June 3, 2020

# To our shareholders

## Hirokazu Hamada, Representative Director **ANRITSU CORPORATION** 5-1-1 Onna, Atsugi-shi, Kanagawa, Japan

# Notice of the 94<sup>th</sup> Ordinary General Meeting of Shareholders

This is to inform you that the 94<sup>th</sup> Ordinary General Meeting of Shareholders (the "Meeting") of ANRITSU CORPORATION will be held as follows:

If you cannot attend the Meeting, you may still exercise your voting rights as a shareholder by completing the attached reference documents or by voting on and through the Internet by 5:00 p.m., Wednesday, June 24, 2020. <u>In light of the recent situation regarding the new</u> coronavirus infectious disease, we highly recommend exercising your voting rights in writing or via the Internet. Serious consideration is indispensable when deciding to attend the <u>Meeting.</u>

1. Time and Date: Thursday, June 25, 2020 at 10:00 a.m.

2. Place: Plaza Anritsu of ANRITSU CORPORATION 5-1-1 Onna, Atsugi-shi, Kanagawa, Japan

# 3. Agenda of the Meeting:

# Matters to be reported:

- 1. Reports on the Business Report, Consolidated Financial Statements for the 94<sup>th</sup> Business Period (April 1, 2019 through March 31, 2020), and Report on the Results of the Audit conducted on Consolidated Financial Statements by Independent Auditors and Audit & Supervisory Committee
- 2. Reports on the Financial Statements for the 94<sup>th</sup> Business Period (April 1, 2019 through March 31, 2020)

# Matters to be resolved:

Proposal 1: Appropriation of Surplus

- Proposal 2: Election of Six (6) Directors (excluding Directors elected as Audit & Supervisory Committee Members)
- **Proposal 3:** Election of One (1) Substitute Director elected as Audit & Supervisory Committee Member
- **Proposal 4:** Presentation of Bonuses to Directors (excluding Directors elected as Audit & Supervisory Committee Members)

## **Reference Documents Concerning Exercise of Voting Rights**

## **Proposal 1: Appropriation of Surplus**

The Company's basic policy for returning profits to its shareholders is to distribute profits in accordance with its consolidated performance and by taking into account the total return ratio. With regard to dividends, while taking the basic approach of raising dividend on equity (DOE) in accordance with the increase in consolidated profits for the fiscal year, the Company aims at a consolidated dividend payout ratio of 30% or more. The Company's policy is to make distributions of dividends, twice a year, consisting of a fiscal year-end dividend and interim dividend by resolution of the General Meeting of Shareholders or by approval of the Board of Directors. Under the Company's Articles of Incorporation, the Company may make distribution of dividends etc. by a resolution of the Board of Directors. At this point, the Company adopts a resolution of the General Meeting of Shareholders.

Management seeks shareholder approval for the proposal concerning appropriation of retained earnings for the 94<sup>th</sup> Business Period. This proposal is based on our basic policy and various reasons (such as the business results of the fiscal year, capital needs for enhancing competitiveness in 5G market, business development in the business area using IoT (Internet of Things) and cloud service market, strategic investments in acquiring next-generation technologies such as 6G, etc.) have been generally taken into account.

#### Matters concerning Year-end dividends:

#### Allotment of property for dividends to shareholders and total amount thereof:

20 yen per share of the company common stocks for a total of 2,752,214,120 yen Accordingly, the aggregate annual amount of the dividends, including the interim dividends, for the 94<sup>th</sup> Business Period will be 31 yen per share.

Effective date of the dividends from surplus:

June 26, 2020

	91 <sup>st</sup>	92 <sup>nd</sup>	93 <sup>rd</sup>	94 <sup>th</sup>
	2016	2017	2018	2019
Annual amount of the dividends per share	15	15	22	31 (planned)
(the interim dividends included) $(¥)$	(7.5)	(7.5)	(13.5)	(20) (planned)
Consolidated dividend payout ratio (%)	76.3	71.5	33.7	31.9 (planned)
Dividend on equity (DOE) (%)	2.7	2.7	3.7	4.7 (planned)

Transition of dividends

(Note) As to the 94<sup>th</sup> Business Period, annual amount of the dividends per share, consolidated dividend payout ratio and dividend on equity (DOE) are based on the assumption that this proposal will be approved as proposed.

