

English Translation

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Corporate Governance Report

Sansan, Inc.

Latest Revision: June 19, 2019
Company: Sansan, Inc.
Representative: Chikahiro Terada
Chief Executive Officer
TSE Code: 4443
Contact: Business Management Division
+81-3-6419-3131

The corporate governance of Sansan, Inc. (the “Company”) is described below.

I Basic Views on Corporate Governance, Capital Structure, Corporate Profile, and Other

Basic Information

1. Basic Approach

The Company’s mission is “turning encounters into innovation.” Centered on business cards, which are proof of an encounter, the Company rediscovers the possibility of encounters and provides an innovative service to the very nature of business and encounters. Through this service, the Company will maximize sustainable corporate value and contribute to society while recognizing the importance of gaining the continued trust of all stakeholders.

Based on this recognition, the Company will secure the transparency of management decision-making and the supervision of business execution by having an Audit and Supervisory Committee. At the same time, the Company will establish an internal control system based on the Basic Policy on Internal Control Systems determined by the Board of Directors and ensure its thorough operation while striving to maintain and strengthen corporate governance.

[Reasons for not Implementing Principles of the Corporate Governance Code]

The Company implements all principles of the Corporate Governance Code.

2. Capital Structure

Foreign Shareholding Ratio

From 10% to less than 20%

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[Status of Major Shareholders]

Name or Designation	Number of Shares Held (Shares)	Shareholding Ratio (%)
Chikahiro Terada	10,920,000	37.10
DCM Ventures China Fund (DCM VII), L.P.	2,030,000	6.90
INCJ, Ltd.	1,740,000	5.91
SMBC Trust Bank , Ltd. (Designated Nonmonetary Trust Account No. 12100440)	1,710,000	5.81
Sansan's Employee Stock Ownership	1,470,000	4.99
GS Growth Investment GK	1,300,000	4.42
A-Fund, L.P.	1,280,000	4.35
Kei Tomioka	1,050,000	3.57
Nissay Capital Co., Ltd. No. 5 Investment Limited Partnership	900,000	3.06
EEl Cleantech Limited Partnership by Environmental Energy Investment	690,000	2.34

Controlling shareholders (excluding parent company)	-
Existence of parent company	None

■ Supplementary information

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3. Corporate Attributes

Stock Exchange Listings and Market Classification	Tokyo Stock Exchange, Mothers
Fiscal Year-End	May
Category of Business	Information, Telecommunications
Number of Employees (consolidated) as of the end of the previous fiscal year	From 100 to less than 500
Sales (consolidated) as of the end of the previous fiscal year	Less than ¥10 billion
Number of consolidated subsidiaries as of the end of the previous fiscal year	Less than 10 companies

4.Guidelines for measures to protect minority shareholders when conducting transactions with controlling shareholders

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5.Other special circumstances that may have a material impact on corporate governance

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Not applicable

II Management Framework regarding Management-Related Decision-Making, Execution and Supervision, and Other Corporate Governance Matters

1. Matters regarding organizational structure and operations, etc.

Organization Form	Company with Audit and Supervisory Committee
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[Directors]

Number of Directors Stipulated in the Articles of Incorporation	13
Term of Office of Directors Stipulated in the Articles of Incorporation	1 year
Chairman of the Board of Directors	Chief Executive Officer (CEO)
Number of Directors	9
Election of Outside Directors	Elected
Number of Outside Directors	4
Number of Outside Directors Designated as Independent Officers	1

■ Outside Directors' Relationship with the Company (1)

Name	Attribute	Relationship with the Company (*)										
		a	b	c	d	e	f	g	h	i	j	K
Yasuko Yokosawa	Attorney											
Yoshiki Ishikawa	Academic											
Osuke Honda	From another company							○				
Toru Akaura	From another company											

* Selection criteria regarding relationship with the Company

○: shows the item is/was applicable to the outside director either currently or until recently

△: shows the item was applicable to the outside director in the past

●: shows the item is/was applicable to a close relative of the outside director either currently or until recently

