

*This represents an abridged translation, for reference and convenience only, of the original notice issued in Japanese. In the event of any discrepancies between the Japanese and English versions, the former shall prevail.*



Securities Code: 4620

June 3, 2024

Daisuke Kato  
President  
FUJIKURA KASEI CO., LTD.  
20-7, Hasune 3-chome,  
Itabashi-ku, Tokyo, Japan

### **Notice of Invitation to the 113th Ordinary General Meeting of Shareholders**

To our shareholders:

We are pleased to announce the 113th Ordinary General Meeting of Shareholders of FUJIKURA KASEI CO., LTD. (hereinafter “the Company”) which will be held as indicated below.

When convening this general meeting of shareholders, the Company takes measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (matters for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information on the following websites. Please access the websites by using the internet address shown below to review the information.

[The Company’s website]

<https://www.fkkasei.co.jp/ir/reference/meeting.html> (in Japanese)

[Website for the Informational Materials for a General Shareholders Meeting]

<https://d.sokai.jp/4620/teiji/> (in Japanese)

[TSE website (Listed Company Search)]

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show> (in Japanese)

(Access the TSE website by using the internet address shown above, enter “FUJIKURA KASEI” in “Issue name (company name)” or the Company’s securities code “4620” in “Code,” and click “Search.” Then, click “Basic information” and select “Documents for public inspection/PR information.” Under “Filed information available for public inspection,” click “Click here for access” under “[Notice of General Shareholders Meeting/Informational Materials for a General Shareholders Meeting].”)

If you do not plan to attend the meeting in person, you may exercise your voting rights via the Internet, etc. or in writing prior to the meeting, please review the Reference Document for the General Meeting of Shareholders, and exercise your voting rights by June 25, 2024 (Tuesday), 5:00 p.m. (JST).

[Exercise of voting rights via the Internet, etc.]

Please access the dedicated website for exercising voting rights (<https://www.web54.net>) (in Japanese) and enter your approval or disapproval for each proposal by the voting deadline indicated above.

[Exercise of voting rights in writing]

Please indicate your approval or disapproval of each proposal on the voting form, and return it to us to arrive by the voting deadline indicated above.

- 1. Date and time:** June 26, 2024 (Wednesday) at 10:00 a.m. (JST) (reception desk opens at 9:00 a.m.)
- 2. Place:** SUMITOMO FUDOSAN ONARIMON TOWER BLDG. Bellesalle  
Onarimon Tower 3F  
1-1, Shiba-Koen 1-chome, Minato-ku, Tokyo

**3. Purpose of the meeting**

**Matters to be reported:**

1. Details of the business report, the consolidated financial statements, and the reports by the accounting auditors and the Audit & Supervisory Committee on the audit results of the consolidated financial statements for the Company's 113th business year (from April 1, 2023 to March 31, 2024).
2. Details of the non-consolidated financial statements for the Company's 113th business year (from April 1, 2023 to March 31, 2024).

**Matters to be resolved:**

- 1<sup>st</sup> Proposal** Appropriation of surplus
- 2<sup>nd</sup> Proposal** Election of ten (10) Directors who are not Audit & Supervisory Committee Members

### To shareholders attending the meeting in person

1. If attending the meeting in person, please submit the voting form to the reception desk at the meeting hall without detaching from the rest of the form.
2. If attending the meeting by proxy, in addition to submitting the voting form, the proxy must submit a letter to certify the right of proxy to the reception desk at the meeting hall.  
(The Articles of Incorporation of the Company state that a person who can be appointed as a proxy is limited to one shareholder of the Company who is entitled to exercise voting rights.)
3. **The date, time, place, and other details of the General Meeting of Shareholders is subject to change due to various reasons. If there are any changes to its operation, they will be posted on the Company's website (<http://www.fkkasei.co.jp>) (in Japanese), so please check the website prior to attending.**

### To shareholders exercising voting rights in writing

If you choose not to attend the meeting in person and exercise voting rights in writing, please note the following when indicating your approval or disapproval for the proposal.

1. You must use the voting form.
2. If you do not indicate your approval or disapproval for a proposal, your vote will be treated as an approval for the proposal.

