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(Securities Code: 7856)

January 4, 2023

To our shareholders:

Kazushi Asano  
Representative Director and President  
**Hagihara Industries Inc.**  
1-4, Nakadori, Mizushima, Kurashiki-  
shi, Okayama

## Notice of the 60th Annual General Meeting of Shareholders

We are pleased to announce the 60th Annual General Meeting of Shareholders of Hagihara Industries Inc. (the “Company”), which will be held as indicated below.

As you can exercise your voting rights even if you do not attend the meeting by doing so in writing or by using the internet, etc. beforehand, **please exercise your voting rights beforehand if at all possible**. To exercise your voting rights, please review the attached Reference Documents for the General Meeting of Shareholders and **exercise your voting rights by 5:30 p.m. on Tuesday, January 24, 2023 (JST)**.

All shareholders attending the General Meeting of Shareholders are asked to check the situation concerning the spread of the coronavirus and their individual physical condition at the time of the meeting, and to wear a mask and take other measures to prevent the spread of infection.

**1. Date and Time:** Wednesday, January 25, 2023, at 10:00 a.m. (JST)

**2. Venue:** Ivy Emerald Hall, Kurashiki Ivy Square  
7-2, Honmachi, Kurashiki-shi, Okayama

**3. Purpose of the Meeting:**

**Matters to be reported**

1. The Business Report and the Consolidated Financial Statements for the 60th fiscal year (from November 1, 2021 to October 31, 2022), and the results of audits of the Consolidated Financial Statements by the Financial Auditor and the Audit & Supervisory Board
2. The Non-consolidated Financial Statements for the 60th fiscal year (from November 1, 2021 to October 31, 2022)

**Matters to be resolved**

- Proposal No. 1:** Appropriation of Surplus  
**Proposal No. 2:** Amendment to the Articles of Incorporation  
**Proposal No. 3:** Election of Seven (7) Directors

#### **4. Matters Decided Regarding the Convocation:**

- (1) When voting, each proposal in the voting form you do not mark shall be deemed as a vote of approval.
- (2) If you exercise your voting rights multiple times via the internet, only the most recent exercise of voting rights shall be deemed valid.
- (3) When voting rights are exercised in duplicate, both in writing and via the internet, the vote via the internet shall be deemed valid, regardless of dates of arrival.
- (4) If you diversely exercise your voting rights, you are requested to notify the Company in writing of your intention to do so and state the reason for this no later than three (3) days before the meeting.

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- When you attend the meeting, you are kindly requested to present the enclosed voting form at the reception.
  - If any changes are made to items in the Business Report, Consolidated Financial Statements, Non-consolidated Financial Statements or to the Reference Documents for the General Meeting of Shareholders, such changes will be posted on the Company's website (<https://www.hagihara.co.jp/>).
  - Pursuant to the relevant laws and regulations and Article 15 of the Company's Articles of Incorporation, among documents to be attached to this notice of Annual General Meeting of Shareholders, "Notes to the Consolidated Financial Statements" and "Notes to the Non-consolidated Financial Statements" are posted on the Company's website (<https://www.hagihara.co.jp/>) and are not attached to this notice.

Consequently, Consolidated Financial Statements and Non-consolidated Financial Statements stated in the documents attached to this notice of Annual General Meeting of Shareholders consist of part of the Consolidated Financial Statements, Non-consolidated Financial Statements and other documents that were audited by the Audit & Supervisory Board Members and the Financial Auditor in preparing their audit reports.

Note to shareholders

Regarding measures to prevent spread and infection of COVID-19

The Company will take the following measures to prevent the spread and infection of the novel coronavirus disease (COVID-19) at the 60th Annual General Meeting of Shareholders. We ask for your understanding and cooperation on this matter.

[Requests to shareholders]

- Please refrain from attending the meeting regardless of the state of your health, and if at all possible, exercise your voting rights beforehand.
- As the seats in the venue will be arranged with a distance between them exceeding that of previous years, there will only be a limited number of seats. Please accept that once the seating capacity has been filled, entry will be declined to any additional people wishing to enter.

[Requests to shareholders attending in person]

- Please wear a mask.
- Temperature checking equipment will be placed near the entrance of the venue to check everyone's body temperature. Any person with a fever or who is deemed to be in poor physical health may not be admitted.

If significant changes are made to the holding and running of the General Meeting of Shareholders due to future circumstances, they will be announced on the Company's website shown below.