▲: shows the item was applicable to a close relative of the outside director in the past

a. Executive of the Company or its subsidiaries

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- b. Non-executive director or executive of a parent company of the Company
- c. Executive of a fellow subsidiary company of the Company
- d. A party whose major client or supplier is the Company or an executive thereof
- e. Major client or supplier of the listed company or an executive thereof
- f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides compensation as a director/Audit and Supervisory Committee member
- g. Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)
- h. Executive of a client or supplier company of the Company (which does not correspond to any of d, e, or f) (the Audit and Supervisory Committee Member himself/herself only)
- i. Executive of a company, between which and the Company outside directors/Audit and Supervisory Committee member are mutually appointed (the director himself/herself only)
- j. Executive of a company or organization that receives a donation from the Company (the director himself/herself only)
- k. Others

Relationship with the Company (2)

Name	Membership of Audit and Supervisory Committee	Designation as Independent Director	Supplementary Information on Applicable Items	Reasons for Appointment
Yasuko Yokosawa	○	○	TMI Associates Counsel	Ms Yokosawa possesses specialist knowledge as an attorney with regard to areas such as corporate legal affairs and compliance. The Company has appointed her as an Outside Director in the anticipation that she will present opinions from a legal perspective. In addition, there is no special relationship between Ms. Yokosawa and the Company and she is unlikely to have conflicts of interest with general shareholders. Therefore, the Company has nominated her as an Independent Director.
Yoshiki Ishikawa	○		—	Mr. Ishikawa possesses a wealth of specialist knowledge as a Doctor of

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				Medicine and a data scientist in the data analysis and utilization domain. He is appointed as an Outside Director in the anticipation that he will offer advice and suggestions from his perspective as a business person, cultivated through his professional experience in founding his own company and in being involved in company management.
Osuke Honda	○		DCM Ventures General Partner	As a general partner of DCM Ventures, Mr. Honda possesses diverse professional experience in the venture capital business together with a wealth of experience as a director of other companies and has cultivated broad insights through these experiences. He is appointed as an Outside Director in the anticipation that he will offer advice and suggestions with regard to all areas of management.
Toru Akaura	○		Incubate Fund General Partner	As a general partner at Incubate Fund, Mr. Akaura possesses many years of professional experience in the venture capital business together with a wealth of experience as a director of other companies and has cultivated broad insights through these experiences. He is appointed as an Outside Director in the anticipation that he will offer advice and suggestions with regard to all areas of management.

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[Audit and Supervisory Committee]

■ The Committee's Composition and Attributes of Its Chairperson

	All Committee Members	Full-time Members	Inside Directors	Outside Directors	Chairperson
Audit and Supervisory Committee	4	0	0	4	Outside Director

Appointment of Directors and/or Staff to Support the Audit and Supervisory Committee

Appointed

■ Matters Related to the Independence of Such Directors and/or Staff from Executive Directors

If an employee is assigned to assist the duties of the Audit and Supervisory Committee, that employee shall be able to assist the duties of the Audit and Supervisory Committee independently, without being subject to the chain of command of a director who is not an Audit and Supervisory Committee member. The evaluation and assignment of the employee shall be determined after discussion with the Audit and Supervisory Committee.

■ Cooperation among the Audit and Supervisory Committee, Accounting Auditors and Internal Auditing Department

Furthermore, Audit and Supervisory Committee members and the Internal Auditing Department promote the sharing of information through their attendance at audit reviews that are held regularly by the Accounting Auditor. At the same time, by continually exchanging opinions on the presence of audit-related problems and issues going forward, the Company promotes the establishment of internal controls essential for its sound management and continued development, as well as the evaluation and verification of the operation status and effectiveness thereof.

[Voluntary Establishment of Nomination/Remuneration Committee]

Voluntary Establishment of Committee(s) Corresponding to Nomination Committee or Remuneration Committee

None

[Independent Directors]

Number of Independent Directors

1

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■ Matters Related to Independent Directors

Based on the independence standards for independent officers stipulated by the Tokyo Stock Exchange, the Company has designated Ms Yokosawa as an Independent Director because she no business relations at all with the Company and contributes to governance from the perspective of a legal expert.

[Incentives]

Implementation of Measures to Provide Incentives to Directors	Introduction of a stock-option system
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■ Supplementary Explanation

In addition to a stock-option system, which was introduced with the aim of further enhancing director motivation and enthusiasm toward improving the Company's business performance, the Company has introduced the Stock Acquisition Rights Trust, which aims to provide an incentive to current and future Group directors to improve corporate value over the medium to long term.

