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(Securities Code 2593) July 9, 2020

To Shareholders with Voting Rights:

Daisuke Honjo President ITO EN, LTD. 47-10 Honmachi 3-chome, Shibuya-ku, Tokyo, Japan

NOTICE OF THE 55TH ANNUAL GENERAL MEETING OF SHAREHOLDERS

We would like to express our appreciation for your continued support and patronage.

It is our pleasure to inform you of the 55th Annual General Meeting of Shareholders of ITO EN, LTD. (the "Company"). The meeting will be held for the purposes as described below.

From the perspective of preventing the spread of COVID-19, we request shareholders to refrain from attending the General Meeting of Shareholders in person, and to exercise voting rights in advance, in writing or via the Internet, etc., with a view to placing the highest priority on the safety of shareholders.

Please review the attached Reference Documents for the General Meeting of Shareholders, and exercise your voting rights by 4:30 p.m. on Monday, July 27, 2020, Japan time.

1. Date and Time: Tuesday, July 28, 2020 at 10:00 a.m. Japan time

2. Place: Century Room, 5F Hotel Century Shizuoka

18-1 Minami-cho, Suruga-ku, Shizuoka-City, Shizuoka

(The venue for this General Meeting of Shareholders is different from last year due to the Tokyo Olympics, which were originally scheduled for this year. Please refer to the access instructions for the General Meeting of Shareholders included on the final page, and ensure you attend the correct venue.)

3. Meeting Agenda:

Matters to be reported: 1. The Business Report and Non-consolidated Financial Statements for the

Company's 55th Fiscal Year (May 1, 2019 - April 30, 2020)

2. Consolidated Financial Statements for the Company's 55th Fiscal Year (May 1, 2019 - April 30, 2020) and results of audits of the Consolidated Financial Statements by the Accounting Auditor and Audit & Supervisory Board

Proposals to be resolved:

Proposal 1: Appropriation of Surplus **Proposal 2:** Election of 14 Directors

Proposal 3: Election of 1 Audit & Supervisory Board Member

Requests to Shareholders

- O If attending the meeting in person, please submit the enclosed voting rights exercise form to the reception desk at the venue.
- O All shareholders attending in person are requested to wear a mask while at the venue, in order to prevent the spread of COVID-19. Shareholders are also asked to cooperate with the measures implemented at the venue to prevent the spread of infection, including alcohol-based hand sanitizer and body temperature measurement. Attendees not wearing a mask, and those deemed to have health concerns such as a fever, will not be permitted to enter.
- O Seating at the venue will be widely spaced to ensure physical distancing, and attendees may be refused admittance due to lack of space.
- O Souvenirs will not be distributed to attendees this year. We request your understanding in this matter.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Appropriation of Surplus

The Company proposes that surplus be appropriated as follows.

1. Matters concerning year-end dividend

Our basic policy regarding earnings distribution is to assure stable distribution of dividends.

Taking into account the Company's business performance for the fiscal year ended April 30, 2020 as well as the future business development, etc., the year-end dividend payment for the fiscal year ended April 30, 2020 is proposed to be made as follows.

For Class-A Preferred Stock, the year-end dividend payment per share for the fiscal year ended April 30, 2020 is to be made as cash in the amount of 125 percent of the amount of cash to be distributed per share of common stock (calculation shall be made to the first decimal place and the first decimal place shall be rounded up) based on the terms of the Class-A Preferred Stock.

(1) Type of dividend assets

Cash

(2) Matters concerning allocation of dividend assets and the total amount thereof

Dividend per share of the Company's common stock: \{\frac{2}{2}0\}

Total amount of dividend for common stock: ¥1,763,778,260

Dividend per share of the Company's Class-A Preferred Stock: ¥25

Total amount of dividend for Class-A Preferred Stock: ¥826,371,800

The annual dividend for the fiscal year ended April 30, 2020, including the interim dividend, will amount to ¥40 per share of common stock and ¥50 per share of Class-A Preferred Stock.

(3) Effective date of dividends of surplus July 29, 2020

2. Matters concerning appropriation of other surplus

The use of retained earnings is proposed as follows for the purpose of making investments for enhancement of corporate value and strengthening the management foundation in preparation for aggressive business development in the future.