The Company's website (<https://www.hagihara.co.jp/>)

## Reference Documents for the General Meeting of Shareholders

### Proposals and references

#### Proposal No. 1: Appropriation of Surplus

The Company recognizes increasing the return of profit to its shareholders as a key management priority, and it maintains a basic policy of paying stable dividends while giving comprehensive consideration to matters including the Company's business performance trends and financial position. Accordingly, it proposes the payment of year-end dividends and other appropriation of surplus as follows:

1. Year-end dividends

i) Type of dividend property

To be paid in cash.

ii) Allotment of dividend property and their aggregate amount

The Company proposes to pay a dividend of ¥18 per common share of the Company.

In this event, the total dividends will be ¥252,830,916.

iii) Effective date of dividends of surplus

The dividends will take effect on January 26, 2023.

2. Other appropriation of surplus

i) Item of surplus to be increased and amount of increase

General reserve: ¥300,000,000

ii) Item of surplus to be decreased and amount of decrease

Retained earnings brought forward: ¥300,000,000

## **Proposal No. 2: Amendment to the Articles of Incorporation**

### 1. Reason for proposal

- (1) In line with the enforcement of the revised provisions provided for in the proviso to Article 1 of the Supplementary Provisions of the Act Partially Amending the Companies Act (Act No. 70 of 2019) on September 1, 2022, and the introduction of the system for providing informational materials for the general meeting of shareholders in electronic format, the Company proposes to make the following changes to parts of its Articles of Incorporation.
  - (i) As the Company is now obligated to stipulate in the Articles of Incorporation that it will take measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc., in electronic format, Article 15 (Measures, etc. for Providing Information in Electronic Format), paragraph 1 in the Proposed Amendments will be newly established.
  - (ii) Regarding the information that constitutes the content of the reference documents for the general meeting of shareholders, etc., Article 15 (Measures, etc. for Providing Information in Electronic Format), paragraph 2 in the Proposed Amendments will be newly established to enable the Company to limit the scope of the items to be stated in the paper-based documents to be delivered to shareholders who have requested the delivery of paper-based documents, among the items for which the measures for providing information in electronic format will be taken, to the scope designated by the Ministry of Justice Order.
  - (iii) As the provision under Article 15 (Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders, Etc.) of the Current Articles of Incorporation shall no longer be required with the introduction of the system for providing informational materials for the general meeting of shareholders in electronic format, the provision will be deleted.
  - (iv) Article 2 of the Supplementary Provisions will be established regarding the effective period of the above provision in (iii) to be deleted. In addition, Article 2 of the Supplementary Provisions shall be deleted after the specified date has passed.
- (2) In order to ensure that Directors who are not executive Directors and all Audit & Supervisory Board Members can fully perform their expected roles, necessary changes will be made to Article 31 (Exemption of Directors From Liability), paragraph 2 and Article 41 (Exemption of Audit & Supervisory Board Members From Liability), paragraph 2 of the Current Articles of Incorporation so that limited liability agreements can also be entered with Directors who are not executive Directors and Audit & Supervisory Board Members who are not Outside Audit & Supervisory Board Members. For the amendment to Article 31 of the Current Articles of Incorporation, consent has been obtained from each Audit & Supervisory Board Member.

## 2. Details of amendments

The details of amendments are as follows.

(Underlined portions indicate the proposed amendments.)

