statements
- If attending the meeting in person, please present the voting form at the reception desk.

Reference Documents for the General Meeting of Shareholders

Proposal 1: Appropriation of surplus

The Company's basic policy regarding the distribution of profits to our shareholders is to pay stable dividends that take into account the balance between profit return and internal reserves for medium- to long-term growth.

In line with the above, we have set a DOE target of at least 2.5% for the new medium-term management plan, which begins in the current fiscal year, and propose payment as follows.

Matters related to year-end dividends

In accordance with the above basic policy, the Company proposes to pay a year-end dividend of 45 yen per share for FY2022.

As 25 yen per share was paid as an interim dividend, total dividends per share for the fiscal year will be 70 yen.

1. Type of dividend property
Cash
2. Allocation of dividend property and total amount thereof
45 yen per common share of the Company
Total amount of dividends: 2,239,100,775 yen
3. Effective date of distribution of dividends of surplus
June 28, 2023

Proposal 2: Amendment to the Articles of Incorporation

1. Reasons for the Proposal

To partially change the business purpose in light of the further expansion of business contents of the Company.

2. Content of Amendments

Details of the proposed amendments are as follows:

(Underlining denotes change)

Current Articles of Incorporation	Proposed amendments
<p>(Purpose) Article 2 The purpose of the Company is to engage in the following businesses.</p> <ol style="list-style-type: none"> 1. Manufacture and sale of sealing equipment and sealing equipment related products 2. Manufacture and sale of marine equipment products 3. Manufacture and sale of valves, couplings, insulating materials and pipes, and power transmission devices 4. Manufacture and sale of bearings 5. Manufacture and sale of hydraulic and pneumatic equipment and related parts 6. Manufacture and sale of carbon, ceramic, alloy, and synthetic resin products 7. Manufacture, processing, and sale of optoelectronic products such as semiconductors and light emitting/receiving elements, electronic equipment/devices, and related products 8. Undertaking installation work and incidental work related to the products and related products in the preceding items (Newly established) <p><u>9.</u> All work incidental to the preceding items</p>	<p>(Purpose) Article 2 The purpose of the Company is to engage in the following businesses.</p> <ol style="list-style-type: none"> 1. Manufacture and sale of sealing equipment and sealing equipment related products 2. Manufacture and sale of marine equipment products 3. Manufacture and sale of valves, couplings, insulating materials and pipes, and power transmission devices 4. Manufacture and sale of bearings 5. Manufacture and sale of hydraulic and pneumatic equipment and related parts 6. Manufacture and sale of carbon, ceramic, alloy, and synthetic resin products 7. Manufacture, processing, and sale of optoelectronic products such as semiconductors and light emitting/receiving elements, electronic equipment/devices, and related products 8. Undertaking installation work and incidental work related to the products and related products in the preceding items <u>9. Storage and warehousing of the products and related products in the preceding items</u> <p><u>10.</u> All work incidental to the preceding items</p>

Proposal 3: Election of nine (9) Directors

The terms of office of all eight (8) Directors will expire at the conclusion of this Meeting. Therefore, the Company proposes the election of nine (9) Directors, increasing the number of Directors by one (1) in order to further strengthen the management structure.

The candidates for Directors are as follows:

No.	Name (Date of birth)	Career summary, position and responsibilities	Number of the Company's shares owned
1	Tetsuji Tsuru (August 16, 1949) Reelection Male Board meeting attendance 12/13 meetings	<p>Apr. 1972 Joined NOK CORPORATION June 1977 Director and Vice President, NOK Inc. June 1979 Director, the Company June 1981 MBA, Sloan School of Management, Massachusetts Institute of Technology</p> <p>Jan. 1982 Managing Director, the Company Apr. 1984 Senior Managing Director, the Company June 1985 Representative Director and Vice President, the Company June 1989 Representative Director and President, the Company June 2006 Director, NOK CORPORATION June 2018 Representative Director, Chairman of the Board and President, the Company (incumbent) [Significant concurrent positions outside the Company] Representative Director and Chairman, EagleBurgmann Japan Co., Ltd.</p>	151,100
<p>Reasons for nomination as a candidate for Director Tetsuji Tsuru has worked as the Company's Representative Director and President for many years and, based on his plentiful knowledge and experience from that business management activity, we have made him a candidate for Director and ask for his reelection.</p>			
2	Masaki Nakao (April 9, 1955) Reelection Male Board meeting attendance 13/13 meetings	<p>Apr. 1980 Joined the Company June 2005 Director, the Company June 2009 Operating Officer, the Company Jan. 2011 Senior Operating Officer and General Manager, Corporate Strategic Planning Office, the Company June 2018 Senior Managing Director and General Manager, Corporate Strategic Planning Office, the Company Oct. 2020 Representative Director and Vice President and General Manager, Corporate Strategic Planning Office, the Company June 2022 Representative Director and Vice President, the Company Feb. 2023 Representative Director, Vice President and General Manager, Defense Business Corporate Office, the Company (incumbent)</p>	22,400
<p>Reasons for nomination as a candidate for Director Masaki Nakao has plentiful experience and results related to conducting the Group's overseas business and corporate planning, and we have made him a candidate for Director and ask for his reelection.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities		Number of the Company's shares owned
3	Shinji Abe (January 14, 1959) Reelection Male Board meeting attendance 13/13 meetings	Apr. 1981 Oct. 2004 June 2007 June 2008 June 2009 June 2010 Apr. 2020 June 2022	Joined NOK CORPORATION Branch Manager, Anjo Branch I, Corporate Sales & Marketing Division, NOK CORPORATION Director, the Company Managing Director, the Company Senior Operating Officer, the Company Senior Managing Director and General Manager, Corporate Sales & Marketing Division, the Company Senior Managing Director and General Manager, Global Quality and Environmental Control Office (currently General Manager, Safety, Environmental and Quality Control Office), the Company Representative Director, Senior Managing Director and General Manager, Safety, Environmental and Quality Control Office, the Company (incumbent)	42,900
Reasons for nomination as a candidate for Director Shinji Abe has plentiful experience and results in business and sales activities of our Group's products. Taking advantage of his knowledge in these areas, we have made him a candidate for Director and ask for his reelection to further promote quality control and health, safety and environmental management activities at our Company.				
4	Norio Uemura (February 24, 1959) Reelection Male Board meeting attendance 12/13 meetings	Mar. 1989 June 2010 Jan. 2014 June 2014 Mar. 2016 June 2022	Joined NOK CORPORATION Operating Officer, the Company Senior Operating Officer, the Company Senior Managing Director and General Manager, Engineering Division, the Company Doctor of Engineering Representative and Senior Managing Director and General Manager, Engineering Division, the Company (incumbent)	22,700
Reasons for nomination as a candidate for Director Norio Uemura has plentiful experience and results with our Group's products and service technology and has deep insight as a Doctor of Engineering. Therefore, we have made him a candidate for Director and ask for his reelection.				
5	Masahide Shimada (March 19, 1966) Reelection Male Board meeting attendance after assuming office as Director 9/9 meetings	Apr. 1988 Apr. 2011 June 2018 June 2019 Apr. 2020 June 2022 Feb. 2023	Joined the Company Department Manager, Manufacturing Engineering Department, AI·CI Division, the Company Operating Officer and Deputy General Manager, AI·CI Division, the Company Operating Officer and General Manager, AI·CI Division, the Company Senior Operating Officer and General Manager, AI·CI Division, the Company Senior Managing Director and General Manager, AI·CI Division, the Company Senior Managing Director, General Manager, AI·CI Division and General Manager, Nuclear Power Business Corporate Office, the Company (incumbent)	14,300
Reasons for nomination as a candidate for Director Masahide Shimada has plentiful experience and results in supervising production technology and other aspects of the Company's businesses in the automotive and construction machinery industries. Therefore, we have made him a candidate for Director and ask for his reelection.				