The Stock Acquisition Rights Trust involves the distribution to the Group's directors and employees, based on future results, of the stock acquisition rights allotted to Mr. Takanori Kushida, a tax accountant. This plan differs from existing incentive plans that use stock acquisition rights as it makes it possible to determine the size of the distribution of such rights to the Group's directors and employees at some future point, based on future performance evaluation, thus making it possible to better reward the efforts of individuals while at the same time enabling the distribution of stock acquisition rights to future directors and employees of the Group according to the same standard, without excessive differences stemming from timing of participation in the plan.

Recipients of Stock Options	Directors, Outside Directors, Employees, Directors of the Parent Company, Subsidiaries' Directors, Subsidiaries Employees, Others
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■ Supplementary Explanation

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[Director Remuneration]

Disclosure of Individual Director's Remuneration	No Individual Disclosure
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■ Supplementary Explanation

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Since no director is paid in excess of a total of ¥100 million in remuneration etc., individual remuneration amounts are not shown. Furthermore, the total amount of directors' remuneration is disclosed separately in the Annual Securities Report.

Policy on Determining Remuneration Amounts and Calculation Methods	Established
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■ Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods

Concerning the remuneration for Directors, excluding members of the Audit and Supervisory Committee, the total annual amount of remuneration paid to Directors shall not exceed ¥300 million, as resolved at the General Meeting of Shareholders. The amounts paid to each director shall be determined by a Representative Director who has received authorization from the Board of Directors, after comprehensively taking into account business performance and other factors in each director's business division. In addition, remuneration for Directors who are members of the Audit and Supervisory Committee shall not exceed the total annual remuneration amount of ¥50 million, with each such director's remuneration being decided following discussions by the Audit and Supervisory Committee.

[Supporting System for Outside Directors and/or Corporate Auditors]

When a meeting of the Board of Directors is held, the Business Management Division is in charge of conveying information to Directors who are members of the Audit and Supervisory Committee, such as by distributing materials in advance and providing explanations.

2. Matters on Functions such as Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)

An overview of the Company's corporate governance structure is described below.

Board of Directors

The Board of Directors consists of 9 directors, including 4 directors who are members of the Audit and Supervisory Committee. All directors who are members of the Audit and Supervisory Committee are Outside Directors. The Company has invited as Outside Directors persons such as those with experience as a director at other companies and legal experts with a detailed knowledge of corporate legal affairs and compliance in order to promote the establishment of a system that enables the Company to conduct management decision-making from a broader perspective and to supervise management from outside the Company, while utilizing their insights on corporate management based on their wealth of business experience. In order to conduct effective and prompt decision-making, the Board of Directors holds a regular Board of Directors meeting once a month in principle, as well as holding extraordinary meetings as needed.

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The Board of Directors functions both as a body for supervising the operations of directors and a body for making decisions on important management matters, in compliance with the Articles of Incorporation and laws and regulations.

Audit and Supervisory Committee

The Company's Audit and Supervisory Committee comprises four directors who are members of the Audit and Supervisory Committee. All Committee members are Outside Directors. Directors who are members of the Audit and Supervisory Committee include attorneys or persons who possess an independent perspective on corporate management. Thus the Company has established a structure in which management supervision is conducted from the standpoint of each Committee member's professional ethics.

Directors who are members of the Audit and Supervisory Committee express opinions on directors' execution of business at meetings of the Board of Directors and other meetings.

The Audit and Supervisory Committee monitors the vision of governance and its operational status. In order to audit and supervise the everyday activities of the directors, including the directors' performance of duties, the Audit and Supervisory Committee implements audits based on the audit plan and holds meetings of the Audit and Supervisory Committee once a month while convening meetings with the Internal Auditing Department and Accounting Auditors, and sharing information necessary for auditing.

Status of Internal Audits, Audit and Supervisory Committee Members' Audits, and Financial Audits Internal Audits.

