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(Stock Exchange Code: 2170)
March 6, 2019

To Shareholders with Voting Rights:

Yoshihisa Ozasa
Chairman and
Representative Director
Link and Motivation Inc.
GINZA SIX,
6-10-1 Ginza,
Chuo-ku, Tokyo,
Japan

**NOTICE OF
THE 19TH ORDINARY GENERAL MEETING OF SHAREHOLDERS**

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

You are cordially invited to attend the 19th Ordinary General Meeting of Shareholders of Link and Motivation Inc. (the “Company”) to be held as described below.

If you are unable to attend the meeting, you can exercise your voting rights in writing by submitting the Voting Rights Exercise Form. If exercising your voting rights in writing, please review the attached Reference Documents for the Ordinary General Meeting of Shareholders, indicate your vote for or against the proposals on the enclosed Voting Rights Exercise Form and return it so that it is received by 6:00 p.m. on Wednesday, March 27, 2019, Japan time.

- 1. Date and Time:** Thursday, March 28, 2019 at 10:30 a.m. Japan time
※ The reception desk will open at 9:30 a.m. Just before the meeting starts, the reception desk and elevators to the meeting hall will be extremely crowded, so please arrive early.
- 2. Place:** 12th Floor, GINZA SIX
6-10-1 Ginza, Chuo-ku, Tokyo, Japan
(This is different from the previous location. Please refer to the “Access Map for the Place of the Ordinary General Meeting of Shareholders” at the end of this document.)
- 3. Meeting Agenda:**
- Matters to be reported:**
1. The Business Report, Consolidated Financial Statements for the Company’s 19th Fiscal Year (January 1, 2018 - December 31, 2018) and results of audits by the Accounting Auditor and the Audit & Supervisory Board of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company’s 19th Fiscal Year (January 1, 2018 - December 31, 2018)
- Proposal to be resolved:**
- Proposal 1:** Election of Ten (10) Directors
- Proposal 2:** Election of Three (3) Audit & Supervisory Board Members

- ◎ When attending the meeting, please submit the enclosed Voting Rights Exercise Form at the reception desk.
 - ◎ Among the documents to be provided with this Notice of Ordinary General Meeting of Shareholders, “Notes to Consolidated Financial Statements” within the Consolidated Financial Statements and “Notes to Non-consolidated Financial Statements” within the Non-consolidated Financial Statements are not listed in this Notice of Ordinary General Meeting of Shareholders as they will be posted on the Company’s website (<https://www.lmi.ne.jp/english>) in accordance with laws and regulations as well as Article 12 of the Company’s Articles of Association. Accordingly, attached documents of the Notice of Ordinary General Meeting of Shareholders are part of the Consolidated Financial Statements and the Non-consolidated Financial Statements audited by the Accounting Auditor in the preparation of the financial audit report.
 - ◎ Should the Reference Documents for the Ordinary General Meeting of Shareholders, the Business Report, the Non-consolidated Financial Statements or the Consolidated Financial Statements require revisions, the revised versions will be posted on the Company’s website (<https://www.lmi.ne.jp/english>).
- ※ We ask for your understanding in advance that no eating or drinking is allowed in the venue.

Reference Documents for the Ordinary General Meeting of Shareholders

Proposals and References

Proposal 1: Election of Ten (10) Directors

The terms of office of all nine (9) Directors will expire at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, to enhance its management system, the Company proposes the election of ten (10) Directors, increasing their number by one new Director.

The candidates are as follows:

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
1	Yoshihisa Ozasa (May 18, 1961)	<p>April 1986 Joined Recruit Co., Ltd.</p> <p>March 2000 Established the Company and assumed the position of President and Representative Director</p> <p>February 2009 Established Link Investor Relations Inc. (currently, Link Corporate Communications Inc.) and assumed the position of Chairman of the Board of Directors (to present)</p> <p>October 2009 Chairman of the Board of Directors, Link Tourist Inc. (currently, Link Event Produce Inc.) (to present)</p> <p>June 2011 Chairman of the Board of Directors, AVIVA Co., Ltd. (currently, Link Academy Inc.) (to present)</p> <p>November 2011 President and Representative Director, Phoenix Inc. (to present)</p> <p>January 2012 Chairman of the Board of Directors, Raise-i Inc. (currently, Link-i Inc.) (to present)</p> <p>January 2012 Chairman of the Board, INTEC Japan Inc. (currently, Link Global Solution Inc.) (to present)</p> <p>February 2012 Chairman of the Board of Directors, Sales Marketing Co., Ltd. (currently, Link Staffing Inc.) (to present)</p> <p>January 2013 Chairman and Representative Director, the Company (to present) Chairman of the Board of Directors, Motivation Academia Inc. (to present)</p> <p>June 2014 Chairman of the Board of Directors, Link Dining Inc. (to present) Board Chairman, Interac Co., Ltd. (currently, Link Interac Inc.) (to present)</p> <p>April 2015 Chairman of the Board of Directors, Link Relation Engineering Inc. (to present)</p> <p>October 2016 Chairman and Director, Link Japan Careers Inc. (to present)</p> <p>May 2017 Chairman and Director, Dean Morgan K.K. (to present)</p> <p>November 2017 Chairman and Director, a2media Corporation (to present)</p>	3,203,200
<p>[Reasons for nominating Mr. Ozasa as a candidate for a Director]</p> <p>Since the establishment of the Company in 2000, Mr. Ozasa has assumed the position of Representative Director of the Company and its subsidiaries and served as top management of the Company and its subsidiaries. He has accumulated abundant experience and know-how regarding the management of the Company. In order to take advantage of this experience and know-how in the management of the Company and its subsidiaries, we have nominated Mr. Ozasa as a candidate for another term as a Director.</p>			

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
2	Hideki Sakashita (August 30, 1967)	<p>April 1991 Joined Recruit Co., Ltd.</p> <p>March 2000 Established the Company and assumed the position of Director</p> <p>January 2013 President and Representative Director, the Company (to present)</p> <p>January 2017 Director, Link Global Solution Inc. (to present)</p> <p>Director, Link Relation Engineering Inc. (to present)</p> <p>Director, Link Corporate Communications Inc. (to present)</p> <p>Director, Link Event Produce Inc. (to present)</p>	3,680,000
<p>[Reasons for nominating Mr. Sakashita as a candidate for a Director]</p> <p>Since the establishment of the Company in 2000, Mr. Sakashita has assumed the position responsible for the Motivation Management Business and the Entry Management Business and currently assumes the position of President and Representative Director, and thus has accumulated abundant experience and know-how regarding the management of the Company. In order to take advantage of this experience and know-how in the management of the Company and the Group, we have nominated Mr. Sakashita as a candidate for another term as a Director.</p>			
3	Shunichi Ohno (May 23, 1967)	<p>October 1992 Joined Aoyama Audit Company (PriceWaterhouse)</p> <p>July 1998 Joined PwC Consulting Co., Ltd. (currently, IBM Japan, Ltd.)</p> <p>July 2002 Joined the Company</p> <p>March 2008 Director in charge of Group Design Office, the Company (to present)</p> <p>November 2010 Established Motivation Academia Inc. and assumed the position of Director (to present)</p> <p>January 2011 Director, Link Dining Inc. (to present)</p> <p>March 2011 Director, Link Investor Relations Inc. (currently, Link Corporate Communications Inc.) (to present)</p> <p>June 2011 Director, AVIVA Co., Ltd. (currently, Link Academy Inc.) (to present)</p> <p>January 2013 Director, Link Event Produce Inc. (to present)</p> <p>Director, Raise-i Inc. (currently, Link-i Inc.) (to present)</p> <p>Director, INTEC Japan Inc. (currently, Link Global Solution Inc.) (to present)</p> <p>Director, Sales Marketing co., Ltd. (currently, Link Staffing Inc.) (to present)</p> <p>April 2014 Director, Interac Co., Ltd. (currently, Link Interac Inc.) (to present)</p> <p>April 2015 Director, Link Relation Engineering Inc. (to present)</p> <p>October 2016 Director, Link Japan Careers Inc. (to present)</p> <p>May 2017 Director, Dean Morgan K.K. (to present)</p> <p>November 2017 Director, a2media Corporation (to present)</p>	460,000
<p>[Reasons for nominating Mr. Ohno as a candidate for a Director]</p> <p>Since joining the Company in 2002, Mr. Ohno has acquired abundant experience and know-how regarding the overall management and administrative affairs of the Company and the Group from his services as a person responsible for corporate affairs and a Director in charge of the Company's Group Design Office. In order to take advantage of this experience and know-how in the management of the Company and the Group, we have nominated Mr. Ohno as a candidate for another term as a Director.</p>			