No.	Name (Date of birth)	Career summary, position and responsibilities	Number of the Company's shares owned
6	<p>Hidetaka Yamamoto (April 20, 1960) New election Male Board meeting attendance -</p>	<p>Apr. 1987 Joined the Company Jan. 2018 Operating Officer and Deputy General Manager, Corporate Sales & Marketing Division, the Company Apr. 2020 Senior Operating Officer and General Manager, Corporate Sales & Marketing Division, the Company Nov. 2020 Senior Operating Officer, General Manager, Corporate Sales & Marketing Division, and Deputy General Manager, AI·CI Division, the Company Apr. 2023 Senior Operating Officer and General Manager, Corporate Sales & Marketing Division, the Company (incumbent)</p>	5,000
<p>Reasons for nomination as a candidate for Director Hidetaka Yamamoto has plentiful experience and results in the business promotion and sales activities related to the Group's products and services. Therefore, we have newly nominated him a candidate for Director to further increase sales and promote business activities.</p>			
7	<p>Makoto Kikkawa (August 25, 1947) New election Outside Director Male Board meeting attendance -</p>	<p>Apr. 1970 Joined The Industrial Bank of Japan, Limited Nov. 1998 Director and Deputy President, The Long-Term Credit Bank of Japan, Limited Mar. 2000 Managing Executive Officer, The Industrial Bank of Japan, Limited Sept. 2000 Managing Executive Officer, Mizuho Holdings, Inc. Apr. 2002 Senior Managing Executive Officer, Mizuho Bank, Ltd. June 2003 Representative Director and Vice President, Millennium Retailing, Inc. Apr. 2007 Executive Officer, Kyowa Hakko Kogyo Co., Ltd. June 2007 Executive Officer, Kyowa Hakko Kogyo Co., Ltd. and Representative Director and President, Kyowa Hakko Chemical Co., Ltd. Apr. 2012 Representative Director and President, KH Neochem Co., Ltd. June 2014 Outside Director, Sakai Heavy Industries, Ltd. Sept. 2014 Director and Chairman, KH Neochem Co., Ltd. June 2015 Outside Director and Audit and Supervisory Committee Member, Sakai Heavy Industries, Ltd. (incumbent) [Significant concurrent positions outside the Company] Outside Director and Audit and Supervisory Committee Member, Sakai Heavy Industries, Ltd. * He is scheduled to retire from said company upon the conclusion of the Annual General Meeting of Shareholders planned to be held in June 2023.</p>	-
<p>Reasons for nomination as a candidate for Outside Director and overview of expected roles Makoto Kikkawa has abundant experience and extensive knowledge in corporate management in financial institutions and business companies. We expect him to continue providing supervision and counsel on the execution of duties by the Company's Directors and from an objective, broad and advanced perspective and so have newly nominated him as a candidate for Outside Director. If elected, he will be involved in selection of candidates for officer positions and determination of officer compensation from an objective and neutral standpoint as a member of the Nomination and Compensation Committee.</p>			

No.	Name (Date of birth)	Career summary, position and responsibilities	Number of the Company's shares owned
8	Katsuhiko Shono (February 16, 1952) New election Outside Director Male Board meeting attendance -	<p>Mar. 1970 Joined the Ministry of International Trade and Industry (currently the Ministry of Economy, Trade and Industry)</p> <p>July 1985 Transferred to Toronto Center, Japan External Trade Organization</p> <p>June 2002 General Manager, Traditional Crafts Industries Office, Manufacturing Industries Bureau, Ministry of Economy, Trade and Industry</p> <p>June 2005 Managing Director, The Japan Society of Industrial Machinery Manufacturers</p> <p>May 2021 Advisor, The Japan Society of Industrial Machinery Manufacturers</p> <p>May 2023 Advisor and Director, The Japan Society of Industrial Machinery Manufacturers (incumbent)</p> <p>[Significant concurrent positions outside the Company] Advisor and Director, The Japan Society of Industrial Machinery Manufacturers</p>	-
<p>Reasons for nomination as a candidate for Outside Director and overview of expected roles</p> <p>Katsuhiko Shono is expected to provide supervision and counsel on the execution of duties by the Company's Directors from an objective, broad and advanced perspective based on his vast amount of experience in the industrial machinery field and high principles, so we have newly nominated him as a candidate for Outside Director. Also, he has not been involved in corporate management in the past so we believe he can appropriately carry out the duties of an Outside Director. If elected, he will be involved in selection of candidates for officer positions and determination of officer compensation from an objective and neutral standpoint as a member of the Nomination and Compensation Committee.</p>			
9	Masako Sakaguchi (March 31, 1967) New election Outside Director Female Board meeting attendance -	<p>Apr. 1996 Registered as an attorney at law (member of the Dai-ichi Tokyo Bar Association)</p> <p>May 1999 Master in Laws (LL.M.), Northwestern University School of Law</p> <p>Jan. 2001 Registered as attorney in the State of New York</p> <p>Jan. 2009 Judicial commissioner, Tokyo Summary Court (incumbent)</p> <p>Apr. 2014 Professor, Legal Training and Research Institute, Supreme Court of Japan</p> <p>Nov. 2018 Bar Examination Committee Member (Civil law) Preliminary Bar Examination Committee Member (Civil law)</p>	500
<p>Reasons for nomination as a candidate for Outside Director and overview of expected roles</p> <p>Masako Sakaguchi is expected to provide supervision and counsel on the execution of duties by the Company's Directors from an objective, broad and advanced perspective based on her vast amount of experience as an attorney and high principles, so we have newly nominated her as a candidate for Outside Director. Also, she has not been involved in corporate management in the past so we believe she can appropriately carry out the duties of an Outside Director. If elected, she will be involved in selection of candidates for officer positions and determination of officer compensation from an objective and neutral standpoint as a member of the Nomination and Compensation Committee.</p>			