1 person belonging to the Internal Auditing Department and 4 internal auditors appointed by the head of the Internal Auditing Department are in charge of the Company's internal auditing. The objective of internal auditing is to examine and evaluate the effectiveness of internal controls established and operated at the Company, and to point out matters that require improvement and offer advice toward making improvement in order to contribute to achievement of the Company's management targets and stable business operations. The Internal Auditing Department makes an internal audit plan each fiscal year, implements internal auditing after receiving the approval of the CEO, and reports results of auditing to Representative Directors and the division that was subject to auditing while pointing out matters to the said department in order to realize improvements, and checking the status of improvements. Internal auditing is carried out by 1 member of the Internal Auditing Department and other persons nominated by the Internal Auditing Department.

The Internal Auditing Department cooperates with the Audit and Supervisory Committee and shares information necessary for auditing.

Audit and Supervisory Committee Members' Audits

The Company's Audit and Supervisory Committee consists of four members, all of whom are

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outside directors. In order to implement audits that use internal control systems, the Audit and Supervisory Committee checks whether the Company's internal control systems are being established and operated appropriately and establishes a system for receiving regular reports on the comprehensive implementation status of audits from the Internal Auditing Department. These activities are based on the Audit and Supervisory Committee's Audit Plan, formulated each fiscal year. At the same time, information is shared at the meeting of the Audit and Supervisory Committee, held once a month in principle. In addition, Audit and Supervisory Committee holds regular meeting with the Financial Auditor and conducts the sharing of information and exchanging of opinions.

Furthermore, Ms. Yasuko Yokosawa, an Outside Directors who is a member of the Audit and Supervisory Committee, is a qualified attorney and she offers recommendations and advice on the Company's legal affairs from her standpoint as an expert.

The Company has concluded an auditing contract with KPMG AZSA LLC. There is no relationship of special interest between the Company and this auditor or its employees who conduct audits. The names of the certified public accountants who executed the audit and the composition of the assistants involved in the audit work are stated below.

1. Names of the certified public accountants who execute the audit:
 - Atsuki Kanazuka, Designated limited liability partner and executive partner
 - Tomomichi Sakai, Designated limited liability partner and executive partner
2. Composition of assistants involved in the audit work:
 - 4 certified public accountants
 - 1 other individual

3. Reasons for adopting the current corporate governance structure

From the perspective of further strengthening the auditing and oversight functions of the Board of Directors through the further enhancement of corporate governance, the Company transitioned from being a company with a Board of Auditors to a company with Audit and Supervisory Committee on August 18, 2015. The Company made this transition in order to leverage the functions of Outside Directors, who do not personally execute business operations. Members of the Audit and Supervisory Committee, who possess auditing authority and voting rights at meetings of the Board of Directors appropriately oversee the Directors' execution of business in terms of both legality and validity. With this transition to a company with Audit and Supervisory Committee, the Company believes it will enhance the fairness, transparency, and effectiveness of management.

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III Implementation of Measures for Shareholders and Other Stakeholders

1. Efforts to ensure that the General Shareholder Meeting is active and well-facilitated and that voting rights are exercised smoothly

	Supplementary Explanations
Early Notification of General Shareholder Meeting	The Company will make efforts to mail the convocation notice well in advance.
Scheduling General Shareholder Meeting to Avoid Peak Days	The Company has scheduled its General Shareholder Meeting for August, when the general shareholder meetings of other companies are not expected to be intensively held. The Company will avoid scheduling its General Shareholder Meeting on peak days so that as many shareholders as possible can attend.
Allowing Electronic Exercise of Voting Rights	We believe this is a matter that should be considered going forward.
Participating in the Electronic Voting Platform and Other Efforts to Encourage Institutional Investors to Exercise their Voting Rights	We believe this is a matter that should be considered going forward.
Providing Convocation Notice in English	We believe this is a matter that should be considered going forward.

2. IR Activities

	Supplementary Explanations	Explanation by Representative
Preparation and Publication of Disclosure Policy	At present, the Company has neither prepared nor published a Disclosure Policy. However, the Company is striving to provide information to shareholders and investors based on transparency, fairness and continuity and plans to make it available on its website going forward.	

