



ES CON
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Securities code: 8892

ES-CON JAPAN Ltd.

28th Regular General Meeting
of Shareholders

Announcement

Date and time

10:00 a.m. March 24 (Fri.), 2023

Location

8-1 Akasaka 1-chome, Minato-ku, Tokyo
Akasaka Intercity Conference the AIR,
4th Floor, Akasaka Intercity AIR
(Please refer to the "Map for General Meeting of
Shareholders" at the end of this Announcement.)

Items for voting

- Agenda Item 1 Disposal of surplus
- Agenda Item 2 Election of six directors
(excluding directors who
are auditor directors)
- Agenda Item 3 Election of one director
who are auditor directors



Smart
announcement

The important information
in this Announcement
may be viewed on
personal computers and
smartphones as well.
<https://p.sokai.jp/8892/>



Securities code: 8892
March 9, 2023

To all shareholders:

2-10-4 Toranomom, Minato-ku, Tokyo
ES-CON JAPAN Ltd.
Takatoshi Ito, President and Representative Director

Announcement of 28th Regular General Meeting of Shareholders

Thank you for your ongoing support.

We request your attendance at the 28th Regular General Meeting of Shareholders. Information on the Meeting is provided below.

Information for this General Meeting of Shareholders, including reference documents for the General Meeting of Shareholders (items provided digitally), is posted to the following websites. Please access any of these websites to review this information.

[Company website (Japanese)]

<https://www.es-conjapan.co.jp/investor/library.php>



(Visit the above website to review the Announcement of 2022 Regular General Meeting of Shareholders.)

[General Meeting of Shareholders reference documents site]

<https://d.sokai.jp/8892/teiji/>



[Tokyo Stock Exchange website (TSE listed firms information service)]



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

(Visit the Tokyo Stock Exchange website above and search by entering “Es-Con Japan” under “Issue name (company name)” or the Company’s securities code “8892” under “Code”; first choose “Basic information,” then “Documents for public inspection/PR information,” then check “Notice of General Shareholders Meeting/Informational Materials for General Shareholders Meeting” under “Filed information available for public inspection.”)

If you cannot attend, you are entitled to exercise your voting rights via the Internet or in writing (by post) by either of the two methods given below. Refer to the “Reference Documents for the General Meeting of Shareholders.” Note that you must exercise your voting rights no later than the end of business hours (6:00 p.m.) on Thursday, March 23, 2023.

[Exercising Voting Rights by Post Mail]

Give either your approval or disapproval of each agenda item in the enclosed Voting Right Execution Form, and then return so that it will be received by the above deadline.

[Exercising Voting Rights via the Internet, etc.]

Indicate either your approval or disapproval of each agenda item on the Voting Right Execution Form sent with this Announcement, then return the form so that it is received by the above deadline.

1. Date and time 10:00 a.m. (reception opens at 9:00 a.m.) March 24 (Fri.), 2023
2. Location 8-1 Akasaka 1-chome, Minato-ku, Tokyo
Akasaka Intercity Conference the AIR, 4th Floor, Akasaka Intercity AIR

* Please refer to the Map for the Regular General Meeting of Shareholders at the end of this Notice.

3. Objectives
Reported items
1. Term 28 (January 1 to December 31, 2022)
Contents of business reports and consolidated account statements, as well as consolidated account statement audit reports from account auditors and the Auditors Committee
 2. Term 28 (January 1 to December 31, 2022)
Items reported in account statements

Items for voting

- Agenda Item 1 Disposal of surplus
Agenda Item 2 Election of six directors (excluding directors who are auditor directors)
Agenda Item 3 Election of one director who are auditor directors

4. Decisions related to this Announcement (exercise of voting rights)
1. When exercising voting rights in writing (by post), a Voting Right Execution Form on which neither approval nor disapproval is indicated for an agenda item shall be treated as indicating approval of the agenda item.
 2. If voting rights have been exercised multiple times, the exercise received by ES-CON JAPAN last shall be treated as the valid exercise of voting rights. If exercise of voting rights via the Internet or other means and exercise of voting rights in writing are received on the same date, the exercise of voting rights via the Internet shall be treated as the valid exercise of voting rights.