- (Notes)
1. Candidate Tetsuji Tsuru also serves as Representative Director and Chairman of EagleBurgmann Japan Co., Ltd., and the Company has a business relationship, selling and purchasing products, etc., with this company.
 2. There are no special interests between the other candidates and the Company.
 3. Candidate Masahide Shimada was elected at the FY2021 Ordinary General Meeting of Shareholders and has participated in all Board meetings held thereafter.
 4. Makoto Kikkawa, Katsuhiko Shono, and Masako Sakaguchi are candidates for Outside Director.

5. The Company has entered into a liability insurance agreement for officers, etc. with all directors as insured as set forth in Article 430-3, Paragraph 1 of the Companies Act. It covers damages that may arise from insured directors being liable in relation to the execution of their duties or being subjected to claims pursuing such liability. The grounds for exemption ensure that the appropriateness of the execution of duties is not impaired, by excluding damages arising from unlawful acts on the part of the insured or actions taken while recognizing that they violate the law. If the candidates assume office, they will become insured under the agreement, and the agreement will be renewed as long as they serve as director.
6. The following is an overview of the contents of the limited liability agreements with Outside Directors.
If the election of Makoto Kikkawa, Katsuhiko Shono, and Masako Sakaguchi is approved, the Company will conclude an agreement with each candidate under the provision of Article 427, paragraph 1 of the Companies Act to limit liability for damages as provided for in Article 423, paragraph 1 of the Act. The limit of liability as provided for in this agreement is the amount specified by laws and regulations.
7. Makoto Kikkawa, Katsuhiko Shono, and Masako Sakaguchi satisfy the criteria for Independent Director according to the regulations of the Tokyo Stock Exchange, Inc., and if their election is approved, the Company plans to register each candidate as an Independent Director.

Proposal 4: Election of two (2) Audit & Supervisory Board Members

The terms of office of current Audit & Supervisory Board Members, Hiroyasu Hayashi and Nozomu Maehara, will expire at the conclusion of this Meeting. Therefore, the Company proposes the election of two (2) Audit & Supervisory Board Members. The Audit & Supervisory Board has already given its consent to this proposal.

The candidates for Audit & Supervisory Board Member are as follows:

Candidate	Name (Date of birth)	Career summary and position		Number of the Company's shares owned
1	Yasumitsu Iba (June 29, 1961) New election Male Board meeting attendance - meetings Audit & Supervisory Board meeting attendance - meetings	Apr. 1985	Joined The Long-Term Credit Bank of Japan, Limited	4,700
		Nov. 2000	Joined The Industrial Bank of Japan, Limited	
		Oct. 2007	Joined State Street Trust and Banking Co., Ltd.	
		July 2010	Joined the Company	
		Jan. 2013	General Manager, Accounting Department, Financial and Accounting Division, the Company	
		July 2017	Deputy General Manager, Financial and Accounting Division, the Company	
		June 2019	Operating Officer and Deputy General Manager, Financial and Accounting Division, the Company	
		Jan. 2020	Operating Officer, the Company, Senior Managing Director, EagleBurgmann Japan Co., Ltd.	
		Jan. 2023	Operating Officer and Deputy General Manager, Financial and Accounting Division, the Company (incumbent)	
Reasons for nomination as a candidate for Audit & Supervisory Board Member Yasumitsu Iba has abundant experience and accomplishments in financial institutions and the financial and accounting areas of the Group, and we have newly nominated him a candidate for Audit & Supervisory Board Member with the expectation that his deep specialization in these areas will be reflected in the auditing of the execution of duties.				
2	Nozomu Maehara (February 19, 1959) Reelection Outside Director Male Board meeting attendance 13/13 meetings Audit & Supervisory Board meeting attendance 13/13 meetings	Apr. 1982	Joined NOK CORPORATION	2,000
		Apr. 2003	General Manager, Sales Management Dept. Corporate Sales & Marketing Division, NOK CORPORATION	
		July 2010	Vice Division Manager, Plastics and Urethane Business Division, NOK CORPORATION	
		Apr. 2016	Deputy General Manager, Corporate Business Promotion Division, NOK CORPORATION	
		June 2019	Outside Audit & Supervisory Board Member, the Company (incumbent)	
		June 2020	Standing Corporate Auditor, NOK CORPORATION (incumbent)	
		[Significant concurrent positions outside the Company] Standing Corporate Auditor, NOK CORPORATION		
Reasons for nomination as a candidate for Outside Audit & Supervisory Board Member Based on Nozomu Maehara's experience from many years of work related to sales and business management at NOK CORPORATION, an important trade partner of the Company, and to have his plentiful knowledge and experience in areas very much related to the Company's business reflected in the Company's audit, we have made him a candidate for Outside Audit & Supervisory Board Member and ask for his reelection.				

- (Notes)
1. There are no special interests between any of the candidates and the Company.
 2. Nozomu Maehara is a candidate for Outside Audit & Supervisory Board Member.
 3. Nozomu Maehara is currently an Outside Audit & Supervisory Board Member of the Company and at the conclusion of this Meeting, he will have been an Audit & Supervisory Board Member for four years.
 4. Nozomu Maehara is concurrently a Standing Auditor of NOK CORPORATION, and the Company has a business relationship, selling and purchasing products, etc., with this company.

5. The following is an overview of the contents of the limited liability agreement with the Audit & Supervisory Board Members.
If the election of Yasumitsu Iba is approved as an Audit & Supervisory Board Member, the Company will conclude an agreement with him under the provision of Article 427, paragraph 1 of the Companies Act to limit liability for damages as provided for in Article 423, paragraph 1 of the Act. The limit of liability as provided for in this agreement is the amount specified by laws and regulations. If the reelection of Nozomu Maehara is approved, the Company plans to renew a limited liability agreement with the same content with him.
6. The Company has entered into a liability insurance agreement for officers, etc. as set forth in Article 430-3, Paragraph 1 of the Companies Act. It covers damages that may arise from insured Audit & Supervisory Board Members being liable in relation to the execution of their duties or being subjected to claims pursuing such liability. The grounds for exemption ensure that the appropriateness of the execution of duties is not impaired, by excluding damages arising from unlawful acts on the part of the insured or actions taken while recognizing that they violate the law. If each candidate assumes the office of Audit & Supervisory Board Member, they will become insured under the agreement, and the agreement will be renewed as long as they serve as Audit & Supervisory Board Members.

(Reference) Areas where the Company has Particular Expectations of Directors and Audit & Supervisory Board Members

(Management Structure after the Approval of Proposal 3 and Proposal 4 (Planned))

		Corporate management	Business strategy	Business sales	Finance and accounting	Technological R&D	Internationality	ESG
Directors	Tetsuji Tsuru	○	○		○		○	
	Masaki Nakao	○	○				○	
	Shinji Abe			○				○
	Norio Uemura			○		○		
	Masahide Shimada		○				○	
	Hidetaka Yamamoto		○	○				
	Makoto Kikkawa	○			○			
	Katsuhiko Shono		○			○		
	Masako Sakaguchi						○	○
Audit & Supervisory Board Members	Hideo Satake		○				○	
	Yasumitsu Iba				○		○	
	Nozomu Maehara			○				○
	Hideki Watanabe				○		○	
	Atsushi Kajitani	○				○		

(Note) The above table presents skills that the Company particularly expects from individuals, and it does not represent the entirety of each individual's knowledge and experience.