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Regular Investor Briefings for Individual Investors	The Company will hold briefings for individual investors and is considering providing explanations on business results, management policy, and other matters.	Yes
Regular Investor Briefings for Analysts and Institutional Investors	The Company will hold briefings for analysts and institutional investors and is considering providing explanations on business results, management policy, and other matters.	Yes
Regular Investor Briefings for Overseas Investors	The Company is considering regular visits to provide briefings to overseas institutional investors in the Americas, Asia, and elsewhere.	Yes
Posting of IR Materials on the Website	The Company plans to post various IR materials on its website, such as financial briefings, timely disclosure materials, securities reports, and quarterly financial briefing	
Establishment of Department in Charge of IR	Department in charge of IR: Business Management Division	

3. Measures to Ensure Due Respect for Stakeholders

	Supplementary Explanation
Establishment of Internal Rules for Respecting the Position of Stakeholders	The Company recognizes the importance of releasing useful and accurate information to stakeholders and provides information via its website and other means.
Implementation of Environmental Conservation Activities, CSR Activities, etc.	Based on the concept of “starting now rather than in the future after the Company has grown,” the Company has launched a project called “NOW”, which addresses society-wide issues through its core business. With “Scan for Trees”, the Company is planting trees based on the number of business cards changed into data at “Sansan”.
Development of Policies on Information Provision to Stakeholders	The Company plans to disclose information proactively to its stakeholders via its website, financial results briefings, and other means.
Others	-

IV Matters Related to the Internal Control System

1. Basic Views on the Internal Control System and the Progress of System Development

The Company strives to maintain and enhance corporate governance by the establishment and strict operation of an internal control system based on the Basic Policy on Internal Control System, which was determined by the Board of Directors.

a) System to ensure that the execution of duties by directors and employees complies with laws and regulations as well as the Articles of Incorporation (System for Strict Compliance with Laws and Regulations and the Articles of Incorporation).

1. Directors and employees carry out appropriate corporate activities based on high ethical standards and comply with laws and regulations and internal rules such as the Articles of Incorporation in accordance with the Company's corporate philosophy and code of conduct, "The Katachi of Sansan."

2. Implement internal audits by the Internal Auditing Department, an independent entity under the direct supervision of the CEO, to verify if execution of business operations is being conducted based on laws and regulations, the Articles of Incorporation, and internal and other rules while at all times strive to make improvements when issues are discovered.

b) System for storage and management of information related to execution of duties by directors (Information Storage and Management System)

1. Store and manage documents, business forms, and records made in an electronic format based on the Rules on Document Management, after classifying according to level of confidentiality.

2. Directors may access these documents and records at any time.

c) Rules and other systems for managing risk of loss (Risk Management System)

1. Appropriately manage a host of potential risks in the Company's business activities through the establishment of internal rules and a response system.

2. Give utmost priority to the appropriate handling of personal information, appoint a person in charge of personal information protection, and make efforts to minimize the risks associated with the management of personal information by establishing internal rules centered on a set of basic regulations for the protection of personal information.

3. Reduce information security risks by appointing a Chief Information Officer with responsibility and authority for information security risks and risk management and establishing rules on management of information systems.

4. Directors immediately report to the Audit and Supervisory Committee in the event of any kind of risk arising that may cause a major loss to the Company.

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d) System to ensure that the duties of the directors are being carried out efficiently (System for Securing Efficiency)

1. Hold regular meetings comprising directors once a month and convene extraordinary meetings as needed in accordance with laws and regulations, the Articles of Incorporation, and the rules of the Board of Directors in order to audit the status of business execution by discussing and making decisions on important matters, and receiving reports from Executive Directors
2. Establish a suitable and efficient decision-making system through developing internal rules such as the Board of Directors' Rules, and clarifying areas of responsibility and authority.

e) System to ensure the properness of business operations of the corporate group composed of the Company and its subsidiaries (Internal Control of Corporate Group)

1. Share the Company's corporate philosophy and code of conduct, The Katachi of Sansan, with subsidiaries and make it the guiding principle for Group-wide ethics in business operations and business.
2. The Internal Auditing Department implements regular audits in order to verify if the business operations of the Company and its subsidiaries are in compliance with laws and regulations, the Articles of Incorporation, internal rules, and other regulations.

f) Internal control system for financial reporting (System to ensure properness of financial reporting)

1. In order to secure the properness of financial reporting of the Company and its subsidiaries, the Company develops and appropriately operates internal rules, including the Basic Policy on Internal Controls Related to Financial Reporting, based on the Financial Instruments and Exchange Law and other laws and regulations in Japan and overseas that apply to the Company and its subsidiaries.
2. Develop and operate a monitoring system for financial reporting and establish a system for timely and appropriate reporting when internal control system problems or defects are identified through the monitoring system.
3. In terms of information infrastructure, make effective and efficient use of the internal control system for financial reporting and respond appropriately with respect to General Control and Application Control.

g) Matters related to the Office that assists the duties of the Audit and Supervisory Committee.