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions		Number of shares of the Company held
4	Hiroyuki Kitsu (August 19, 1964)	April 1988	Joined Recruit Co., Ltd.	37,400
		April 2006	Operating Officer, Recruit Agent Co., Ltd. (currently, Recruit Career Co., Ltd.)	
		July 2013	Joined SQUARE ENIX CO., LTD. and assumed the position of Corporate Executive	
		July 2015	Joined the Company and assumed the position of Operating Officer	
		July 2015	Director, Interac Co., Ltd. (currently, Link Interac Inc.) (to present)	
		March 2016	Director, the Company (to present)	
		October 2016	President and Representative Director, Link Japan Careers Inc. (to present)	
[Reasons for nominating Mr. Kitsu as a candidate for a Director] Since joining the Company in 2015, Mr. Kitsu has assumed the posts of Director at Interac Co., Ltd. (currently, Link Interac Inc.), Director at the Company as well as President and Representative Director at Link Japan Careers Inc., and thus has accumulated know-how and experience mainly regarding the field of global personnel development. In order to take advantage of this experience and know-how in the management of the Company and the Group, we have nominated Mr. Kitsu as a candidate for another term as a Director.				
5	Takashi Oguri (December 20, 1978)	April 2002	Joined the Company	123,800
		January 2010	Operating Officer, the Company	
		July 2011	Unit Manager in charge of Business Management, Finance & Accounting and Public Relations, Corporate Design Headquarters (currently, Group Design Office), the Company	
		July 2014	President and Representative Director, Link Academy Inc. (to present)	
		January 2017	Director, Link Marketing Inc. (currently, Link Staffing Inc.) (to present)	
		March 2017	Director, the Company (to present)	
		May 2017	Director, Dean Morgan K.K. (to present)	
January 2018	Director, Motivation Academia Inc. (to present)			
[Reasons for nominating Mr. Oguri as a candidate for a Director] Since joining the Company in 2002, Mr. Oguri was engaged in the Entry Management Business and corporate affairs and then assumed the posts of President and Representative Director at Link Academy Inc. and Director at Link Marketing Inc. (currently, Link Staffing Inc.), and thus has accumulated know-how and experience regarding the overall operations of the Company as well as in the field of personnel development in Japan. In order to take advantage of this experience and know-how in the management of the Company and the Group, we have nominated Mr. Oguri as a candidate for another term as a Director.				

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
6	Koji Asano (November 3, 1979)	April 2003 Joined the Company July 2010 Operating Officer, the Company, General Manager, Business Development Division, Motivation Management Company January 2013 Executive Officer, Company President, Employee Relationship Management Company of the Company November 2013 Outside Director, Richmedia Co., Ltd. (to present) May 2015 Outside Director, from scratch Co., Ltd. (to present) January 2018 Operating Officer, the Company, General Manager, Organizational Development Division V (to present) March 2018 Director, the Company (to present) October 2018 Director and Vice President, Vorkers Inc. (to present)	4,300
		[Reasons for nominating Mr. Asano as a candidate for a Director] Since joining the Company in 2003, Mr. Asano was engaged in the Entry Management Business and corporate affairs and then assumed the post of Operating Officer of the Company, and thus has accumulated know-how and experience regarding the overall operations of the Company as well as in the field of personnel development in Japan. In order to take advantage of this experience and know-how in the management of the Company and the Group, we have nominated Mr. Asano as a candidate for another term a Director.	
7	Masanao Kawauchi (August 18, 1979)	April 2003 Joined the Company July 2010 Operating Officer, the Company, General Manager, Kansai Company EM Business Division January 2013 Executive Officer, Company President, Entry Management West Company of the Company January 2014 Executive Officer, Company President, Motivation Management Company of the Company January 2018 Operating Officer, the Company, General Manager, Organizational Development Division L (to present) March 2018 Director, the Company (to present) January 2019 President and Representative Director, Link Global Solution Inc. (to present)	20,000
		[Reasons for nominating Mr. Kawauchi as a candidate for a Director] Since joining the Company in 2003, Mr. Kawauchi was engaged in the Entry Management Business and the Motivation Management Business and then assumed the post of Operating Officer of the Company, and thus has accumulated know-how and experience regarding the overall operations of the Company as well as in the field of organizational development in Japan. In order to take advantage of this experience and know-how in the management of the Company and the Group, we have nominated Mr. Kawauchi as a candidate for another term as a Director.	