- (1) Item and amount of surplus to be increased Special reserve fund: \(\frac{\pma}{2}\),000,000,000
- (2) Item and amount of surplus to be decreased Earned surplus carried forward: \(\frac{47}{3}\),000,000,000

Proposal 2: Election of 14 Directors

The terms of office of all 12 directors will expire at the conclusion of this General Meeting of Shareholders. Accordingly, the Company newly adds 2 directors in order to further strengthen the management structure, and proposes the election of 14 directors.

The candidates are as follows:

No.		Name	Current positions and responsibilities at the Company
1	Reappointment	Hachiro Honjo	Chairman of the Board and CEO
2	Reappointment	Daisuke Honjo	President Executive Officer
3	Reappointment	Shusuke Honjo	Executive Vice President and Representative Director Executive Officer Sales Control Headquarters
4	Reappointment	Shunji Hashimoto	Vice Chairman Compliance, Production Division, Logistics Division
5	Reappointment	Minoru Watanabe	Executive Vice President Director Executive Officer Administration Division, International Division
6	Reappointment	Mitsuo Yashiro	Director Senior Managing Executive Officer Marketing Division
7	Reappointment	Yoshihisa Nakano	Director Senior Managing Executive Officer Production Division
8	Reappointment	Shigeru Kamiya	Director Senior Managing Executive Officer National Distribution Sales Division, National Retailer Sales Division
9	Reappointment	Yosuke Jay Oceanbright Honjo	Director U.S. Operations
10	New appointment	Atsushi Hirata	Senior Managing Executive Officer Administration Division Internal Control
11	Reappointment Outside Independent	Morikazu Taguchi	Outside Director
12	Reappointment Outside Independent	Yuichi Usui	Outside Director
13	Reappointment Outside Independent	Yutaka Tanaka	Outside Director
14	New appointment Outside Independent	Hideo Takano	

No.	Name (Date of birth)	C	areer summary, positions, responsibilities and significant concurrent positions	Class and number of shares of the Company held	Special interests with the Company
1	Hachiro Honjo (August 31, 1940)	Honorary Chairn Chairman of the Chairman of the Chairman of the Director of ITO	Established Japan Family Service Co., Ltd. Director Established Frontier Tea Corporation (The company name was changed to ITO EN, LTD. in May 1969) Director Managing Director Executive Managing Director Executive Vice President Executive Vice President and Representative Director President Chairman of the Board and CEO (current post) current positions] man and Director of Tully's Coffee Japan Co., Ltd. Board of Chichiyasu Company Board of ITO EN (North America) INC. Board of ITO EN (Hawaii) LLC. EN AUSTRALIA PTY. LIMITED Board of ITO EN Asia Pacific Holdings Pte. Ltd.	Common stock 2,446,230 Class-A preferred stock 882,900	Not applicable

[Reason for the nomination as a candidate for director]

Mr. Hachiro Honjo has long been responsible for management with his strong leadership as the founder of the Company and has extensive experience and achievement in group management. The Company re-nominates him as a candidate for director because it has judged that he appropriately strengthens the group governance and conducts supervision of business execution

and therefore is the suitable candidate for our aim to continually enhance the Company's corporate value.

		April 1987 July 1990	Joined the Company Director		
		May 1997 May 2000	Managing Director Executive Managing Director	Common stock 1,156,960	
		July 2002	Executive Vice President and Representative Director	Class-A	Not applicable
2		May 2009 May 2019	President President and Executive Officer (current post)	preferred stock 216,870	
			current positions] Board of Distant Lands Trading Co.	210,070	
			EN Asia Pacific Holdings Pte. Ltd.		

[Reason for the nomination as a candidate for director]

Mr. Daisuke Honjo, ever since assuming the post of President, has continued leading management by leveraging his extensive experience and knowledge. The Company re-nominates him as a candidate for director because it has judged that he is the suitable candidate for executing business with a view to continually developing the Company and enhancing its corporate value to make it a "Global Tea Company."