Current Articles of Incorporation	Proposed Amendments
<p>Article 15 (<u>Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders, Etc.</u>)</p> <p><u>When the Company convenes a general meeting of shareholders, if it discloses information that is to be stated or presented in the reference documents for the general meeting of shareholders, business report, non-consolidated financial statements and consolidated financial statements through the internet in accordance with the provisions prescribed by the Ministry of Justice Order, it may be deemed that the Company has provided this information to shareholders.</u></p>	<p>(Deleted)</p>
<p>(Newly established)</p>	<p>Article 15 (<u>Measures, etc. for Providing Information in Electronic Format</u>)</p> <ol style="list-style-type: none"> <li>1. <u>When the Company convenes a general meeting of shareholders, it shall take measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. in electronic format.</u></li> <li>2. <u>Among items for which the measures for providing information in electronic format will be taken, the Company may exclude all or some of those items designated by the Ministry of Justice Order from statements in the paper-based documents to be delivered to shareholders who requested the delivery of paper-based documents by the record date of voting rights.</u></li> </ol>
<p>Article 31 (Exemption of Directors From Liability)</p> <ol style="list-style-type: none"> <li>1. The Company may, by a resolution of the Board of Directors, exempt its Directors (including those who served as Directors in the past) from the liability for damages under Article 423, paragraph (1) of the Companies Act if the requirements prescribed by laws and regulations are satisfied, provided that the limit of such exemption shall be the amount of liability for damages remaining after deducting the minimum amount of liability prescribed by laws and regulations.</li> <li>2. The Company may enter into an agreement with <u>Outside Directors</u> to limit their liability for damages under Article 423, paragraph (1) of the Companies Act if the requirements prescribed by laws and regulations are satisfied. However, the limit of liability for damages of such agreements shall be the amount stipulated by laws and regulations.</li> </ol>	<p>Article 31 (Exemption of Directors From Liability)</p> <p>(Unchanged)</p> <ol style="list-style-type: none"> <li>2. The Company may enter into an agreement with <u>Directors (excluding those who are executive Directors)</u> to limit their liability for damages under Article 423, paragraph (1) of the Companies Act if the requirements prescribed by laws and regulations are satisfied. However, the limit of liability for damages of such agreements shall be the amount stipulated by laws and regulations.</li> </ol>
<p>Article 41 (Exemption of Audit &amp; Supervisory Board Members From Liability)</p> <ol style="list-style-type: none"> <li>1. The Company may, by a resolution of the Board of Directors, exempt its Audit &amp; Supervisory Board Members (including those who served as Audit &amp; Supervisory Board Members in the past) from the liability for damages under Article 423, paragraph (1) of the Companies Act if the requirements prescribed by laws and regulations are satisfied, provided that the limit of such exemption shall be the amount of liability for damages remaining after deducting the minimum amount of liability prescribed by laws and regulations.</li> </ol>	<p>Article 41 (Exemption of Audit &amp; Supervisory Board Members From Liability)</p> <p>(Unchanged)</p>

Current Articles of Incorporation	Proposed Amendments
<p>2. The Company may enter into an agreement with <u>Outside Audit &amp; Supervisory Board Members</u> to limit their liability for damages under Article 423, paragraph (1) of the Companies Act if the requirements prescribed by laws and regulations are satisfied. However, the limit of liability for damages of such agreements shall be the amount stipulated by laws and regulations.</p> <p>Supplementary Provisions (Newly established)</p>	<p>2. The Company may enter into an agreement with <u>Audit &amp; Supervisory Board Members</u> to limit their liability for damages under Article 423, paragraph (1) of the Companies Act if the requirements prescribed by laws and regulations are satisfied. However, the limit of liability for damages of such agreements shall be the amount stipulated by laws and regulations.</p> <p>Supplementary Provisions <u>Article 2</u></p> <p>1. <u>Article 15 of the Articles of Incorporation (Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders, Etc.) shall remain effective regarding any general meeting of shareholders held on a date within six (6) months from September 1, 2022.</u></p> <p>2. <u>The provisions of this article shall be deleted on the date when three (3) months have elapsed from the date of the general meeting of shareholders in the preceding paragraph.</u></p>

### Proposal No. 3: Election of Seven (7) Directors

The terms of office of all eight (8) Directors will expire at the conclusion of this meeting.

In that regard, the Company proposes the election of seven (7) Directors, lowering the number of Directors by one (1) to enable strategic and flexible decision making in the Board of Directors.

The candidates for Director are as follows:

Candidate No.	Name	Position and responsibility in the Company	
1	Kazushi Asano	Representative Director and President Chief Executive Officer	Reelection
2	Junichi Yoshida	Director Executive Officer, Division Manager of Supporting Division, General Manager of General Affairs Department	Reelection
3	Tatsuhiko Iiyama	Director Executive Officer, Division Manager of Engineering Business Division	Reelection
4	Masaki Inukai	Executive Officer, Division Manager of Plastics Business Division	New election
5	Manabu Fujita	Executive Officer, Vice Division Manager of Plastics Business Division, General Manager of Product Development Department	New election
6	Akane Ohara	Outside Director	Reelection Outside Independent
7	Yosuke Nishita	–	New election Outside Independent

Reelection

Candidate for Director to be  
reelected

New election

Candidate for Director to be newly elected

Outside

Candidate for Outside Director

Independent

Independent officer as defined by Tokyo  
Stock Exchange, Inc.



Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
1	Kazushi Asano (August 14, 1963)	<p>Mar. 1986    Joined the Company</p> <p>May 2004    Manager of General Affairs Department of Supporting Division</p> <p>Jan. 2007    Director, Manager of General Affairs Department of Supporting Division</p> <p>Jan. 2010    Executive Officer, Division Manager of Supporting Division</p> <p>Jan. 2011    Director &amp; Executive Officer, Division Manager of Supporting Division</p> <p>Nov. 2014    Director &amp; Executive Officer, Assistant to Senior Executive Manager of Plastics Business Headquarters</p> <p>Nov. 2015    Director &amp; Managing Executive Officer, Assistant to Senior Executive Manager of Plastics Business Headquarters, General Manager of Hagiline Division</p> <p>Jan. 2016    Representative Director and President &amp; Chief Executive Officer</p> <p>Nov. 2016    Representative Director and President &amp; Chief Executive Officer, General Manager of Plastics Business Division</p> <p>Nov. 2017    Representative Director and President &amp; Chief Executive Officer (present)</p>	20,000
<p>Reason for nomination as a candidate for Director</p> <p>Kazushi Asano assumed the position of Director of the Company in 2007, has abundant experience primarily related to administrative department, and is thoroughly familiar with the Company's business. Since 2016, he has led the Company as the Representative Director and President, and he is expected to continue contributing to the improvement of the Company's corporate value. Accordingly, the Company nominates him as a candidate for Director.</p>			
2	Junichi Yoshida (October 14, 1965)	<p>Apr. 1991    Joined Japan Development Bank (present Development Bank of Japan Inc.)</p> <p>Oct. 2008    Senior Vice President of Corporate Planning &amp; Coordination Department of Development Bank of Japan Inc.</p> <p>May 2009    Senior Vice President of Project Division Shikoku Branch</p> <p>May 2011    Chief Representative of Representative Office in Okayama</p> <p>Apr. 2014    Seconded to the Company, General Manager of Corporate Planning Division</p> <p>Nov. 2014    Division Manager of Supporting Division, General Manager of General Affairs Department</p> <p>Jan. 2015    Executive Officer, Division Manager of Supporting Division, General Manager of General Affairs Department</p> <p>Jan. 2017    Retired from Development Bank of Japan Inc.</p> <p>Director &amp; Executive Officer, Division Manager of Supporting Division, General Manager of General Affairs Department (present)</p>	1,000
<p>Reason for nomination as a candidate for Director</p> <p>Junichi Yoshida has abundant experience and insight gained over many years working at financial institutions, and his experience in administrative department is expected to continue contributing to the improvement of the Company's corporate value. Accordingly, the Company nominates him as a candidate for Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
3	Tatsuhiko Iiyama (January 20, 1964)	<p>Mar. 1982    Joined the Company</p> <p>Nov. 2007    Manager of Marketing Department of Engineering Division</p> <p>Nov. 2009    General Manager of Marketing Section of Marketing Development Department of Engineering Division</p> <p>Jan. 2010    Executive Officer, General Manager of Marketing Section of Marketing Development Department of Engineering Business Headquarters</p> <p>Nov. 2013    Executive Officer, General Manager of Domestic Marketing Section of Engineering Business Headquarters</p> <p>Nov. 2015    Executive Officer, General Manager of Technical Section of Engineering Business Headquarters</p> <p>Nov. 2018    Executive Officer, General Manager of Production Control Department of Engineering Business Division</p> <p>Nov. 2019    Executive Officer, Division Manager of Engineering Business Division</p> <p>Jan. 2020    Director &amp; Executive Officer, Division Manager of Engineering Business Division</p> <p>Nov. 2020    Director &amp; Executive Officer, Division Manager of Engineering Business Division, General Manager of Sales Department</p> <p>May 2021    Director &amp; Executive Officer, Division Manager of Engineering Business Division</p> <p>Nov. 2021    Director &amp; Executive Officer, Division Manager of Engineering Business Division, General Manager of Sales Department</p> <p>May 2022    Director &amp; Executive Officer, Division Manager of Engineering Business Division (present)</p>	2,900
<p>Reason for nomination as a candidate for Director</p> <p>Tatsuhiko Iiyama is expected to continue contributing to the improvement of the Company's corporate value because he has been involved in the machinery products business for many years, is currently demonstrating leadership in the operation of said business as a Director, and has considerable knowledge. Accordingly, the Company nominates him as a candidate for Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
4	Masaki Inukai (March 15, 1967)	<p>Mar. 1985    Joined the Company</p> <p>Nov. 2008    Manager of Sales Department of Hagiline Business Unit of Plastics Business Division</p> <p>Nov. 2009    General Manager of Sales Department of Hagiline Division of Plastics Business Division</p> <p>Nov. 2012    Transferred to PT. HAGIHARA WESTJAVA INDUSTRIES (Representative Director and President)</p> <p>Nov. 2017    General Manager of Tarpee Department of Plastics Business Division of the Company Representative Director and President of Japan Fabweld Co., Ltd.</p> <p>Jan. 2019    Executive Officer, General Manager of Tarpee Department of Plastics Business Division</p> <p>Nov. 2019    Executive Officer, General Manager of Industrial Materials Department of Plastics Business Division, General Manager of Sales Department</p> <p>Nov. 2021    Executive Officer, General Manager of Sales Headquarters of Plastics Business Division</p> <p>May 2022    Executive Officer, Division Manager of Plastics Business Division (present)</p>	2,000
<p>Reason for nomination as a candidate for Director</p> <p>Masaki Inukai is expected to contribute to the improvement of the Company's corporate value because he has been involved in the plastics-processed products business for many years, currently oversees the administration of said business as an Executive Officer, and has considerable knowledge. Accordingly, the Company nominates him as a candidate for Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
5	Manabu Fujita (June 30, 1970)	<p>Apr. 1989    Joined the Company</p> <p>Nov. 2009    General Manager of Sales Department of Tarpee Section of Plastics Business Division</p> <p>Nov. 2013    General Manager of Tarpee Section of Plastics Business Division Representative Director and President of Japan Fabweld Co., Ltd.</p> <p>Nov. 2016    Executive Officer, General Manager of Tarpee Department of Plastics Business Division</p> <p>Nov. 2017    Executive Officer, General Manager of Logistics Material Department of Plastics Business Division</p> <p>Nov. 2018    Executive Officer, General Manager of F-Line Department of Plastics Business Division</p> <p>Nov. 2019    Executive Officer, General Manager of Daily Commodity Materials Department of Plastics Business Division</p> <p>Nov. 2021    Executive Officer, General Manager of Business Development Headquarters of Plastics Business Division</p> <p>May 2022    Executive Officer, Vice Division Manager of Plastics Business Division, General Manager of Product Development Department (present)</p> <p>Nov. 2022    Representative Director and President of Japan Fabweld Co., Ltd. (present)</p>	2,000
<p>Reason for nomination as a candidate for Director</p> <p>Manabu Fujita is expected to contribute to the improvement of the Company's corporate value because he has been involved in the plastics-processed products business for many years, currently oversees the administration of said business as an Executive Officer, and has considerable knowledge. Accordingly, the Company nominates him as a candidate for Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
6	Akane Ohara (September 19, 1967)	<p>Apr. 1991    Joined MTB Investment Technology Institute Co., Ltd.</p> <p>Sep. 1994    Retired from MTB Investment Technology Institute Co., Ltd.</p> <p>May 2000    Director of the Board of Incorporated Foundation (present Public Interest Incorporated Foundation) Ohara Museum of Art</p> <p>Sep. 2007    Auditor of Incorporated Foundation (present Public Interest Incorporated Foundation) Ohara Syonokai (present)</p> <p>Apr. 2010    Director of the Board of General Incorporated Foundation (present Public Interest Incorporated Foundation) Yurinkai</p> <p>Jun. 2016    Chair of Social Welfare Corporation Wakatakenosono (present)</p> <p>Jul. 2016    Chair of Public Interest Incorporated Foundation Ohara Museum of Art (present)</p> <p>May 2018    Director of the Board of Public Interest Incorporated Foundation Kurashiki Archaeological Museum</p> <p>Jun. 2018    Director of the Board of Public Interest Incorporated Foundation KURASHIKI MUSEUM OF FOLK CRAFT (present)</p> <p>                  Director of the Board of Public Interest Incorporated Foundation Kurashiki City Culture Promotion Foundation (present)</p> <p>Jan. 2019    Director of the Company (present)</p> <p>Jul. 2019    Chair of Public Interest Incorporated Foundation Yurinkai (present)</p> <p>Sep. 2020    Inspector (part time) of Okayama University (present)</p> <p>Jun. 2021    Representative Director of the Board of Public Interest Incorporated Foundation Kurashiki Archaeological Museum (present)</p>	—
<p>Reason for nomination as a candidate for Outside Director</p> <p>Akane Ohara has abundant experience from serving in management roles at various public interest incorporations, and the Company deems her capable of continuing to supervise the Company's management while representing the perspectives of a broad range of stakeholders. Accordingly, the Company nominates her as a candidate for Outside Director.</p>			