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
	Etsuko Okajima (May 16, 1966)	April 1989 Joined Mitsubishi Corporation January 2001 Joined McKinsey & Company, Inc. Japan March 2002 Joined Globis Management Bank, Inc. July 2005 President & CEO, Globis Management Bank, Inc. June 2007 CEO, ProNova Inc. (to present) June 2014 Outside Director, Astellas Pharma Inc. External Director, MARUI GROUP CO., LTD. (to present) December 2015 External Director, SEPTENI HOLDINGS CO., LTD. (to present) March 2016 Outside Director, the Company (to present) December 2018 Outside Director, Euglena Co., Ltd. (to present)	0
8	<p>[Special matters relating to a candidate for an Outside Director] Ms. Okajima is a candidate for an Outside Director. Ms. Okajima is currently an Outside Director of the Company and will have served as Outside Director for three years at the conclusion of this Ordinary General Meeting of Shareholders. Ms. Okajima's name recorded on her family register is Etsuko Mino.</p> <p>[Reasons for nominating Ms. Okajima as a candidate for an Outside Director] Ms. Okajima is engaged in running ProNova Inc., which has been creating opportunities (grounds) where professionals of management are fostered. Since she assumed the position of Outside Director at the Ordinary General Meeting of Shareholders held on March 30, 2016, we have received her pertinent opinions from a fair and objective standpoint. In order to continue to take advantage of her professional knowledge and deep insight regarding corporate management in supervising the Company's management, we request the election of Ms. Okajima as an Outside Director.</p> <p>[Matters relating to an Independent Director] The Company has designated Ms. Okajima as an Independent Director according to the regulations provided by the Tokyo Stock Exchange and registered her with the Tokyo Stock Exchange. If the reappointment of Ms. Okajima is approved, the Company intends to continue to designate her as an Independent Director and register her with the Tokyo Stock Exchange.</p> <p>[Summary of a liability limitation agreement] Ms. Okajima is currently an Outside Director of the Company and we entered into an agreement with Ms. Okajima pursuant to Paragraph 1 of Article 423 of the Companies Act of Japan to limit her liability for damages. According to the agreement, the maximum amount of liability for damages shall be the minimum amount as stipulated in laws and regulations. If the reappointment of Ms. Okajima is approved, the Company intends to continue the aforementioned liability limitation agreement with her.</p>		