No.	Name	Career summary, positions, responsibilities		Class and number of	Special interests
	(Date of birth)		and significant concurrent positions	shares of the	with the
			·	Company held	Company
3	Shusuke Honjo (September 27, 1967)	May 2018 May 2019 [Significant conditions of the condition of the condit		Common stock 509,190 Class-A preferred stock 81,480	Not applicable
	[Reason for the nomina	[Significant concurrent positions] Director of ITO EN Asia Pacific Holdings Pte. Ltd. on for the nomination as a candidate for director]			

Mr. Shusuke Honjo has long led the sales division and is making efforts to strengthen relationships with business partners. In addition, he has extensive experience and knowledge of overall management. The Company re-nominates him as a candidate for director because it has judged that he is the suitable candidate for executing business.

	for director because it in	as judged that he	is the suitable candidate for executing business.		
		January 1970	Joined the Company		
		July 1990	Director		
		May 1994	Managing Director		
		May 1997	Executive Managing Director		
		May 2000	Executive Vice President		
		May 2012	In charge of Production Division (current post)	Common stock	
		May 2017	In charge of Logistics Division (current post)	20,300	Not
	Shunji Hashimoto	May 2018	In charge of Compliance (current post)		Not applicable
	(October 15, 1948)	May 2019	Vice Chairman (current post)	Class-A	аррисавие
4		[Significant cond	current positions]	preferred stock	
7		Audit & Supervi	sory Board Member of ITO EN SANGYO, LTD.	4,000	
		Audit & Supervi	sory Board Member of ITO EN KANSAI CHAGYO,		
		LTD.			
		Audit & Supervi	sory Board Member of Chichiyasu Company		
		Director of ITO	EN AUSTRALIA PTY. LIMITED		
		Director of ITO	EN Asia Pacific Holdings Pte. Ltd.		

[Reason for the nomination as a candidate for director]

Mr. Shunji Hashimoto has primarily led the production and logistics divisions and has extensive experience in and knowledge in the procurement, research and development, quality control and logistics fields. The Company re-nominates him as a candidate for director based on such achievement.

No.	Name (Date of birth)		areer summary, positions, responsibilities and significant concurrent positions	Class and number of shares of the Company held	Special interests with the Company			
5	Minoru Watanabe (July 17, 1951)	Director of ITO Director of Dista Director of ITO Director of ITO Director of ITO	Joined the Company Director Managing Director Executive Managing Director Executive Vice President In charge of Administration Division (current post) In charge of International Division (current post) Executive Vice President, Director and Executive Officer (current post) current positions] EN (North America) INC. ant Lands Trading Co. EN (Hawaii) LLC. EN AUSTRALIA PTY. LIMITED EN Asia Pacific Holdings Pte. Ltd.	Common stock 20,200 Class-A preferred stock 16,000	Not applicable			
	[Reason for the nomination as a candidate for director] Mr. Minoru Watanabe has primarily led the administration division and has extensive experience and knowledge in the financial, personnel and general affairs, and overseas business fields. The Company re-nominates him as a candidate for director based on such achievement.							
6	Mitsuo Yashiro (October 4, 1954)	April 1978 July 1992 May 2001 May 2010 May 2019 [Significant con	Joined the Company Director Managing Director Executive Managing Director In charge of Marketing Division (current post) Director and Senior Managing Executive Officer (current post) current positions] hivasu Company	Common stock 15,170 Class-A preferred stock 2,130	Not applicable			
	Director of Chichiyasu Company [Reason for the nomination as a candidate for director] Mr. Mitsuo Yashiro has primarily led the marketing division and has extensive experience and knowledge in the prod development and research and development fields. The Company re-nominates him as a candidate for director based on stachievement.							
7	Yoshihisa Nakano (June 27, 1966)	March 1989 May 2010 July 2010 May 2014 May 2015 May 2019	Joined the Company General Manager of Personnel and General Affairs Division Director Managing Director General Manager of National Distribution Sales Division Director and Senior Managing Executive Officer (current post) General Manager of Production Division (current	Common stock 10,500 Class-A preferred stock 2,000	Not applicable			

[Reason for the nomination as a candidate for director]

post)

Mr. Yoshihisa Nakano has extensive experience and knowledge, having led the sales division and personnel and general affairs division. He currently leads the production division. The Company re-nominates him as a candidate for director based on such achievement.