# Proposal 2: Election of Six (6) Directors (excluding Directors elected as Audit & Supervisory Committee Members)

At the end of the Meeting, term of office of all the six (6) Directors (excluding Directors elected as Audit & Supervisory Committee Members. Hereinafter same within this proposal.) will expire. Management seeks shareholders to approve election of six (6) Directors.

This proposal was resolved after deliberation by Nominating Committee (consisting of four (4) Outside Directors and two (2) Executive Directors), whose Chairperson is Independent Outside Director. In addition, there was no particular indication regarding this proposal from Audit & Supervisory Committee as a result of its confirmation and discussion on policy and process of appointing Directors.

No.	Name	Position and Responsibilities in the Company	Term of office as a Directo r	Number of attendance at Board of Directors during this Business Period
1	Hirokazu Hamada Reappointed	Representative Director President Anritsu Group CEO Member of Nominating Committee Member of Compensation Committee	3 years	13 times out of 13 meetings (100%)
2	Akifumi Kubota Reappointed	Director Executive Vice President CFO Chief Corporate Officer Member of Nominating Committee Member of Compensation Committee	7 years	13 times out of 13 meetings (100%)
3	Masumi Niimi Reappointed	Director Senior Vice President PQA Business Group President	2 years	13 times out of 13 meetings (100%)
4	Takeshi Shima <b>Reappointed</b>	Director Senior Vice President Test & Measurement Company President Director of Global Business Development Department, Test & Measurement Company	1 year	11 times out of 11 meetings (100%)
5	ReappointedTakaya SekiOutsiderIndependent	Director Chairperson of Nominating Committee Member of Compensation Committee Chairperson of Independent Committee	9 years (4 years as an Audit & Supervisory Committee Member)	13 times out of 13 meetings (100%)
6	Kazuyoshi Aoki Outsider Independent	Director Member of Nominating Committee Chairperson of Compensation Committee Member of Independent Committee	1 year	11 times out of 11 meetings (100%)

Number of Directors to be elected: 6 (number of insiders: 4, number of outsiders: 2)

Outsider : Candidate for Outside Director

Independent : Candidate for Director reported or to be reported as independent board member to Tokyo Stock Exchange, Inc.

No.	Name (Date of Birth)			Number of the Company's shares held	Special conflicting interest exists between the Company and the candidates
	Hirokazu Hamada (Aug. 17, 1964) Reappointed			16,400 shares	No
	Brief persona	al record, position and responsibilities in position		and other significant	t concurrently held
	Apr. 1988 Apr. 2004	Joined the Company Senior Manager of 1st Development Dept., IP Network Div.,	1	Executive Vice Pre President of Measu Group	rement Business
	Apr. 2011	Measurement Business Group Vice President of Anritsu Company (USA)	Jun. 2017 Apr. 2018	Director of the Co Representative Dire (Incumbent)	ector, President
1	Apr. 2015	Vice President of the Company Chief R&D Officer	Jun. 2018	Representative Dire (Incumbent)	ector
	Apr. 2016	Senior Vice President Vice President of Measurement Business Group General Manager of Measurement Business Div.	Apr. 2019	Anritsu Group CEO	D (Incumbent)
	Reason for appointment as a candidate for Director				
	Mr. Hirokazu Hamada engages in product development and marketing around the world on Anritsu Group's major business of measurement. He has rich knowledge and experience in the business including trends in industry and technology, and currently leads global business by leadership as Representative Director, President and Anritsu Group CEO. The Company appoints him as Director in the expectation to reflect his insight and experience to its management and decision-making process at the Board of Directors.				

No.	Name (Date of Birth)			Number of the Company's	Special conflicting interest exists between the Company and the candidates
		Akifumi Kubota (Jan. 27, 1960) Reappointed			No
	Brief persona	al record, position and responsibilities in position		and other significant	concurrently held
	Apr. 1983	Joined the Company	Apr. 2018	Chief Corpor	ate Officer
	Apr. 2007	Senior Manager of Accounting & Control Dept.	-	(Incumbent) General Manage	r of Global
	Apr. 2010	Vice President	A 2010	Corporate Headqua	arters
		Chief Financial Officer (CFO) (Incumbent)	Apr. 2019	Executive Vice Pre (Incumbent)	sident
2	Jun. 2013	Director of the Company (Incumbent)	Oct. 2019	President of Anritst Inc. (USA) (Incum	
	Apr. 2017	Senior Vice President		me. (USA) (mean	bent)
	(Other signif	icant concurrently held positions) Anritsu U.S. Holding, Inc. (USA)			
	Reason for appointment as a candidate for Director				
	Mr. Akifumi Kubota has been in charge of accounting & control and finance of the Company along with				
	its subsidiaries outside of Japan. He currently plays a part of executing finance strategy and business				
	administration for Anritsu Group as CFO and Chief Corporate Officer, and has a wide knowledge of and				
	experience in finance, accounting, and corporate governance. The Company appoints him as Director in the expectation to reflect his insight and experience to its management and decision-making process at				
	the Board of	6 1	to its manager		laking process at