Matters related to the independence of members of that Office and matters on ensuring the practicability of instructions to those members (Establishing an Office and Office member for the Audit and Supervisory Committee), (Independence of the Office for the Audit and Supervisory Committee) , (Ensuring practicability of instructions to the Office of the Audit and Supervisory Committee)

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1. Establish an Office under the direct control of the Audit and Supervisory Committee and designate an Office member to assist the duties of the Committee's members on a full-time basis.
2. The supervisory authority over that Office member is to belong exclusively to the Audit and Supervisory Committee and the appointment, transfer, performance evaluation, disciplinarian action, and other matters regarding the member require the approval of, and prior notification to, the Audit and Supervisory Committee.

h) System for submitting reports to the Audit & Supervisory Committee, which includes the system for directors and employees to report to the Audit and Supervisory Committee

1. Directors and employees shall promptly inform the Audit and Supervisory Committee of any matter that may have a significant impact on the Company and the implementation status of internal audits as well as legal matters, and provide necessary reports and information in response to requests from the Audit and Supervisory Committee.
2. Formulate rules for a Whistle-Blower System and ensure the operation of an appropriate reporting system based on the stipulations of the Whistle-Blower System. The Company shall not treat any director or employee unfavorably on the basis of said director or employee using the System to give a report to the Audit and Supervisory Committee.

i) Other: Systems for ensuring the effectiveness of audits by the Audit & Supervisory Committee (Systems for ensuring the effectiveness of audits by the Audit and Supervisory Committee)

1. The CEO shall meet regularly with the Audit and Supervisory Committee and Accounting Auditor to exchange of opinions and communicate effectively.
2. The Audit and Supervisory Committee shall meet regularly with the Accounting Auditor, cooperate with the Internal Auditing Department, and exchange information at all times.
3. Payments of costs incurred in the process of executing the duties of the Audit and Supervisory Committee member shall be addressed upon a request for payment.

2. Basic Views on Eliminating Anti-Social Forces

a. Basic Views on Eliminating Anti-Social Forces

The Company shall conduct fair and responsible corporate activities by the formulation of its Basic Policy on Eliminating Anti-Social Forces and its dissemination inside and outside the Company as well as the securing and maintaining of a compliance system through the development and operation of all internal rules.

b. Status of the Company's preparedness for the elimination of antisocial forces

(a) Status of the preparedness of internal rules

All executives and employees of the Company shall comply with the Basic Policy on Eliminating Anti-Social Forces and other internal rules and establish a system to promote the elimination of

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such forces.

Additionally, by establishing Detailed Rules on Investigations into Anti-social Forces for Sales Management and Detailed Rules on External Procurement Transactions as operational rules, the Company has built a system for preventing transactions with anti-social forces.

(b) Special department with responsibility for countermeasures in relation to anti-social forces and person responsible for the prevention unreasonable demands

The Company has established the following system for responding to antisocial forces.

1. Person with overall responsibility: Director in charge of Business Management Division
2. Division with overall responsibility: Business Management Division, Legal Affairs
3. Responding division: The department dealing with that business partner

(c) Method for addressing the elimination of anti-social forces

i .New business partners, shareholders, and executives

As a general principle, the Company uses a private sector tool to ascertain whether or not new business partners, shareholders, and executives have relationships with anti-social forces.

At the commencement of business, the Company inserts a wording in all contracts in which the partner guarantees that they have no relationship with anti-social forces, and a contract cancellation clause to be invoked in the event that the partner does have such relationship.

ii . Existing business partners

Using a price sector investigative tool, the Company carries out checks on all existing business partners to ascertain whether or not they have relationships with anti-social forces. In addition to taking the usual precautions, the Company also implements investigations and checks to a certain extent.

iii . The Company has a system for dissolving relationships with existing business partners if it comes to light that they are anti-social forces or are suspected of being such forces.

