

and Audit & Supervisory Board members (two (2) full-time Audit & Supervisory Board members and three (3) Outside Audit & Supervisory Board members) oversee the Board of Directors

Outside Directors' Relationship with the Company (1)

- f. A party whose major client or supplier is the Company or an executive thereof
- g. Major client or supplier of the Company or an executive thereof
- h. Consu

interests with ordinary
shareholders whose

Outside Officer or candidate for Outside Officer belongs as a director and NH Group.

- (Notes)
1. "Important employee" means an employee assigned to the post of a general manager or a higher post.
 2. "Leading shareholder" means any person holding, directly or indirectly, 10% or more of the total voting rights.
 3. "Principal client" means a company whose amount of money paid

and the Executive Officers' "business execution function."

The Board of Directors is held once each month and is comprised of the Directors (including the Outside Directors) and the Audit & Supervisory Board members (including the Outside Audit & Supervisory Board members), wherein the Representative Director/President serves as the Chairperson, and the Board of Directors makes decisions ~~supreme~~ for g

serves as Chairperson thereof.

We consider that the above systems enable us to conduct fair and efficient corporate management.

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Director Katayama, as one of the Outside Directors, has dealt with consumer issues as a lawyer for many years and has

Governance Committee, etc.; establishing functions to make recommendations to the Board of Directors by



website on the date of briefing sessions.
Minutes of briefing sessions for analysts and institutional investors are posted on the website within one week of the Intec

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Others

Since female consumers have material

Articles of Incorporation

- 1) The Company establishes the Group's Action Standards in order to strictly implement its Action Guidelines so as to bring the Corporate Philosophies to fruition under the Corporate Philosophies and Business P

(4) Documents

2) The Board of Directors, based on the assignment of duties of the management

the Group are fully aware of these rules. The Company does not dismiss or unfavorably treat any person who

employees, and the Audit & Supervisory Board regularly hold meetings to exchange opinions with the Representative Directors and the audit firm, respectively.

- 3) The Audit & Supervisory Board members may assign matters necessary for auditing activities to the