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1. In the event of any modification to the matters for which measures for providing information in electronic format are to be taken, a statement to that effect, the matters before the modification and the matters after the modification will be posted on the respective websites where the information is posted.
  2. Because the Company has posted the Notice of General Shareholders Meeting, the attached documents, and the Reference Document for the General Meeting of Shareholders on the Company's website on the Internet (<http://www.fkkasei.co.jp> (in Japanese)), pursuant to the provisions of laws and regulations and Article 16, Paragraph 2 of the Company's Articles of Incorporation, this Notice of General Shareholders Meeting does not contain the following items. Accordingly, the attached documents to this Notice of General Shareholders Meeting are a part of the Business Report, the Consolidated Financial Statements and the Non-consolidated Financial Statements audited by the Audit & Supervisory Committee in preparing its Audit Report, and the Consolidated Financial Statements and the Non-Consolidated Financial Statements audited by the accounting auditors in preparing its Accounting Audit Report.
    - (i) "Corporate Structure and Policies" in the Business Report
    - (ii) "Notes to Consolidated Financial Statements" in the Consolidated Financial Statements
    - (iii) "Notes to Non-Consolidated Financial Statements" in the Non-Consolidated Financial Statements

## Reference Document for the General Meeting of Shareholders

### Proposals and Reference

#### 1<sup>st</sup> Proposal    Appropriation of surplus

As announced in the 11th Medium-term Management Plan, the Company will pay a year-end dividend for the fiscal year under review based on the policy of maintaining an annual dividend of ¥16 or more during the period of the Medium-term Management Plan and aiming for a total return ratio of 70% or more, while taking into consideration the forecasts of future revenue, the internal reserves necessary to strengthen the financial standing, and future business development such as capital investment, R&D investment, and enhancement of overseas bases. Based on these considerations, we propose the following.

1. Matters concerning allocation of dividend property to shareholders and the total amount thereof  
¥8 per share of common stock of the Company                      Total amount: ¥246,633,312  
Including the interim dividend, the annual dividend shall be ¥16 per share.
2. Effective date for dividends from surplus  
June 27, 2024

## 2<sup>nd</sup> Proposal Election of ten (10) Directors who are not Audit & Supervisory Committee Members

The terms of office of all ten (10) Directors (excluding Directors serving as Audit & Supervisory Committee Members; the same applies in the rest of this proposal) will expire at the conclusion of this General Meeting of Shareholders. Accordingly, the Company requests the election of ten (10) Directors.

This proposal was investigated by the Audit & Supervisory Committee, who expressed the opinion that all of the candidates are qualified as Director.

This proposal has been decided by the Board of Directors after deliberation and report by the Nomination and Compensation Committee, voluntarily established by the Company and which is composed of three (3) Directors, including two (2) independent directors.

The candidates for Director are as follows.

Candidate No.	Name	Positions and responsibilities at the Company	
1	Daisuke Kato	President	[Reelection]
2	Hisashi Kajiwara	Senior Vice President and Division Director of Architectural Coatings Division; In charge of Affiliates (three sales companies in the architectural coating business)	[Reelection]
3	Masahiro Takano	Executive Director and Branch Manager of Sano Plant; In charge of Environment & Safety Department and Export Administration Office	[Reelection]
4	Satoshi Watanabe	Executive Director, Branch Manager of Washinomiya R&D Center, and Division Director of Polymers & Resins Division; In charge of Medical Materials Department and Quality Assurance Department	[Reelection]
5	Hitoshi Kawaguchi	Executive Director and Division Director of Coatings for Plastics Division; In charge of Affiliates (Overseas)	[Reelection]
6	Susumu Kurihara	Executive Director and Division Director of Administrative Headquarters; In charge of Sustainability Promotion Department and Affiliates (Domestic)	[Reelection]
7	Toyohiro Tsuchiya	Executive Director and Assistant Division Manager of Administrative Headquarters; In charge of Corporate Auditing Office Manager of Accounting Department of Administrative Headquarters	[Reelection]
8	Takahiro Ishii	Executive Director and Division Director of Electronics Materials Division; In charge of Affiliates (synthetic resin business) Manager of Marketing Department of Electronics Materials Division	[Reelection]
9	Yoichi Nagahama	Outside Director	[Reelection] [Outside Director] [Independent Director]
10	Katsuyuki Kawai	–	[New Candidate] [Outside Director] [Independent Director]

