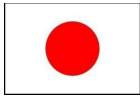


| | | | | | |
|------------------|---|------|-----|------------|---|
| MEETING DATE | Sat, 20 Jun 2020 13:00 | TYPE | AGM | ISSUE DATE | Sun, 14 Jun 2020 |
| MEETING LOCATION | Yokohama Arena 3-10, Shin-Yokohama, Kohoku-ku, Yokohama | | | |  |
| CURRENT INDICES | PIRC Japan, PIRC SE Asia | | | | |
| SECTOR | Perfumes, cosmetics, and other toilet preparations | | | | |

| | PROPOSALS | ADVICE |
|------------|---|------------|
| 1 | Amendment of Article of Association: 27 and 28 It is proposed to increase the number of kansayaku. The purpose for the amendments are: (1) The company has in place an Executive Officer system to promote the division of roles between the management supervision and business execution functions. In order to increase agility of business execution and respond more flexibly and swiftly to changes in the business environment, the provision on the number of Executive Officers set forth in Article 27 of the current Articles of Incorporation will be deleted. (2) The maximum number of Audit & Supervisory Board Members set forth in Article 28 of the current Articles of Incorporation will be changed from four (4) to five (5) in order to further strengthen and enrich the auditing system. No serious concerns were identified. Support is recommended. | For |
| 2.1 | Elect Shimada Kazuyuki President. It is considered the responsibility of the most senior Board member to ensure that there is appropriate outside oversight of Board decisions. As there are three or more outside directors, it is considered that there is adequate outside presence on the Board, and support is therefore recommended. | For |
| 2.2 | Elect Yamaguchi Tomochika Executive Director. | For |
| 2.3 | Elect Yanagisawa Akihiro Executive Director. | For |
| 2.4 | Elect Sumida Yasushi Executive Director. | For |
| 2.5 | Elect Fujita Shinrou Executive Director. Newly nominated Executive Director. As independent directors comprise more than one-third of the entire Board, support is recommended. | For |
| 2.6 | Elect Nakakubo Mitsuaki Independent Non-Executive Director. | For |
| 2.7 | Elect Hashimoto Keiichirou Independent Non-Executive Director. | For |
| 2.8 | Elect Matsumoto Akira Independent Non-Executive Director. | For |
| 2.9 | Elect Tsuboi Junko Non-Executive Director, not considered to be independent. There is sufficient independent representation on the Board (at least one-third of the whole Board). | For |
| 3.1 | Elect Takahashi Seiichirou Outside Corporate Auditor. Not considered to be independent. However, as the corporate auditor board is 50% or more independent, support is recommended. | For |
| 3.2 | Elect Maruo Naoya Outside Corporate Auditor. Not considered to be independent. However, as the corporate auditor board is 50% or more independent, support is recommended. | For |

SUPPORTING INFORMATION FOR RESOLUTIONS

Proposal 3.1 - Elect Takahashi Seiichirou

The traditional governance structure for Japanese companies (Kansayaku) involves the appointment of corporate auditors. Large Japanese companies are required to form a board of corporate auditors with powers to examine board activities and oversee financial reports. Such companies are required by law to appoint at least three statutory auditors to the corporate audit board. At least half the corporate auditors must qualify as 'outsiders'. Beyond this legal minimum, it is considered to be best practice that boards of corporate auditors should be composed wholly of outsiders. New appointments are therefore considered in the context of their effect on the balance of independence.

Note: It is considered that the corporate auditor board will be 60.0% independent following the Annual Meeting.

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