No.		Name (Date of Birth)			Special conflicting interest exists between the Company and the candidates	
		Masumi Niimi (May 5, 1959) Reappointed			No	
	Brief person	al record, position and responsibilities in position		and other significant	t concurrently held	
	Apr. 1983	Joined the Company	Apr. 2012	Vice President of A		
	Jun. 2006	Senior Manager of Manufacturing		Industrial Solutions		
		Dept., Manufacturing Div., Anritsu	Apr. 2016	Vice President of the	1 .	
		Industrial Solutions, Co., Ltd. (Currently Anritsu Infivis Co., Ltd.)		President of PQA (Incumbent)	Business Group	
	Jun. 2008	President of Anritsu Industrial		Representative Dire	ector. President	
		Solutions Thailand Co., Ltd.		of Anritsu Infivis C		
		(Thailand)		(Incumbent)	,	
3	Apr. 2011	Senior Manager of Planning Dept.,	Apr. 2018	Senior Vice Preside	ent of the	
Ŭ		Anritsu Industrial Solutions, Co.,		Company (Incumb	ent)	
		Ltd. (Currently Anritsu Infivis Co., Ltd.)	Jun. 2018	Director (Incumber	nt)	
		ficant concurrently held positions)				
		ive Director, President of Anritsu				
	Infivis Co.,					
	Reason for appointment as a candidate for Director					
	Mr. Masumi Niimi shows strong leadership and has abundant experience and achievements in production					
	management, corporate planning as well as management of overseas affiliates of PQA (Product Quality Assurance) Business Group which has grown as one of our pillars. Currently he is in charge of PQA					
	Business Group and also manages Anritsu Infivis Co., Ltd The Company appoints him as Director in the expectation to reflect his insight and experience to its management and decision-making process at					
	the Board of	<b>e</b> 1	U		01	

No.		Name (Date of Birth)		Number of the Company's shares held	Special conflicting interest exists between the Company and the candidates	
		keshi Shima 25, 1964) Reappoint	ed	4,500 shares	No	
	Brief persona	al record, position and responsibilities in posi	the Company tions	and other significant	concurrently held	
4	Apr. 1988 Apr. 2009 Apr. 2012 Apr. 2014 Apr. 2016	Joined the Company Senior Manager of APAC Team Business Development Dept., Marketing Div. Senior Manager of Wireless Device Manufacturing Solution Dept., Marketing Div. Senior Manager of Project Team 3 Product Marketing Dept., Marketing Div. Director of Global Business Development Dept., Measurement Business Div.	Apr. 2017 Oct. 2017 Apr. 2019 Jun. 2019 Apr. 2020	Vice President Chief Global Sales General Manager of Center General Manager of Center President of Anrits Sales Company (U Director of the Cor (Incumbent) Senior Vice Presiden Test & Measureme President (Incumber Director of Global Development Dept Measurement Com (Incumbent)	f Global Sales f APAC Sales u Americas SA) npany ent (Incumbent) nt Company ent) Business ., Test &	
	Reason for appointment as a candidate for Director					
	Mr. Takeshi Shima has rich knowledge and experience in global business, and currently leads the measurement business, which is the main business of Anritsu Group, as Test & Measurement Company President. The Company appoints him as Director in the expectation to reflect his insight and experience to its management and decision-making process at the Board of Directors.					