[New Candidate]: New candidate for Director

[Reelection]: Candidate to be reelected for Director

[Outside Director]: Candidate for Outside Director

[Independent Director]: Candidate for Independent Director

Candidate No.	Name (Date of Birth)	Career Summary, Positions and Areas of Responsibility in the Company (Significant Concurrent Positions)	Ownership of the Company's Shares	
1	Daisuke Kato (May 1, 1954) Male [Reelection]	April 1977 April 2000	Joined the Company Manager of Marketing Department, Coatings for Plastics Division of the Company	53,000
		June 2005 July 2009 June 2012 April 2013 to present	Executive Director and Division Director of Coatings for Plastics Division of the Company Executive Director of the Company President of Red Spot Paint & Varnish Co., Inc. Senior Vice President and Division Director of Electronics Materials Division of the Company President of the Company	
Reasons for nomination as a candidate for Director Mr. Daisuke Kato has led the management of the Group since assuming the position of President of the Company in 2013. We propose that he be elected as Director because, based on his abundant experience, solid track history of performance, and wide-ranging knowledge and insight, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.				
2	Hisashi Kajiwara (October 7, 1959) Male [Reelection]	April 1982 April 2004	Joined the Company Branch Manager of Nagoya Branch, Coatings for Plastics Division of the Company	40,000
		July 2007 June 2009 June 2021 to present	Assistant Division Manager of Coatings for Plastics Division and Branch Manager of Nagoya Branch of the Company Executive Director and Division Director of Coatings for Plastics Division of the Company Senior Vice President and Division Director of Architectural Coatings Division of the Company	
(Area of Responsibility) Division Director of Architectural Coatings Division, in charge of Affiliates (three sales companies in the architectural coating business)				
Reasons for nomination as a candidate for Director Mr. Hisashi Kajiwara is in charge of architectural coatings as the Division Director of the Architectural Coatings Division of the Company. We propose that he be elected as Director because, based on his abundant experience, solid track history of performance, and wide-ranging knowledge and insight, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.				

Candidate No.	Name (Date of Birth)	Career Summary, Positions and Areas of Responsibility in the Company (Significant Concurrent Positions)	Ownership of the Company's Shares
3	Masahiro Takano (May 1, 1958) Male [Reelection]	<p>April 1982    Joined the Company</p> <p>April 2008    Manager of Research &amp; Development Department, Architectural Coatings Division of the Company</p> <p>July 2010    Manager of Production Department, Architectural Coatings Division of the Company</p> <p>July 2012    Assistant Division Manager of Architectural Coatings Division and Manager of Research &amp; Development Department of the Company</p> <p>June 2013    Executive Director and Division Director of Architectural Coatings Division of the Company</p> <p>June 2021 to present    Executive Director and Branch Manager of Sano Plant of the Company (Area of Responsibility) Branch Manager of Sano Plant, in charge of Environment &amp; Safety Department and Export Administration Office</p>	31,100
<p>Reasons for nomination as a candidate for Director</p> <p>Mr. Masahiro Takano is in charge of production as the Branch Manager of Sano Plant of the Company. We propose that he be elected as Director because, based on his abundant experience, solid track history of performance, and wide-ranging knowledge and insight, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.</p>			
4	Satoshi Watanabe (July 16, 1959) Male [Reelection]	<p>April 1984    Joined the Company</p> <p>July 2007    Manager of Research &amp; Development Department, Electronics Materials Division of the Company</p> <p>July 2013    Manager of Research &amp; Development Department, Electronics Materials Division and Manager of Electronics Materials Production Department of the Company</p> <p>April 2014    Manager of Research &amp; Development Department, Electronics Materials Division of the Company</p> <p>June 2015    Executive Director and Division Director of Electronics Materials Division of the Company</p> <p>June 2023 to present    Executive Director, Branch Manager of Washinomiya R&amp;D Center, and Division Director of Polymers &amp; Resins Division of the Company (Area of Responsibility) Branch Manager of Washinomiya R&amp;D Center, Division Director of Polymers &amp; Resins Division, in charge of Medical Materials Department and Quality Assurance Department</p>	24,000
<p>Reasons for nomination as a candidate for Director</p> <p>Mr. Satoshi Watanabe is in charge of R&amp;D and Polymers &amp; Resins as the Branch Manager of the Washinomiya R&amp;D Center, and Division Director of the Polymers &amp; Resins Division of the Company. We propose that he be elected as Director because, based on his abundant experience, solid track history of performance, and wide-ranging knowledge and insight, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.</p>			