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
9	Tomoyuki Yuasa (October 10, 1976)	<p>May 2000 Joined Andersen Consulting, Ltd. (currently, Accenture Japan Ltd.)</p> <p>October 2005 Joined Revamp Corporation</p> <p> Temporarily transferred to LOTTERIA Co., Ltd. and assumed the position of Operating Officer, Product Development Headquarters and Administrative Headquarters</p> <p>April 2010 Director, Revamp Corporation</p> <p>April 2010 President and Representative Director, ACT TANK Corporation (*1)</p> <p>March 2011 Director and Vice President, Revamp Corporation</p> <p>January 2013 Representative Director, Revamp Business Solutions Corporation (*1)</p> <p>March 2016 Outside Director, the Company (to present)</p> <p>April 2016 President, Representative Director and CEO, Revamp Corporation (to present), Representative Director, Revamp Ventures Corporation (*1)</p> <p>June 2016 Outside Director, K'S HOLDINGS CORPORATION (to present)</p> <p>(*1) In October 2017, an absorption-type merger was carried out with Revamp Corporation to become the surviving company and ACT TANK Corporation, Revamp Business Solutions Corporation and Revamp Ventures Corporation to be dissolved.</p>	0
<p>[Special matters relating to a candidate for an Outside Director]</p> <p>Mr. Yuasa is a candidate for an Outside Director.</p> <p>Mr. Yuasa is currently an Outside Director of the Company and will have served as Outside Director for three years at the conclusion of this Ordinary General Meeting of Shareholders.</p> <p>[Reasons for nominating Mr. Yuasa as a candidate for an Outside Director]</p> <p>Mr. Yuasa is engaged in running Revamp Corporation. Since he assumed the position of Outside Director at the Ordinary General Meeting of Shareholders held on March 30, 2016, we have received his pertinent opinions from a fair and objective standpoint. In order to continue to take advantage of his professional knowledge and deep insight regarding corporate management in supervising the Company's management, we request the election of Mr. Yuasa as an Outside Director.</p> <p>[Matters relating to an Independent Director]</p> <p>The Company has designated Mr. Yuasa as an Independent Director according to the regulations provided by the Tokyo Stock Exchange and registered him with the Tokyo Stock Exchange. If the reappointment of Mr. Yuasa is approved, the Company intends to continue to designate him as an Independent Director and register him with the Tokyo Stock Exchange.</p> <p>[Summary of a liability limitation agreement]</p> <p>Mr. Yuasa is currently an Outside Director of the Company and we entered into an agreement with Mr. Yuasa pursuant to Paragraph 1 of Article 423 of the Companies Act of Japan to limit his liability for damages. According to the agreement, the maximum amount of liability for damages shall be the minimum amount as stipulated in laws and regulations. If the reappointment of Mr. Yuasa is approved, the Company intends to continue the aforementioned liability limitation agreement with him.</p>			

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
	Yo Nagami (August 11, 1980)	April 2004 Joined Mizuho Securities Co., Ltd. August 2006 Joined Carlyle Japan LLC September 2013 Joined DeNA Co., Ltd. April 2014 Joined RAKSUL INC., Director, Corporate Planning Department October 2014 Chief Finance Officer, Member of Board of Directors, RAKSUL INC. (to present)	0
10	<p>[Special matters relating to a candidate for an Outside Director] Mr. Nagami is a candidate for an Outside Director.</p> <p>[Reasons for nominating Mr. Nagami as a candidate for an Outside Director] Mr. Nagami has broad insight into management through his experience as a Director of RAKSUL INC. and his management experience of investors and investees at an international private equity fund. In addition, Mr. Nagami is involved in management as CFO of RAKSUL INC. and has abundant experience in the fields of finance, investing and organizational personnel. In order to take advantage of these qualities in the Company's management and corporate governance, we request the election of Mr. Nagami as an Outside Director.</p> <p>[Matters relating to an Independent Director] The Company intends to designate Mr. Nagami as an Independent Director according to the regulations provided by the Tokyo Stock Exchange and register him with the Tokyo Stock Exchange.</p> <p>[Summary of a liability limitation agreement] If Mr. Nagami's appointment is approved, the Company intends to enter into an agreement with him pursuant to Paragraph 1 of Article 423 of the Companies Act of Japan to limit his liability for damages. According to the agreement, the maximum amount of liability for damages shall be the minimum amount as stipulated in laws and regulations.</p>		

(Note) There are no special conflicts of interest between any of the candidates and the Company.

Proposal 2: Election of Three (3) Audit & Supervisory Board Members

The terms of office of all three (3) Audit & Supervisory Board Members will expire at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, the Company proposes the election of three (3) Audit & Supervisory Board Members.

This proposal has received the approval of the Audit & Supervisory Board.