No.	Name (Date of Birth)			Number of the Company's shares held	Special conflicting interest exists between the Company and the candidates
	(J	akaya Seki Reappoin uly 9, 1953)	Independen		No
	Brief persona	I record, position and responsibilities in posi	n the Company tions	and other significan	t concurrently held
	Apr. 1977	Joined Toyo Trust and Banking Co., Ltd. (Currently Mitsubishi UFJ Trust and	Mar. 2009 Jun. 2011	PhD (Econ), Kyoto Outside Director o	f the Company
	Mar. 2001	Banking Corporation) Resigned Toyo Trust and Banking Co., Ltd.	Apr. 2012	Lecturer, Meiji Un of Commerce	-
	Oct. 2001	Joined Mizuho Securities Co., Ltd. Senior Research Manager and Chief Researcher, Japan Investor Relations and Investor Support,	Apr. 2014	Guest Professor, R Faculty of Econom Administration Lecturer, Meiji Un	nics and Business iversity,
	Apr. 2006	Inc. Lecturer, Meiji University Graduate School of Global Business (Incumbent)	Jun. 2015	International Partn Outside Director (A Supervisory Comm of the Company	Audit &
5	Jun. 2008	Resigned Mizuho Securities Co., Ltd. and Japan Investor Relations and Investor Support, Inc. Managing Director of Corporate Practice Partners, Inc.	Feb. 2017 Apr. 2017	Director of Corpor Partners, Inc. (Incu Professor, Rissho V Faculty of Busines (Incumbent)	umbent) University Is Administration
	Director of (	icant concurrently held positions) Corporate Practice Partners, Inc. issho University Faculty of ministration	Jun. 2019	Outside Director o (Incumbent)	f the Company
	Dusiness Ad	Reason for appointment as a	candidate for (	Dutside Director	
	Mr. Takaya Seki has abundant knowledge and excellent insight as an expert on global co- governance along with knowledge and experience as a Director (Audit & Supervisory Con Member) of the Company. The Company appoints him as Outside Director in the expectation to these knowledge and insight to its management and decision-making process at the Board of Director Independence				visory Committee ectation to reflect
The Company has designated and reported Mr. Takaya Seki as an independent board me by Tokyo Stock Exchange, Inc In addition, he meets "Criteria for Judging Independer Officers" set by the Company. There is no special relationship between the Company and both of Corporate Practice Pa Rissho University, where he currently holds the positions. Should Mr. Seki be elected as appointed, he has indicated that he will be executing his independent perspective.				dence of Outside Partners, Inc. and	

No.		Name (Date of Birth)		Number of the Company's shares held	Special conflicting interest exists between the Company and the candidates		
		zuyoshi AokiReappoint(Dec. 24, 1955)	Independent		No		
	Brief person	al record, position and responsibilities in posit	1 v	and other significan	t concurrently held		
	Apr. 1979	Joined Kao Soap Co., Ltd. (Currently Kao Corporation)	May. 2007	Senior Manager of Finance Div. of Ka			
	Feb. 1994	Manager of Finance and Accounting Div., Wakayama factory, Kao Corporation	Jun. 2012	Executive Officer Accounting and Fi Corporation	in charge of		
	Jul. 2001	Senior Manager of IR Dept., Accounting and Finance Center, Kao Corporation	Jan. 2017 Jun. 2019	Resigned Kao Cor Outside Director o (Incumbent)			
	Mar. 2003	Controller of International Household Div.		(meanoent)			
6	Mar. 2005	Vice Chairman of the Board and Vice President, Kao (China) Holding Co., Ltd.					
		Reason for appointment as a candidate for Outside Director					
	Mr. Kazuyoshi Aoki served as a manager of finance and accounting of the listed company and has abundant experience and remarkable insight on finance and accounting. He also has rich experience on global business. The Company appoints him as Outside Director in the expectation to reflect these experience, knowledge and insight to its management and decision-making process at the Board of Directors.						
		Indeper	ndence				
	The Company has designated and reported Mr. Kazuyoshi Aoki as an independent board stipulated by Tokyo Stock Exchange, Inc In addition, he meets "Criteria for Judging Indepe Outside Officers" set by the Company.						
		Aoki be elected as appointed, he has inc perspective.	licated that he	will be executing h	nis duties from an		

(Notes) 1. Mr. Takaya Seki and Mr. Kazuyoshi Aoki are candidates for Outside Directors.

- 2. At the conclusion of the Meeting, Mr. Takaya Seki will have held the position of an Outside Director for nine (9) years (four (4) years as an Audit & Supervisory Committee Member) and Mr. Kazuyoshi Aoki for one (1) year.
- 3. The Company has a liability agreement in place with Mr. Takaya Seki and Mr. Kazuyoshi Aoki, which limits the amount of his liability to ten million yen (¥10,000,000) or amount stipulated by laws, whichever is higher. The Company will continue the agreement with them, and will enter into the same agreement should they be elected as originally proposed.