Candi- date No.	Name (Date of Birth)	Career Summary, Positions and Areas of Responsibility in the Company (Significant Concurrent Positions)	Ownership of the Company's Shares
5	Hitoshi Kawaguchi (January 30, 1967) Male [Reelection]	<p>April 1991    Joined the Company</p> <p>January 2011    Manager of International Business Strategy Office of the Company</p> <p>April 2012    Manager of International Business Strategy Department of the Company</p> <p>July 2012    Assistant Division Manager of Coatings for Plastics Division and Manager of International Business Strategy Department of the Company</p> <p>January 2014    Assistant Division Manager of Coatings for Plastics Division and Manager of ASEAN Regional Headquarters of the Company</p> <p>July 2016    Assistant Division Manager of Coatings for Plastics Division and Manager of ASEAN &amp; INDIA Regional Headquarters of the Company</p> <p>June 2021 to    Executive Director and Division Director of present    Coatings for Plastics Division of the Company</p> <p>(Area of Responsibility) Division Director of Coatings for Plastics Division, in charge of Affiliates (Overseas)</p> <p>(Significant Concurrent Positions) President of Chukyo Paint Service Co., Ltd. Board Chairman of Fujikura Kasei Coating (Tianjin) Co., Ltd. Board Chairman of Fujikura Kasei (Foshan) Coating Co., Ltd. Board Chairman of Shanghai Fujikura Kasei Coating Co., Ltd. Director of Fujikura Kasei (Thailand) Co., Ltd.</p>	19,600
<p>Reasons for nomination as a candidate for Director</p> <p>Mr. Hitoshi Kawaguchi has been involved in coatings for plastics and overseas business departments of the Company for many years, and he has a wide range of knowledge and extensive experience. We propose that he be elected as Director because, based on his knowledge and experience, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.</p>			



Candidate No.	Name (Date of Birth)	Career Summary, Positions and Areas of Responsibility in the Company (Significant Concurrent Positions)	Ownership of the Company's Shares
6	Susumu Kurihara (July 12, 1968) Male [Reelection]	<p>April 1991      Joined the Company</p> <p>July 2012      Manager of Accounting Department, Administrative Headquarters, and Manager of Management Accounting Section of the Company</p> <p>April 2015      Manager of Administrative Department and Manager of Corporate Planning Section, Administrative Headquarters of the Company</p> <p>October 2016      Assistant Division Manager of Administrative Headquarters, Manager of Administrative Department and Manager of Corporate Planning Section of the Company</p> <p>July 2017      Assistant Division Manager of Administrative Headquarters and Manager of Administrative Department of the Company</p> <p>June 2021 to present      Executive Director and Division Director of Administrative Headquarters of the Company</p> <p>(Area of Responsibility) Division Director of Administrative Headquarters, in charge of Sustainability Promotion Department and Affiliates (Domestic)</p>	25,700
		<p>Reasons for nomination as a candidate for Director</p> <p>Mr. Susumu Kurihara has been involved in accounting and administration of the Company for many years, and he has a wide range of knowledge and extensive experience. We propose that he be elected as Director because, based on his knowledge and experience, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.</p>	
7	Toyohiro Tsuchiya (November 26, 1967) Male [Reelection]	<p>October 1997      Joined Chuo Audit Corporation (present PricewaterhouseCoopers Aarata LLC)</p> <p>April 2001      Registered as a certified public accountant</p> <p>April 2004      PricewaterhouseCoopers Legal &amp; Tax Consultants Ltd./Thailand</p> <p>October 2016      Joined the Company</p> <p>April 2018 to present      Manager of Accounting Department of Administrative Headquarters of the Company</p> <p>June 2023 to present      Executive Director and Assistant Division Manager of Administrative Headquarters of the Company</p> <p>(Area of Responsibility) Assistant Division Manager of Administrative Headquarters, in charge of Corporate Auditing Office Manager of Accounting Department of Administrative Headquarters</p>	4,800
		<p>Reasons for nomination as a candidate for Director</p> <p>Mr. Toyohiro Tsuchiya is a certified public accountant, and in addition to his considerable knowledge of finance and accounting, he has extensive knowledge and a wealth of experience in consulting work in Japan and abroad. We propose that he be elected as Director because, based on his knowledge and experience, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.</p>	