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- Please submit the enclosed form for Exercise of Voting Right to the reception desk at the venue when you arrive.
 - Any revisions of items or information provided digitally will be announced on the above websites, together with the relevant items before and after their revision.
 - Shareholders who request printed documents will be sent printed documents containing the items provided digitally. However, pursuant to applicable laws, regulations, and the provisions of Article 17, Paragraph 2 of the Company Articles of Association, such printed documents will not include the following items:
 - (i) The following items from consolidated financial statements: Consolidated statement of changes in net assets and Notes to consolidated financial statements
 - (ii) The following items from nonconsolidated financial statements: Statement of changes in net assets and Notes to non-consolidated financial statementsAccordingly, the business report, consolidated financial statements, and nonconsolidated financial statements contained in such documents constitute documents subject to audit by the account auditors and the Auditor Committee when preparing the account audit report and the audit report, respectively.
 - Exercise of a voting right by proxy shall be possible only if the person commissioned as a proxy is a shareholder with voting rights. Furthermore, only one proxy can be used.
 - No souvenirs will be provided to shareholders attending the Regular General Meeting of Shareholders.

Reference Documents for the General Meeting of Shareholders

Agenda Items and References

Agenda Item 1 **Disposal of surplus**

ES-CON JAPAN Ltd. views the returning of profits to all of its shareholders as one of its main tasks, and its basic policy is to make decisions after comprehensively taking into consideration performance, replenishment of internal reserves, and dividend trends, etc., and to return profits to shareholders in an ongoing and stable manner corresponding to the company's growth potential.

Based on this policy, dividends at the end of the current term will be as follows:

1	Type of dividend assets	Cash
2	Items relating to allocation of dividend assets to shareholders, and total amount thereof	38 yen per share of common stock of ES-CON JAPAN Ltd. 3,673,934,506 yen
3	Date on which surplus dividend takes effect	March 27, 2023

Election of six directors (excluding directors who are auditor directors)

Except for directors who are auditor directors (the same applying hereafter), the term of office will expire for all five directors at the end of this General Meeting. We therefore propose the election of six directors, reflecting the addition of one external director, for the purpose of increasing the transparency and objectivity of the Board of Directors by strengthening the management structure and further enhancing corporate governance.

To ensure fairness and transparency, the selection of each candidate involved consultations with the Nomination and Remuneration Advisory Committee, key members of which consist of external directors.

Moreover, regarding this agenda item, the Auditor Committee has examined each candidate and stated that there are no issues needing to be pointed out.

Candidates are as follows:

Candidate No.	Name (Date of Birth)	History and Position / Area of Responsibility in Our Company (Main Concurrent Posts)	Number of Company Shares Owned
1 Reappointment	Takatoshi Ito (September 1, 1971)	September 2001 - Joined ES-CON JAPAN Ltd. February 2006 - Operating Officer, ES-CON JAPAN Ltd. March 2007 - Managing Director, ES-CON JAPAN Ltd. November 2010 - Head of Business Division, ES-CON JAPAN Ltd. March 2011 - President and Representative Director, ES-CON JAPAN Ltd. (present post) January 2012 - Head of Tokyo Office, ES-CON JAPAN Ltd. May 2013 - President and Representative Director, ES-CON PROPERTY Ltd. August 2013 - Head of Development Division, ES-CON JAPAN Ltd. July 2014 - Director, ES-CON ASSET MANAGEMENT Ltd. November 2014 - President and Corporate Officer, ES-CON JAPAN Ltd. (present post) September 2016 - Director, ES-CON LIVING SERVICE Ltd. (present post) July 2018 - Director, ES-CON PROPERTY Ltd. (present post) July 2019 - Director, One's Own House Co., Ltd. (currently ES-CON HOME Ltd.) (present post) July 2019 - Director, Rise Home Co., Ltd. (currently ES-CON CRAFT Ltd.) (present post) December 2019 - Director, ES-CON GLOBAL WORKS Ltd. (present post) January 2020 - Member, Nomination and Remuneration Advisory Committee, ES-CON JAPAN Ltd. (present post) October 2020 - Director, Ryomon Co., Ltd. (present post) October 2021 - Director, Picasso Co., Ltd. (present post) Director, Yuki Sangyo Co., Ltd. (present post) January 2022 - Director, FUEL Inc. (present post)	1,283,200
		<p>Reason for Candidacy as Director</p> <p>Mr. Ito has handled the management of our group as the company's President and Director, has led the group through his strong leadership, and has contributed to development and expansion into multiple businesses. We propose that he be reappointed as a director to allow him to continue contributing to the functional enhancements of the Board of Directors, leveraging his track record in establishing firm management foundations and his abundant knowledge of and experience with overall business management.</p>	