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
7	Yosuke Nishita (February 7, 1967)	<p>Apr. 1992    Joined Sumitomo Electric Industries, Ltd.</p> <p>Feb. 1996    Retired from Sumitomo Electric Industries, Ltd.</p> <p>Aug. 1998    Joined Goldman Sachs Japan Co., Ltd.</p> <p>Apr. 2002    Retired from Goldman Sachs Japan Co., Ltd.</p> <p>May 2002    Joined Merrill Lynch Japan Securities Co., Ltd. (present BofA Securities Japan Co., Ltd.)</p> <p>Mar. 2003    Retired from Merrill Lynch Japan Securities Co., Ltd.</p> <p>Apr. 2003    Joined Development Bank of Japan (present Development Bank of Japan Inc.)</p> <p>Mar. 2018    Retired from Development Bank of Japan Inc.</p> <p>Apr. 2018    Associate Professor of Graduate School of Humanities and Social Sciences, Okayama University</p> <p>Oct. 2021    Professor of Faculty of Humanities and Social Sciences, Okayama University (present)</p>	—
<p>Reason for nomination as a candidate for Outside Director  Yosuke Nishita can be expected to provide valuable opinions and suggestions that contribute to the improvement of the Company's corporate management and corporate value from an independent standpoint based on his experience in the financial sector and his keen insight as a professor of economics. Accordingly, the Company nominates him as a candidate for Outside Director.</p>			