## (For your reference)

In order to ensure fullness and real effectiveness of decision-making process at the Board of Directors, the Company has set the criteria and procedure regarding appointment of Directors, as well as the standards of judging independence of Outside Directors as follows:

## **①**Criteria and procedure for selection of Directors

As to the selection of an Internal Director, a candidate should have advanced expertise, be highly capable for business exercise and be expected to contribute to the improvement of business performance of the Company. In addition, he/she is comprehensively evaluated in the light of "Anritsu Value" that summarizes a desirable member of the Group, by taking into consideration several factors such as his/her self-consciousness as a leader of the Company, ability to share the Company's management philosophy, richness in humanity, ability to take action, conceptual power and a sense of morality.

As to the selection of an Outside Director, a candidate is comprehensively evaluated by taking into consideration a balance of knowledge and experience as well as diversity, etc. among members of the Board of Directors and his/her independence from the Company.

## **2**Criteria for Judging Independence of Outside Officers

When a reasonable examination by the Company finds that an Outside Director ("Outside Officer") or a candidate for Outside Officer of the Company does not fall under any of the following, the Company judges that such Outside Officer or candidate for Outside Officer is independent from the Company:

- 1. A person who executes business (\*1) for the Company or any of its subsidiaries of the Company (the Company and its subsidiaries are collectively referred to as "Group")
- 2. A major shareholder of the Company (\*2), or a person who executes business (\*1) for such shareholder
- 3. A person who executes business (\*1) for a company, of which the Group is one of major shareholders (\*2)
- 4. A person or entity for whom the Group is a major business partner (\*3), or a person who executes business (\*1) for such person or entity
- 5. A major business partner (\*3) of the Group, or a person who executes business (\*1) for such partner
- 6. A person or entity receiving donations of a large amount of money or other assets (aids) (\*4) from the Group, or a person who executes business (\*1) for such person or entity
- 7. A consultant, an accounting expert such as a certified public accountant, etc. or a legal expert such as an attorney, etc. receiving a large amount of money or other assets (benefits) (\*4) from the Group, other than the compensation for officer (when a person receiving such asset is a corporate person or an association such as partnership, this paragraph applies to members who belong to such association.)
- 8. A person who is a former employee or officer of a company in a cross-directorship arrangement for Outside Directors (\*5) with the Group
- 9. A person who had fallen under any of the preceding paragraphs of 1.~8. in the past (\*6)
- A spouse or a family member within two degrees of kinship of either person described in (a) or (b) below;
  - (a) A key person (\*7) among the persons described in the paragraph 1. above (including a director who is, or was, not a person who executes business (\*1), when judging the independence of an Outside Director who is an Audit & Supervisory Committee member or a candidate for such outside officer), or
  - (b) A key person (\*7) among the persons described in any of the preceding paragraphs of 2.~8.
- 11. Other than the persons described above, a person who is reasonably determined by the Company that he/she is unable to perform his/her duties as Outside Officer in an independent and neutral position.

(Notes) (\*1) "Person who executes business" means a person who executes the business (duties) of

director (excluding Outside Director), *shikkoyaku*, employees, etc. (including executive officer), including a person who executes the business (duties) for a corporate or association such as partnership other than a company.

- (\*2) "Major shareholder" means a shareholder who holds, directly or indirectly, more than 10% of the voting rights of a company.
- (\*3) "Major business partner" means a partner who falls under the definition of "major business partner" referred to in "Guidelines Concerning Listed Company Compliance, etc. III 5. (3)2".
- (\*4) "A large amount of money and other assets" means the total value exceeding ten million yen (¥10,000,000) per business year or one percent (1%) of the total income of the recipient of such assets, whichever is higher.
- (\*5) "Cross-dictatorship arrangement for outside officers" means a relationship where a former officer or employee of the Group currently serves as an outside officer for another company, and at the same time, a former officer or employee of such another company serves as an outside officer of the Group.
- (\*6) "Past" means, in cases which fall under the paragraph 1 above, an indefinite past period and in cases which fall under any of the paragraphs 2.~8. above, five (5) years in the past, including the last business year.
- (\*7) "Key person" in the item (a) includes an employee of importance, such as executive officer, etc. out of the persons who exercises business described in the item (\*1) above, but not include an employee who serves as a position similar to department manager or lower position. "Key person" in the item (b) means, in cases which fall under any of the paragraphs 2.~8. above (excluding the paragraph 7) only a person who exercises business as director, *shikkoyaku*, executive officers, etc. and in cases which fall under the paragraph 7 above, only a qualified professional such as certified public accountant or attorney.
- (\*8) Under the rule set by Tokyo Stock Exchange Inc., a listed company is allowed to stipulate insignificant criteria for determining the person is unlikely to influence on shareholders' decision on exercise of voting rights for specific items, respectively. In this light, the Company separately stipulates, as necessary, such insignificant criteria on "amount of transaction" and "amount of donation", respectively, in regard to the items "whether the officer is a business partner or a former employee or officer of such partner of the listed company, or not" and "whether the officer is or was employed by the recipient of donation made by the listed company, or not".