No.	Name (Date of birth)	Car	reer summary, positions, responsibilities and significant concurrent positions	Class and number of shares of the	Special interests with		
	(Date of offili)		and significant concurrent positions	Company held	the Company		
8	Shigeru Kamiya (September 15, 1959)	March 1982 May 2012 July 2014 May 2016 May 2019	Joined the Company Executive Officer General Manager of National Retailer Sales Division (current post) Director Managing Director In charge of National Distribution Sales Division (current post) Director and Senior Managing Executive Officer (current post)	Common stock 5,500 Class-A preferred stock 640	Not applicable		
	Reason for the nomina	tion as a candidate	• /				
	convenience stores and	d national retailer	the sales division and actively promoted sales activities, while making efforts to strengthen relationships the for director based on such achievement and extensive	with business p			
9	Yosuke Jay Oceanbright Honjo (November 29, 1966)	March 1992 May 2001 July 2002 February 2015 November 2015 [Significant concu	Joined the Company President & CEO of ITO EN (North America) INC. (current post) Director (current post) CEO of Distant Lands Trading Co. (current post) CEO of ITO EN (Hawaii) LLC. (current post) urrent positions] of ITO EN (North America) INC. ands Trading Co.	Common stock 480,350 Class-A preferred stock	Not applicable		
	[Reason for the nomination as a candidate for director] Mr. Yosuke Jay Oceanbright Honjo has led all U.S. operations as CEO and made efforts to enable the Company to promote global business management since the Company entered New York in mainland U.S. The Company re-nominates him as a candidate for director based on such achievement and extensive experience.						
10	* Atsushi Hirata (July 25, 1963)	May 1988	Joined the Company General Manager of Finance Department Executive Officer Deputy General Manager of Administration Division Executive Officer General Manager of Administration Division Managing Executive Officer General Manager of Personnel and General Affairs Division Managing Executive Officer General Manager of Administration Division Senior Managing Executive Officer (current post) General Manager of Administration Division	Common stock 1,165 Class-A preferred stock 120	Not applicable		

[Reason for the nomination as a candidate for director]

Mr. Atsushi Hirata has primarily led the administration division, and has extensive experience and knowledge in the finance and accounting, personnel and general affairs fields. The Company nominates him as a new candidate for director based on such achievement.

No.	Name (Date of birth)	C	areer summary, positions, responsibilities and significant concurrent positions	Class and number of shares of the Company held	Special interests with the Company
11	Mr. Morikazu Taguchi	Professor Emeritation as a candida has long engaged	Full-Time Lecturer of Faculty of Law, Aichi Gakuin University Professor of Faculty of Law, Aichi Gakuin University Professor of School of Law, Waseda University Professor of Waseda Law School, Waseda University Outside Director of the Company (current post) Specially Appointed Professor of Shinshu University School of Law Professor Emeritus of Waseda University (current post) current positions] tus of Waseda University Ite for outside director] It in research on legal affairs, possesses expert knowledge	Class-A preferred stock e and various ex	perience, and

Mr. Morikazu Taguchi has long engaged in research on legal affairs, possesses expert knowledge and various experience, and has offered appropriate advice at meetings of the Board of Directors. The Company re-nominates him as a candidate for outside director based on such achievement and extensive experience.

		October 1976	Joined Metropolitan Police Department	l l	
		February 1994	Deputy Chief of the 7th Antiriot Squad, Metropolitan	į	
		-	Police Department	į	
		October 2005	General Manager of the 2nd Personnel Section,	į	
			Metropolitan Police Department	į	
		February 2010	General Manager of Regional Department,	į	
			Metropolitan Police Department	į	
		April 2011	Joined YAMATO TRANSPORT CO., LTD. as	į	
			General Manager of Human Resources and	Common stock	
			Administration	600	Not
	Yuichi Usui	April 2012	Executive Officer and General Manager of CSR	į	applicable
	(September 23, 1951)		Promotion, YAMATO TRANSPORT CO., LTD.	Class-A	аррисавие
		April 2014	Managing Executive Officer of YAMATO	preferred stock	
12			TRANSPORT CO., LTD.	-	
		April 2015	Director and Managing Executive Officer of	į	
			YAMATO TRANSPORT CO., LTD.	į	
		April 2018	Member of the Board, YAMATO TRANSPORT CO.,	į	
			LTD.	į	
		June 2018	Representative of Usui Firm (current post)	į	
		July 2018	Outside Director of the Company (current post)	l	
		[Significant conc	urrent positions]		
		Representative of	EUsui Firm		

[Reason for the nomination as a candidate for outside director]

Mr. Yuichi Usui has extensive experience and broad insight based on his years of service as a policeman. In addition, he has directly engaged in corporate management in a logistics company. Leveraging his diverse range of experience and knowledge in the management of the Company, he has offered appropriate advice at meetings of the Board of Directors. The Company re-nominates him as a candidate for outside director based on such achievement and extensive experience.