Candidate No.	Name (Date of Birth)	History and Position / Area of Responsibility in Our Company (Main Concurrent Posts)	Number of Company Shares Owned
Reappointment 2	Minoru Nakanishi (September 14, 1952)	<p>April 1975 - Joined Yasuda Trust & Banking Co., Ltd. (currently Mizuho Trust & Banking Co., Ltd.)</p> <p>April 2005 - Executive Officer (Head of Osaka Branch Office)</p> <p>April 2008 - Joined SOKEN Co., Ltd. Inaugurated as Senior Managing Director</p> <p>August 2011 - Joined ES-CON JAPAN Ltd.</p> <p>June 2012 - Executive Officer (Head of Finance and Accounting Dept.), ES-CON JAPAN Ltd.</p> <p>March 2013 - Director, ES-CON JAPAN Co., Ltd.</p> <p>May 2013 - Director, ES-CON PROPERTY, Ltd. (present post)</p> <p>August 2013 - Head of Management Division, ES-CON JAPAN Ltd.</p> <p>July 2014 - Director, ES-CON ASSET MANAGEMENT, Ltd.</p> <p>November 2014 - Operating Officer, ES-CON JAPAN Ltd.</p> <p>March 2015 - Executive Director, ES-CON JAPAN Ltd. Managing Executive Officer, ES-CON JAPAN Ltd.</p> <p>September 2016 - Director, ES-CON LIVING SERVICE Ltd. (present post)</p> <p>March 2017 - Senior Managing Director, ES-CON JAPAN Ltd. (present post)</p> <p>Senior Executive Officer, ES-CON JAPAN Ltd. (present post)</p> <p>December 2019 - Director, ES-CON GLOBAL WORKS Ltd. (present post)</p> <p>October 2020 - Director, Ryomon Co., Ltd. (present post)</p> <p>October 2021 - Director, Picasso Co., Ltd. (present post) Director, Yuki Sangyo Co., Ltd. (present post)</p> <p>January 2023 – Head of Management Planning Division, ES-CON JAPAN Ltd. (present post)</p>	194,500
	<p>Reason for Candidacy as Director</p> <p>As an administrator of our company, he has been supervising administrative divisions including Finance/Accounting, Personnel, General Affairs, and Legal Affairs, and took the initiative to establish a firm management foundation as a defensive keystone. It was determined that he is an essential human resource for contributing to the improvement of our company group's corporate value, and that he will contribute to sustainable improvement of corporate value in the future. Therefore, we propose that he be reappointed as a director.</p>		

Candidate No.	Name (Date of Birth)	History and Position / Area of Responsibility in Our Company (Main Concurrent Posts)	Number of Company Shares Owned
Reappointment 3	Kenji Fujita (April 14, 1963)	<p>April 1986 - Joined Chubu Electric Power Co., Inc.</p> <p>July 2011 - General Manager, HR/Labor and Operations Group, Chubu Electric Power Co., Inc.</p> <p>July 2013 - General Manager, HR Division, and General Manager, Labor and Operations Division, Chubu Electric Power Co., Inc.</p> <p>July 2014 - General Manager, Locations Division, Okazaki Branch, Chubu Electric Power Co., Inc.</p> <p>April 2016 - General Manager, Locations Division, Power Networks Company, Chubu Electric Power Co., Inc.</p> <p>March 2019 - Director, ES-CON JAPAN Ltd. (present post)</p> <p>Operating Officer, ES-CON JAPAN Ltd. (present post)</p> <p>Head of General Affairs Department, ES-CON JAPAN Ltd.</p> <p>January 2020 - Head of President's Office, ES-CON JAPAN Ltd.</p> <p>October 2022 – Head of Compliance Office, ES-CON JAPAN Ltd. (present post)</p> <p>January 2023 – Head of Management Division, ES-CON JAPAN Ltd. (present post)</p>	3,800
	<p>Reason for Candidacy as Director</p> <p>Mr. Fujita offers a wealth of experience and a strong track record of achievement acquired as HR Division General Manager and Locations Division General Manager with Chubu Electric Power Co., Inc. He plays a key role not just in the administration of our company as Head of General Affairs Department, Head of President's Office, and Head of the Compliance Office, but in ESG management. He is currently promoting comprehensive compliance management within the company. He has contributed to establishing friendly relations with Chubu Electric Power Co., Inc. We propose that he be appointed once again as director.</p>		