# Proposal 3: Election of One (1) Substitute Director elected as Audit & Supervisory Committee Member

Mr. Takashi Sano was elected as Substitute Director elected as Audit & Supervisory Committee Member at the 93rd Ordinary General Meeting of Shareholders held on June 26th, 2019. He has offerred to resign from his position at the beginning of the 94<sup>th</sup> Ordinary General Meeting of Shareholders. With the consent of the Audit & Supervisory Committee, the Board of Directors of the Company decided to rescind his election at the beginning of this Meeting in accordance with the resolution of the last year's Meeting. Therefore, management seeks shareholders to approve election of a Substitute Director elected as Audit & Supervisory Committee Member.

The effect of this election may be rescinded by, with consent of Audit & Supervisory Committee, the resolution of the Board of Directors until the Substitute Director elected as Audit & Supervisory Committee Member is appointed.

Further, the Company has obtained the prior consent of Audit & Supervisory Committee with regard to submission of this proposal on the agenda.

Number of Substitute Director elected as Audit & Supervisory Committee Member to be elected: 1 (number of outsider: 1)

number of o	outsider: 1)	-			
	Name (Date of Birth)	Number of the Company's shares held	Special conflicting interest exists between the Company and the candidates		
	zomi UedaOutsider(Feb. 19, 1974)Independent	None	No		
Brief person	al record, position and responsibilities in the Company an positions	d other significan	t concurrently held		
Apr. 1999 Jun. 2019	Registration of attorney-at-law Joined Tokyo Themis Law Firm (Currently Kioizaka Themis) (Incumbent) Outside Audit and Supervisory Board Member of mixi, Inc. (Incumbent)				
Kioizaka Tł	ficant concurrently held positions) nemis dit and Supervisory Board Member of				
	Reason for appointment as a candidate for Out				
expertise an elected as A	i Ueda does not have past experience directly in corpora d rich experience as a lawyer. The Company appoints Audit & Supervisory Committee Member in the expect orporate governance and compliance to its management a Independence	her as Substitute ation to reflect he	Outside Director er expert insights		
The Compa	ny will designate and report Ms. Nozomi Ueda as an ind	lependent board n	nember stipulated		
by Tokyo St Member. In Company. There is no where she c	ock Exchange, Inc., should she become Director elected addition, she meets "Criteria for Judging Independence special relationship between the Company and both or urrently holds the positions.	as Audit & Superv ce of Outside Off f Kioizaka Themi	visory Committee ficers" set by the is and mixi, Inc.,		
	Should Ms. Ueda be elected as appointed, she has indicated that she will be executing her duties from an independent perspective.				

## (Notes) 1. Ms. Nozomi Ueda is a candidate for a Substitute Outside Director.

2. The Company will be entering into a liability agreement with Ms. Nozomi Ueda, should she become Director elected as Audit Committee. The agreement will limit the amount of her liability to ten million yen (¥10,000,000) or amount stipulated by laws, whichever is higher.

# **Proposal 4: Presentation of Bonuses to Directors (excluding Directors elected as Audit & Supervisory Committee Members)**

Management seeks shareholders to approve presentation of bonuses totaling eighty million yen (\$80,000,000) be distributed to the four (4) Internal Directors excluding two (2) Outside Directors at the end of the 94<sup>th</sup> Business Period in accordance with the business results of the fiscal year. Amounts of bonuses of each Director shall be left to the decision of Board of Directors.

This proposal was resolved after deliberation by Compensation Committee (consisting of four (4) Outside Directors and two (2) Executive Directors), whose Chairperson is Independent Outside Director. In addition, there was no particular indication from Audit & Supervisory Committee as a result of its confirmation and discussion on policy and process of deciding bonuses.

\*Outside Directors will not be receiving these Bonuses.