(d) Status of cooperation with external specialist organizations

The Company continuously studies the importance of eliminating anti-social forces through external lectures and seminars. Additionally, the Company has established cooperative ties with the police, the Center for Removal of Criminal Organizations, and legal counsel.

(e) Status of efforts to gather and manage information related to anti-social forces

The Company consolidates information on anti-social forces with the responsible division, thereby centralizing the gathering and management of information.

(f) Implementation status of training activities

On joining the Company, new employees submit a written pledge confirming that they have no

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relationships with anti-social forces and the Company explains the importance of eliminating anti-social forces.

Other Matters

1. Adoption of Anti-Takeover Measures

Adoption of anti-takeover measures	No
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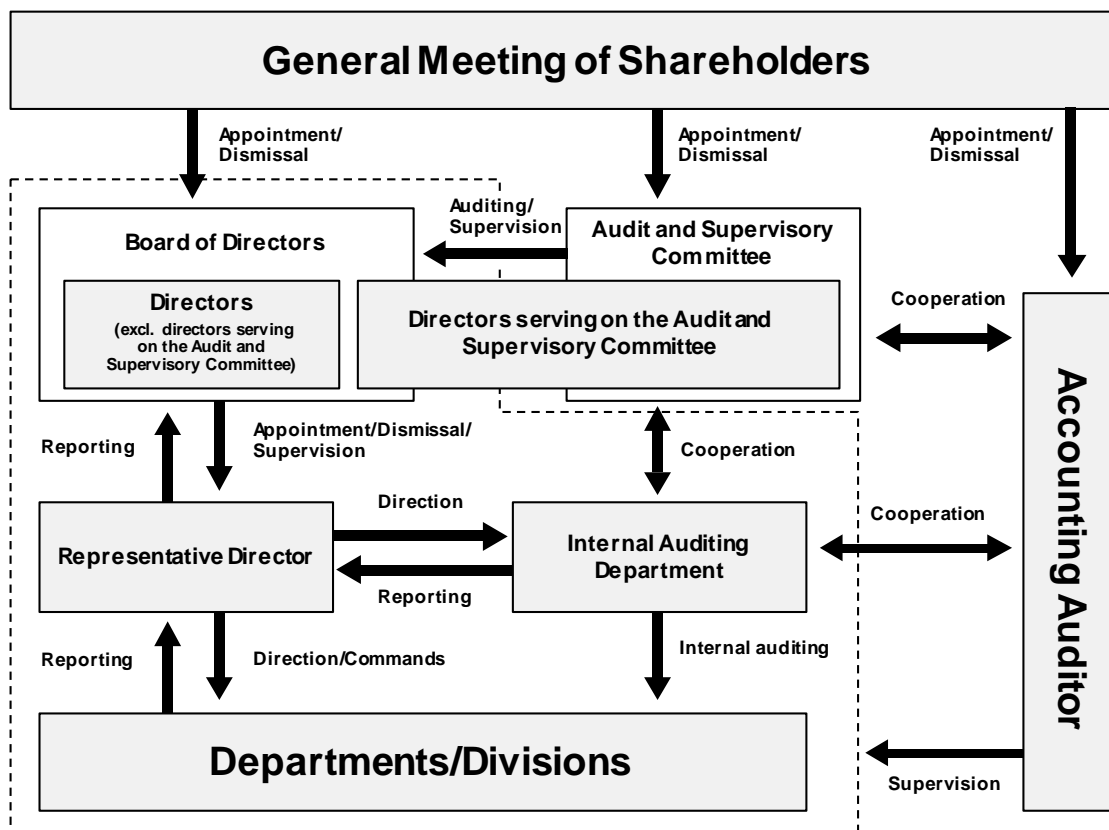
Supplementary Explanation

2. Other matters concerning corporate governance system, etc.

A flow chart describing the Company's corporate governance and timely disclosure systems is attached for reference.

[Chart 1]

Corporate Governance System



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[Chart 2]

Timely Disclosure System