Candi- date No.	Name (Date of Birth)	Career Summary, Positions and Areas of Responsibility in the Company (Significant Concurrent Positions)	Ownership of the Company's Shares
8	Takahiro Ishii (January 9, 1971) Male [Reelection]	<p>April 1993    Joined the Company</p> <p>October      Head of Shanghai Representative Office, 2002          Electronics Materials Division of the Company</p> <p>July 2010     Manager of Sales Section, Marketing Department, Electronics Materials Division and Manager of China Branch Office of the Company</p> <p>July 2013 to   Manager of Marketing Department of present        Electronics Materials Division of the Company</p> <p>June 2023 to   Executive Director and Division Director of present        Electronics Materials Division of the Company</p> <p>(Area of Responsibility) Division Director of Electronics Materials Division, in charge of Affiliates (synthetic resin business) Manager of Marketing Department of Electronics Materials Division</p>	4,100
<p>Reasons for nomination as a candidate for Director</p> <p>Mr. Takahiro Ishii has been involved in the Electronics Materials Division of the Company for many years, and he has a wide range of knowledge and extensive experience. We propose that he be elected as Director because, based on his knowledge and experience, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.</p>			

Candidate No.	Name (Date of Birth)	Career Summary, Positions and Areas of Responsibility in the Company (Significant Concurrent Positions)	Ownership of the Company's Shares
9	Yoichi Nagahama (January 1, 1950) Male [Reelection] [Outside Director] [Independent Director]	<p>April 1973      Joined Fujikura Electric Wire Corporation (present Fujikura Ltd.)</p> <p>July 1999      Manager of Accounting Department of Fujikura Ltd.</p> <p>June 2003      Member of the Board of Fujikura Ltd.</p> <p>April 2005      Member of the Board and Manager of Management Planning Office of Fujikura Ltd.</p> <p>April 2006      Member of the Board and Managing Executive Officer, Manager of Corporate Planning Office of Fujikura Ltd.</p> <p>April 2009      President &amp; CEO &amp; Representative Director of Fujikura Ltd.</p> <p>April 2014      President &amp; CEO &amp; Representative Director and Chief of the Power &amp; Telecommunication Systems Company of Fujikura Ltd.</p> <p>April 2016      Chairman &amp; Representative Director of Fujikura Ltd.</p> <p>June 2018      Advisor of Fujikura Ltd.</p> <p>June 2019 to present      Outside Director of the Company</p> <p>August 2019 to present      Outside Director of FUJIKURA COMPOSITES Inc.</p> <p>April 2020 to present      Honorary Advisor of Fujikura Ltd.</p> <p>(Significant Concurrent Position) Outside Director of FUJIKURA COMPOSITES Inc.</p>	2,700
<p>Reasons for nomination as a candidate for Outside Director and expected roles</p> <p>Mr. Yoichi Nagahama served as President &amp; CEO &amp; Representative Director at Fujikura Ltd. He has abundant experience and a solid track history of performance in corporate management, etc., and he possesses wide-ranging knowledge and insight. We propose that he be elected as Outside Director because we expect he can strengthen corporate governance at the Group by offering opinions concerning the general management of the Group.</p>			
10	Katsuyuki Kawai (October 26, 1957) Male [New Candidate] [Outside Director] [Independent Director]	<p>October 1979      Joined Shinko Audit Corporation</p> <p>August 2007      Joined Shin Nihon &amp; Co. (present Ernst &amp; Young ShinNihon LLC)</p> <p>June 2020 to present      Katsuyuki Kawai Certified Public Accountant Office</p> <p>March 2023 to present      Outside Audit &amp; Supervisory Board Member of B-R 31 ICE CREAM CO.,LTD.</p> <p>(Significant Concurrent Position) Outside Audit &amp; Supervisory Board Member of B-R 31 ICE CREAM CO.,LTD.</p>	2,000
<p>Reasons for nomination as a candidate for Outside Director and expected roles</p> <p>Mr. Katsuyuki Kawai is a certified public accountant and has considerable knowledge of finance and accounting and extensive experience as a certified public accountant. We propose that he be elected as Outside Director because, based on his knowledge and experience, we expect he can contribute to the Group's sustainable growth and to boosting corporate value.</p> <p>The Company judges that although Mr. Katsuyuki Kawai has no experience in participating in the management of companies other than serving as outside officer, he will be able to execute the duties of Outside Director adequately because of the above reasons.</p>			