Candidate No.	Name (Date of Birth)	History and Position / Area of Responsibility in Our Company (Main Concurrent Posts)	Number of Company Shares Owned
4 Reappointment	Atsushi Kawashima (January 4, 1959)	<p> April 1982 - Joined Mitsubishi Corporation April 1990 - Joined Yasuda Trust & Banking Co., Ltd. (currently Mizuho Trust & Banking Co., Ltd.) June 1998 - Joined Kennedy-Wilson Japan Co., Ltd. (currently Kenedix, Inc.) March 2001 - Director, Kenedix, Inc. March 2003 - Managing Director/COO, Kenedix, Inc. October 2004 - Director, KW REIT Management, Inc. (currently Kenedix Realty Investment Corporation) January 2007 - Representative Director and President, Kenedix, Inc. Representative Director and President, Kenedix Development Corporation Representative Director and President, Kenedix Advisors Corporation (currently Kenedix Realty Investment Corporation) December 2009 - Representative Director and President, Kenedix Property Corporation Representative Director and President, Kenedix Asset Management, Inc. May 2010 - Director, MAX-REALTY INC. July 2010 - Director, Touchstone Holdings Co., Ltd. March 2013 - Representative Director and President, Kenedix, Inc. October 2013 - Representative Director, Space Design, Inc. August 2014 - Director, Touchstone Capital Management Co., Ltd. October 2014 - Director, Nippon Parking Development Co., Ltd. March 2016 - Director and Chairperson, Kenedix, Inc. May 2018 - Director, SQUEEZE Co., Ltd. March 2019 - Advisor, Kenedix, Inc. (present post) March 2021 - Director, ES-CON JAPAN Ltd. (present post) July 2021 - Advisor, SMBC Trust Bank Ltd. (present post) </p> <p> (Main concurrent posts) Advisor, Kenedix, Inc. Advisor, SMBC Trust Bank Ltd. </p>	3,000
	<p> Reason for Candidacy as External Director and Overview of Expected Roles Mr. Kawashima offers a wealth of experience and a strong track record of achievements over many years leading the management of Kenedix, Inc. We have determined that the capacity to apply the strong insights he offers makes him an essential external director. Thus, we propose that he be appointed as an external director. He is expected to exercise highly effective management and oversight from a perspective independent of the management team, thereby strengthening the transparency and soundness of ES-CON JAPAN's management; he is also expected to contribute to decisions from an objective and neutral standpoint, as a member of the Nomination and Remuneration Advisory Committee, on matters such as executive compensation and the selection of candidates for company directors. His tenure as External Director of ES-CON JAPAN Ltd. will be two years at the end of this General Meeting. </p>		

Candidate No.	Name (Date of Birth)	History and Position / Area of Responsibility in Our Company (Main Concurrent Posts)	Number of Company Shares Owned
5	Keiko Otsuki (August 10, 1955)	April 1979 - Joined Mitsubishi Electric Corporation February 1985 - Joined Credit Lyonnaise Bank (currently Credit Agricole Bank) January 1991 - Joined Morgan Stanley Dean Witter (currently Mitsubishi UFJ Morgan Stanley Securities Co. Ltd.) January 1996 - Joined UBS Securities Japan (currently UBS Securities Co., Ltd.) January 1998 - Joined Morgan Stanley Dean Witter (currently Mitsubishi UFJ Morgan Stanley Securities Co. Ltd.) Vice President/Senior Analyst, Equities Research Division April 2003 - Joined Morgan Stanley Japan Global Properties (currently Morgan Stanley Capital Co., Ltd.) Executive Director January 2008 - Joined Morgan Stanley Japan (currently Mitsubishi UFJ Morgan Stanley Securities Co. Ltd.) Managing Director June 2018 - Director, MRD (present post) February 2020 - External Director, KRS Corporation (present post) March 2021 - Director, ES-CON JAPAN Ltd. (present post) (Main concurrent posts) Director, MRD External Director, K.R.S. Corporation	0
		Reason for Candidacy as External Director and Overview of Expected Roles Ms. Otsuki offers a wealth of experience and a strong track record of achievements, including work as a securities analyst overseas. In light of the remarkable insights she can provide, we have determined that she is an essential external director. We propose that she be appointed as an external director. For the reasons stated above, although the candidate has no previous involvement in the company's management other than as external director, she is deemed capable of performing the duties of an external director. She is expected to exercise highly effective management and oversight from a perspective independent of the management team, thereby strengthening the transparency and soundness of ES-CON JAPAN's management; she is also expected to contribute to decisions from an objective and neutral standpoint, as a member of the Nomination and Remuneration Advisory Committee, on matters such as executive compensation and the selection of candidates for company directors. Her tenure as External Director of ES-CON JAPAN Ltd. will be two years at the end of this General Meeting.	