The candidates are as follows:

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
1	Yutaka Honda (January 8, 1963)	<p>April 1994 Joined Yoshikiyo Koshiishi Certified Public Tax Accountant Office</p> <p>October 2000 Director, the Company</p> <p>February 2002 Audit & Supervisory Board Member, the Company (to present)</p> <p>March 2004 Audit & Supervisory Board Member, Link Dining Inc. (to present)</p> <p>February 2009 Audit & Supervisory Board Member, Link Investor Relations Inc. (currently, Link Corporate Communications Inc.) (to present)</p> <p>October 2009 Audit & Supervisory Board Member, Link Tourist Inc. (currently, Link Event Produce Inc.) (to present)</p> <p>November 2010 Audit & Supervisory Board Member, Motivation Academia Inc. (to present)</p> <p>June 2011 Audit & Supervisory Board Member, AVIVA Co., Ltd. (currently, Link Academy Inc.) (to present)</p> <p>January 2013 Audit & Supervisory Board Member, Raise-i Inc. (currently, Link-i Inc.) (to present)</p> <p> Audit & Supervisory Board Member, Link Global Solution Inc. (to present)</p> <p> Audit & Supervisory Board Member, Sales Marketing Co., Ltd. (currently, Link Staffing Inc.) (to present)</p> <p>April 2014 Audit & Supervisory Board Member, Interac Co., Ltd. (currently, Link Interac Inc.) (to present)</p> <p>April 2015 Audit & Supervisory Board Member, Link Relation Engineering Inc. (to present)</p> <p>October 2016 Audit & Supervisory Board Member, Link Japan Careers Inc. (to present)</p> <p>May 2017 Audit & Supervisory Board Member, Dean Morgan K.K. (to present)</p> <p>November 2017 Audit & Supervisory Board Member, a2media Corporation (to present)</p>	800,000

No.	Name (Date of birth)	Past experience, positions, responsibility and significant concurrent positions	Number of shares of the Company held
2	Hidekazu Kimura (July 2, 1959)	April 1983 Joined Japan Recruit Center Co., Ltd. (currently, Recruit Co., Ltd.) August 2003 Established HRT, Inc., President and Representative Director (to present) July 2006 Audit & Supervisory Board Member, the Company (to present)	29,000
3	Kenji Tominaga (February 11, 1955)	April 1979 Joined Japan Recruit Center Co., Ltd. (currently, Recruit Co., Ltd.) May 1999 Established Career Plan Co., Ltd., President and Representative Director (to present) March 2000 Audit & Supervisory Board Member, the Company (to present) April 2001 Established Career Design Co., Ltd., President and Director (to present)	378,400

(Notes)

- There are no special conflicts of interest between any of the candidates and the Company.
- Messrs. Hidekazu Kimura and Kenji Tominaga are both candidates for Outside Audit & Supervisory Board Member.
- The Company has designated both Messrs. Hidekazu Kimura and Kenji Tominaga as Independent Audit & Supervisory Board Members according to the regulations provided by the Tokyo Stock Exchange and registered them with the Tokyo Stock Exchange. If the reappointment of both is approved, the Company intends to continue to designate them as Independent Audit & Supervisory Board Members and register them with the Tokyo Stock Exchange.
- Reasons for nominating the candidates for Outside Independent Audit & Supervisory Board Member
 - Mr. Hidekazu Kimura has abundant experience and deep insight as a manager for many years. Accordingly, we consider him to be suitable for Outside Independent Audit & Supervisory Board Member of the Company and request his election.
 - Mr. Kenji Tominaga has abundant experience and extensive insight as a manager for many years. Accordingly, we consider him to be suitable for Outside Independent Audit & Supervisory Board Member of the Company and request his election.
- Number of years since the candidates for Outside Independent Audit & Supervisory Board Member were appointed Audit & Supervisory Board Member of the Company
 - Mr. Hidekazu Kimura will have served as Audit & Supervisory Board Member of the Company for approximately 12 years and 9 months as of the conclusion of this Ordinary General Meeting of Shareholders.
 - Mr. Kenji Tominaga will have served as Audit & Supervisory Board Member of the Company for approximately 19 years as of the conclusion of this Ordinary General Meeting of Shareholders.
- Pursuant to Paragraph 1 of Article 427 of the Companies Act of Japan, the Company has entered into agreements with both Messrs. Hidekazu Kimura and Kenji Tominaga to limit their liability for damages under Paragraph 1 of Article 423 of the Companies Act of Japan. According to said agreements, the maximum amount of liability for damages shall be the minimum amount as stipulated in laws and regulations. If the reappointments of Messrs. Kimura and Tominaga are approved, the Company intends to continue the aforementioned liability limitation agreements with them.