Notes:

1. Mr. Yoichi Nagahama and Mr. Katsuyuki Kawai are candidates for Outside Directors.
2. Mr. Yoichi Nagahama will have served as Outside Director of the Company for five years upon the conclusion of this General Meeting of Shareholders.
3. The candidates do not have any special interest with the Company.
4. The Company entered into agreements with Mr. Yoichi Nagahama to limit his liability for damages as prescribed in Article 423, Paragraph 1 of the Companies Act pursuant to Article 427, Paragraph 1 of the same law, and the maximum amount of liability for damages based on these agreements shall be the amount prescribed in laws and regulations. If he is reelected, the Company will continue the said agreements. In addition, if the election of Mr. Katsuyuki Kawai is approved, the Company plans to enter into the said agreement with him as well.
5. The Company has concluded a liability insurance contract for officers, etc. with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act, in which all Directors of the Company are included as insured persons, whereby any damages and litigation costs incurred by an insured person in the performance of his or her duties as an officer of the Company due to a claim for damages caused by the insured person's actions (including omissions) will be compensated under said contract. However, claims for compensation damages caused by the insured person's illegal gain of profit or convenience, criminal acts, corrupt acts, fraudulent acts, or acts while recognizing that they violate laws, regulations or control laws are not covered by said insurance contract.  
If this proposal is approved as originally proposed and each candidate becomes a Director, each candidate will become an insured person under said insurance contract.  
The Company plans to renew said insurance contract with the same details during the term of office.
6. Mr. Yoichi Nagahama has been designated as an independent director by the Company in accordance with the provisions of the Tokyo Stock Exchange and notification thereof has been provided to the aforementioned stock exchange.  
If he is reelected, the Company will continue to designate him as an independent director. Mr. Katsuyuki Kawai also meets the requirements for an independent director as stipulated by the Tokyo Stock Exchange, and if his appointment is approved, he will be designated as an independent director.
7. The name of Mr. Takahiro Ishii in the family register is Takahiro Takahashi.

## (Reference) Skill matrix of the Board of Directors

Name	Corporate management	Business strategy	Technology/manufacturing	Global leadership	Financial/accounting	Legal affairs/compliance	Other industry insights	ESG/social contribution
Daisuke Kato	○	○		○				
Hisashi Kajiwara	○	○		○				
Masahiro Takano		○	○					○
Satoshi Watanabe		○	○					○
Hitoshi Kawaguchi		○		○				
Susumu Kurihara		○			○	○		
Toyohiro Tsuchiya				○	○	○		
Takahiro Ishii		○		○				
Yoichi Nagahama	○	○			○			
Katsuyuki Kawai					○	○	○	
Hiroaki Watanabe	○					○		○
Mitsuyoshi Naka	○	○					○	
Takashi Watanabe					○		○	
Tomoko Senoo					○		○	

Note: The three greatest areas of expectations for each candidate for Director is indicated.

## Reasons for adopting skill categories

Corporate management/business strategy: Management experience and achievements in companies are required. In addition, skills and knowledge in formulating growth strategies are required to enhance the Company's corporate value.

Technology/manufacturing: Skills and expertise in developing new technologies and manufacturing products that are friendly to people and the environment are required.

Global leadership: In order to maximize the results of our global expansion, the candidate must have experience as a representative of an overseas subsidiary or equivalent, and skills and knowledge in overseas business management.

Financial/accounting: In order to maximize corporate value through efficient management of the Company's capital, the candidate must have the skills and knowledge to formulate appropriate financial and capital strategies to build a solid financial base, promote investment for growth, and enhance shareholder returns.

Legal affairs/compliance: Skills and expertise in the areas of legal affairs and risk management are needed to improve the effectiveness of management oversight throughout the Group.

Other industry insights: It is necessary from the perspective of diversity to obtain knowledge beyond the boundaries of companies and organizations by listening to the opinions of people with knowledge in other industries.

ESG/social contribution: Further improvement of skills and insights in these areas are required.

End