April 1966 Entered the Sapporo Regional Taxation Bureau July 2003 District Director of Tokyo Ueno Tax Office July 2006 Director-General of Takamatsu National Tax Tribunal July 2007 Attached to the Commissioner's Secretariat of National Tax Agency 4,500 Yutaka Tanaka (June 5, 1947) August 2007 Head of Tanaka Tax Certified Accountant Office (current post) July 2013 Outside Audit & Supervisory Board Member of the Company July 2019 Outside Director of the Company (current post) [Significant concurrent positions] Head of Tanaka Tax Certified Accountant Office	No.	Name (Date of birth)	C	areer summary, positions, responsibilities and significant concurrent positions	Class and number of shares of the Company held	Special interests with the Company
[Peason for the nomination as a candidate for outside director]		(June 5, 1947)	July 2003 July 2006 July 2007 August 2007 July 2013 July 2019 [Significant conc Head of Tanaka	District Director of Tokyo Ueno Tax Office Director-General of Takamatsu National Tax Tribunal Attached to the Commissioner's Secretariat of National Tax Agency Head of Tanaka Tax Certified Accountant Office (current post) Outside Audit & Supervisory Board Member of the Company Outside Director of the Company (current post) surrent positions] Tax Certified Accountant Office	Common stock 4,500 Class-A	

[Reason for the nomination as a candidate for outside director]

Mr. Yutaka Tanaka possesses expert insight, extensive knowledge and experience as a licensed tax accountant. Since his appointment as an Outside Audit & Supervisory Board Member of the Company, he has offered appropriate advice at meetings of the Board of Directors. The Company re-nominates him as a candidate for outside director based on such achievement and extensive experience.

		April 1977	Joined The Tokyo Chamber of Commerce and		
			Industry		
		April 2006	General Manager of General Affairs Management		
			Department	!	
		April 2009	Councilor and General Manager of the Secretarial		
			Office	Common stock	
		April 2012	Executive Councilor	-	Not
	* Hideo Takano	November 2015	Chairman of the Japanese Folk Arts and Techniques		
	(July 25, 1951)		Preservation Association (current post)	Class-A	applicable
		June 2016	Full-time Advisor of The Tokyo Chamber of	preferred stock	
14			Commerce and Industry	_ '	
		March 2020	Retired from The Tokyo Chamber of Commerce and		
			Industry		
		[Significant concu	-		
		Chairman of the J	apanese Folk Arts and Techniques Preservation		
		Association			

[Reason for the nomination as a candidate for outside director]

Mr. Hideo Takano was deeply involved in providing support for the management of various companies for many years, through his career at The Tokyo Chamber of Commerce and Industry. The Company nominates him as a new candidate for outside director because it has judged that he can conduct objective supervision of management as an outside director by leveraging his extensive experience and broad insight.

(Notes)

- * indicates a new candidate for director.
- 2. Messrs. Morikazu Taguchi, Yuichi Usui, Yutaka Tanaka and Hideo Takano are candidates for outside director.
- 3. The reason why the Company judged that the candidate for outside director who has previously not participated in management of companies other than as outside director or outside corporate auditor can appropriately execute his/her duties as an outside director
 - Mr. Morikazu Taguchi has engaged in research on legal affairs as a professor at undergraduate and graduate schools for years and has expert knowledge and extensive experience. Therefore, the Company has judged that he can appropriately perform his duties as an outside director.
 - Mr. Yutaka Tanaka possesses expert insight, extensive knowledge and experience as a licensed tax accountant. Therefore, the Company has judged that he can appropriately perform his duties as an outside director.
 - Mr. Hideo Takano engaged in providing support for the management of various companies for many years, through his career at The Tokyo Chamber of Commerce and Industry, and has extensive experience and broad insight. Therefore, the Company has judged that he can appropriately perform his duties as an outside director.
- 4. Messrs. Morikazu Taguchi, Yuichi Usui and Yutaka Tanaka currently serve as outside directors of the Company. At the conclusion of this General Meeting of Shareholders, Mr. Morikazu Taguchi will have served for seven years, Mr. Yuichi Usui for two years, and Mr. Yutaka Tanaka for one year.
- 5. In accordance with the provisions of Article 427, Paragraph 1 of the Companies Act, the Company has entered into contracts with Messrs. Morikazu Taguchi, Yuichi Usui and Yutaka Tanaka to limit their liability for damages