Candidate No.	Name (Date of Birth)	History and Position / Area of Responsibility in Our Company (Main Concurrent Posts)	Number of Company Shares Owned
6 Newly appointed	Hiroaki Hattori (December 4, 1956)	<p>April 1980 – Joined Taiyo-Kobe Bank, Ltd. (currently Sumitomo Mitsui Banking Corporation)</p> <p>April 2010 – Executive Officer/General Manager, Kobe Corporate Sales Division, Sumitomo Mitsui Banking Corporation</p> <p>April 2012 – Managing Executive Officer, Sumitomo Mitsui Banking Corporation</p> <p>June 2015 – Representative Director/Vice-President, Executive Officer/Vice-President, Minato Bank, Ltd.</p> <p>April 2016 – Representative Director/President and CEO, Minato Bank, Ltd.</p> <p>April 2018 – Representative Director, Kansai Mirai Financial Group, Inc.</p> <p>April 2021 – Representative Director/Chairperson, Minato Bank, Ltd.</p> <p>May 2021 – Chairperson, Kobe Association of Corporate Executives (present post)</p> <p>June 2021 – External Auditor, Osaka Small and Medium Business Investment & Consultation Co., Ltd. (present post)</p> <p>April 2022 – Director/Chairperson, Minato Bank, Ltd. (present post)</p> <p>(Main concurrent posts)</p> <p>Director/Chairperson, Minato Bank, Ltd.</p> <p>Chairperson, Kobe Association of Corporate Executives</p> <p>External Auditor, Osaka Small and Medium Business Investment & Consultation Co., Ltd.</p>	0
		<p>Reason for Candidacy as External Director and Overview of Expected Roles</p> <p>Mr. Hattori offers a wealth of experience and an extensive track record with financial institutions. He has played a leadership role in management as Representative Director/President and CEO and Representative Director/Chairperson of Minato Bank, Ltd. In light of the remarkable insights he offers from his years of experience and track record in corporate management, we have decided to nominate him as external director. If appointed, he is expected to exercise highly effective management and oversight from a perspective independent of the management team, thereby strengthening the transparency and soundness of ES-CON JAPAN's management, and to contribute to decisions from an objective and neutral standpoint, as a member of the Nomination and Remuneration Advisory Committee, on matters such as executive compensation and the selection of candidates for company directors.</p>	

- (Note)
- No special interests exist between the candidates and our company.
 - Kenji Fujita has been an executive of ES-CON JAPAN's parent company, Chubu Electric Power Co., Inc., for the past 10 years. His positions and responsibilities with Chubu Electric Power over the past 10 years are shown under "History and Position/Area of Responsibility in Our Company (Main Concurrent Posts)" above.
 - Atsushi Kawashima, Keiko Otsuki and Hiroaki Hattori are candidates for external director.
 - ES-CON JAPAN Ltd. has executed limited liability agreements with Atsushi Kawashima and Keiko Otsuki in accordance with Article 427, Paragraph 1 of the Companies Act of Japan. If the reappointments of Atsushi Kawashima and Keiko Otsuki are approved, we plan to execute renewing agreements with them containing terms and conditions similar to those of the existing agreements. If the appointment of Hiroaki Hattori is approved, we plan to execute limited liability agreements with him containing terms and conditions similar to those of the existing agreements.
The following is an overview of these agreements:
 - In the event that a director (excluding personnel who are managing directors) causes ES-CON JAPAN Ltd. to bear liability for compensation for damages attributable to

his/her own negligence in the performance of his/her duties, that director shall bear the legally established minimum liability.