- Notes:
1. There is no special interest between any of the candidates and the Company.
  2. Akane Ohara and Yosuke Nishita are candidates for Outside Director.
  3. Akane Ohara is currently an Outside Director of the Company, and her term of office will have been four (4) years at the conclusion of this meeting.
  4. Pursuant to the provisions of Article 427, paragraph (1) of the Companies Act, the Company has entered into an agreement with Akane Ohara to limit her liability for damages under Article 423, paragraph (1) of the same act to the minimum liability amount provided for by Article 425, paragraph (1) of the act. If her reelection is approved, the Company plans to renew the aforementioned agreement with her. If the election of Yosuke Nishita is approved, the Company plans to enter into the same limited liability agreement with him.
  5. The Company has submitted notification to Tokyo Stock Exchange, Inc. that Akane Ohara has been appointed as an independent officer as provided for by the said exchange. If her reelection is approved, the Company plans for her appointment as an independent officer to continue. In addition, Yosuke Nishita also fulfills the requirements for an independent officer provided for by Tokyo Stock Exchange, Inc. and, if his election is approved, the Company plans to appoint him as an independent officer.
  6. The Company has entered into a directors and officers liability insurance policy (an insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act) with an insurance company. The insurance policy covers losses, such as compensation for damages and litigation expenses, to be borne by the insured in cases where a claim for damages is brought by shareholders, third parties, etc. If each candidate is elected and assumes office as Director, every such Director will be included as an insured in the insurance policy. In addition, when this insurance policy is renewed, the Company plans to renew the policy with the same terms.

**(Reference) Table of expertise, knowledge, experience, abilities, etc. of Directors (skill matrix)**

If Proposal No. 3 is approved and adopted in its original form, the composition of the Company's Directors and their respective expertise and experience will be as follows.

	Name	Attributes	Expertise and experience of Director			
			Management	Manufacturing & technological development	Sales & marketing	Finance & accounting
Director	Kazushi Asano		○			○
	Junichi Yoshida		○			○
	Tatsuhiko Iiyama		○	○	○	
	Masaki Inukai		○		○	
	Manabu Fujita			○	○	
	Akane Ohara	Outside Independent	○			
	Yosuke Nishita	Outside Independent	○		○	○

	Name	Expertise and experience of Director		
		Legal affairs	HR policy	ESG
Director	Kazushi Asano	○	○	○
	Junichi Yoshida	○	○	○
	Tatsuhiko Iiyama			
	Masaki Inukai			
	Manabu Fujita			
	Akane Ohara		○	○
	Yosuke Nishita			

Outside

 Outside Director

Independent

 Independent officer as defined by Tokyo Stock Exchange, Inc.

Note: The above table presents the major expertise and experience held by each Director. It is not indicative of all the expertise and experience possessed by each individual.