- as stipulated in Article 423, Paragraph 1 of the Companies Act. The limit of liability under such contract shall be the minimum liability amount stipulated by laws and regulations. If the reelection of Messrs. Morikazu Taguchi, Yuichi Usui and Yutaka Tanaka and the election of Mr. Hideo Takano are approved, the Company will continue or enter into such contracts with each of them.
- 6. Messrs. Morikazu Taguchi, Yuichi Usui and Yutaka Tanaka meet the requirements for independent director in accordance with the provisions of the Tokyo Stock Exchange, and therefore the Company has appointed them as independent directors and registered them with the Tokyo Stock Exchange. As Mr. Hideo Takano also meets the same requirements, the Company intends to appoint him as an independent director and register him with the Tokyo Stock Exchange.

Proposal 3: Election of 1 Audit & Supervisory Board Member

The term of office of Audit & Supervisory Board Member Mr. Yoshiaki Takasawa will expire at the conclusion of this General Meeting of Shareholders. Accordingly, the Company proposes the election of 1 Audit & Supervisory Board Member.

The Audit & Supervisory Board has given its consent to this proposal.

The candidate is as follows:

			Class and	Special
Name		Career summary, positions	number of	interests
(Date of birth)		and significant concurrent positions	shares of the	with the
			Company held	Company
	April 1959	Entered the Legal Training and Research Institute of		
		the Supreme Court of Japan		
	April 1961	Judge of Kanazawa District Court		
	April 1964	Judge of Amagasaki Branch, Kobe District Court	Common stock	
	April 1967	Judge of Osaka District Court	76,000	Not
Yoshiaki Takasawa	April 1971	Retired as Judge and registered as Attorney		applicable
(April 11, 1934)	April 1971	Established Yoshiaki Takasawa Law Firm,	Class-A	applicable
		Representative of the firm (current post)	preferred stock	
	July 1991	Outside Audit & Supervisory Board Member of the	34,000	
		Company (current post)		
	[Significant concurrent positions]			
	Representative	of Yoshiaki Takasawa Law Firm		

[Reason for the nomination as a candidate for Outside Audit & Supervisory Board Member]

Mr. Yoshiaki Takasawa has been involved in corporate legal affairs for many years as an attorney. He provides pertinent advice and audit oversight, based on his expert insight, extensive knowledge and experience as an attorney. The Company re-nominates him as a candidate for Outside Audit & Supervisory Board Member based on such achievement and extensive experience.

(Notes)

- 1. Mr. Yoshiaki Takasawa is a candidate for Outside Audit & Supervisory Board Member.
- 2. The reason why the Company judged that the candidate for Outside Audit & Supervisory Board Member who has previously not participated in management of companies other than as outside director or outside corporate auditor can appropriately execute his/her duties as an Outside Audit & Supervisory Board Member Mr. Yoshiaki Takasawa has been involved in corporate legal affairs for many years as an attorney. Therefore, the Company has judged that he can appropriately perform his duties as an Outside Audit & Supervisory Board Member.
- 3. In accordance with the provisions of Article 427, Paragraph 1 of the Companies Act, the Company has entered into a contract with Mr. Yoshiaki Takasawa to limit his liability for damages as stipulated in Article 423, Paragraph 1 of the Companies Act. The limit of liability under such contract shall be the minimum liability amount stipulated by laws and regulations. If the reelection of Mr. Yoshiaki Takasawa is approved, the Company will continue such contract with him.
- 4. Mr. Yoshiaki Takasawa will have served as Outside Audit & Supervisory Board Member for 29 years at the conclusion of this General Meeting of Shareholders.
- 5. Mr. Yoshiaki Takasawa meets the requirements for independent director in accordance with the provisions of the Tokyo Stock Exchange, and therefore the Company has appointed him as an independent director and registered him with the Tokyo Stock Exchange.