5. The Tokyo Stock Exchange has been notified of Atsushi Kawashima's and Keiko Otsuki's status as independent officers. If their reappointments are approved, we plan to notify the Tokyo Stock Exchange that they will continue to serve as independent officers. Hiroaki Hattori also satisfies the requirements of the Tokyo Stock Exchange for independent officers. The company plans to notify of his change in status as such if his appointment is approved.
6. ES-CON JAPAN Ltd. has concluded an executive liability insurance policy with an insurer as stipulated in Article 430-3, Paragraph 1 of the Companies Act of Japan, naming its directors as the insured. We plan to continue to renew this policy. If each of the candidates is reappointed or newly appointed, he or she will continue to be the named insured under this policy.
This policy covers damages related to compensation for damages and litigation costs borne by the insured for matters within the liability of directors to third parties and to ES-CON JAPAN. It does not cover matters due to deliberate action or gross negligence.

Agenda Item 3 Election of one director who is auditor director

To enhance the audit structure, in addition to the current membership of the Auditors Committee, which consists of three directors, we propose to add one additional auditor director.

This agenda item has been approved by the Auditors Committee.

Candidate is as follows:

Name (Date of Birth)	History and Position / Area of Responsibility in Our Company (Main Concurrent Posts)	Number of Company Shares Owned
<p>Tomohiko Wakayama (March 30, 1963)</p>	<p>April 1985 – Joined Chubu Electric Power Co., Inc. July 2010 – General Manager, Budget Group, Accounting Division, Chubu Electric Power Co., Inc. November 2011 – Seconded to Toenec Corporation while affiliated with the Group Business Promotion Division, Chubu Electric Power Co., Inc. July 2013 – General Manager, Fuels Division, Chubu Electric Power Co., Inc. October 2013 – Seconded to Chubu Electric Power Australia Pty Ltd while affiliated with the Fuels Division, Chubu Electric Power Co., Inc. July 2016 – General Manager, Business Strategy Office, Sales Company, Chubu Electric Power Co., Inc. April 2018 - General Manager, General Affairs Division, Sales Company, Chubu Electric Power Co., Inc. June 2019 – Auditor, Cenergy Co. (present post) June 2022 –Auditor, CEPO Handa Biomass Power Co., Ltd. (Present posts) , Auditor, CS Aqua Co., Ltd. (Present posts) , Auditor, Nakao Geothermal Power Generation Corporation (Present posts) (Main concurrent posts) Auditor, Cenergy Co. Auditor, CEPO Handa Biomass Power Co., Ltd. Auditor, CS Aqua Co., Ltd. Auditor, Nakao Geothermal Power Generation Corporation</p>	<p>0</p>
<p>Reason for Candidacy as Director Mr. Wakayama has accumulated a wealth of experience and built a strong track record as General Manager, General Affairs Division, Sales Company, General Manager, Business Strategy Office, Sales Company, and General Manager, Fuels Division of Chubu Electric Power Co., Inc. His experience as an auditor of four member companies of the Chubu Electric Power Group gives him wide-ranging knowledge on matters related to management oversight. We have made the decision to nominate him as a director candidate capable of serving as an auditor director with the experience needed to offer effective insights on company audits.</p>		

- (Note)
1. No special interests exist between the candidates and our company.
 2. Tomohiko Wakayama has been an executive of ES-CON JAPAN's parent company, Chubu Electric Power Co., Inc., for the past 10 years. His positions and responsibilities with Chubu Electric Power over the past 10 years are shown under

“History and Position/Area of Responsibility in Our Company (Main Concurrent Posts)” above.

3. If the appointment of Tomihiko Wakayama is approved, ES-CON JAPAN Ltd. will execute a limited liability agreement with him in accordance with Article 427, Paragraph 1 of the Companies Act of Japan.

The following is an overview of these agreements:

- In the event that a director (excluding personnel who are managing directors) causes ES-CON JAPAN Ltd. to bear liability for compensation for damages attributable to his/her own negligence in the performance of his/her duties, that director shall bear the legally established minimum liability.
4. ES-CON JAPAN Ltd. has concluded an executive liability insurance policy with an insurer as stipulated in Article 430-3, Paragraph 1 of the Companies Act of Japan, naming its directors as the insured. We plan to continue to renew this policy. If each of the candidates is reappointed or newly appointed, he or she will continue to be the named insured under this policy.

This policy covers damages related to compensation for damages and litigation costs borne by the insured for matters within the liability of directors to third parties and to ES-CON JAPAN. It does not cover matters due to deliberate action or gross negligence.