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Securities Code: 6099  
(Date of Mailing) March 5, 2025

(Date of Commencement of Measures for Electronic Provision of Information) February 27, 2025

To Our Shareholders

15-12 Idegawa-machi, Matsumoto-shi, Nagano  
ELAN Corporation  
Representative Director & President Tomohiro Minezaki

## Notice of Convocation of the 31st Annual General Meeting of Shareholders

We would first like to thank you for your continued support.

We hereby notify you of the 31st Annual General Meeting of Shareholders of ELAN to be held as outlined below.

In convening this Annual General Meeting of Shareholders, we have taken measures to electronically provide information on the Reference Documents for the General Meeting of Shareholders, etc. (matters to be provided electronically). These documents are posted on each of the following websites on the Internet, so please access these and check information as appropriate.

[ELAN Website]

<https://www.kkelan.com/ir/>

(Please access the above website and select “General Meeting of Shareholders” under “Information for Shareholders” to check this information.)

[General Meeting of Shareholders Materials Website]

<https://d.sokai.jp/6099/teiji/>

[Tokyo Stock Exchange Website (TSE Listed Company Information Service)]

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

(Please access the Tokyo Stock Exchange website above, enter the Company name for the stock name or 6099 for securities code, select “Basic Information,” then “Documents for Public Inspection/PR Information,” and check the “Notice of Convocation of General Meeting of Shareholders/Information on General Meeting of Shareholders” field under “Documents for Public Inspection.”)

You are entitled to exercise your voting rights through any of the following means rather than attending the General Meeting of Shareholders in person on the day. Please take the time to review the attached Reference Documents for the General Meeting of Shareholders in exercising your voting rights.

[In the Case of Exercise of Voting Rights in Writing]

Please indicate your vote in favor or against the proposals on the voting form and then return the voting form to arrive by 5:30 p.m., Wednesday, March 19, 2025.

[In the Case of Exercise of Voting Rights via the Internet]

Please access our designated website to exercise your voting rights (<https://soukai.mizuho-tb.co.jp/>) and follow the on-screen instructions to enter your vote in favor or against the proposals by 5:30 p.m., Wednesday, March 19, 2025.

Please ensure that you check “Guide on Exercising Voting Rights via the Internet” on page 5 of the Japanese original when exercising voting rights via the Internet.

Details

1. Date and Time	10:00 a.m., Friday, March 21, 2025
2. Venue	Miyabie, 3F, Alpico Plaza Hotel 1-3-21 Fukashi, Matsumoto-shi, Nagano (Please refer to the map to the venue at the end of the Japanese original.)
3. Agenda	
Matters to Be Reported	<ol style="list-style-type: none"><li>Report on the Business Report, Consolidated Financial Statements, and Results of Audits of Consolidated Financial Statements by the Financial Auditor and the Audit &amp; Supervisory Committee for the 31st Business Year (from January 1, 2024 to December 31, 2024)</li><li>Report on the Non-consolidated Financial Statements for the 31st Business Year (from January 1, 2024 to December 31, 2024)</li></ol>
Matters to Be Resolved	
Proposal No. 1:	Appropriation of Surplus
Proposal No. 2:	Partial Amendment to the Articles of Incorporation
Proposal No. 3:	Election of Five Directors (excluding directors who also serve as Audit & Supervisory Committee members)
Proposal No. 4:	Election of Two Directors Who Also Serve as Audit & Supervisory Committee Members

- ③ Upon your attendance on the day, please submit the voting form to the reception at the venue.
- ③ If voting rights are exercised via both the voting form and the Internet, the exercise of voting rights via the Internet shall be the one deemed valid.
- ③ If voting rights are exercised multiple times via the Internet, the final vote cast shall be the one deemed valid.
- ③ If a vote in favor or against the proposals has not been indicated on the voting form, the voting form shall be deemed as one indicating a vote in favor.
- ③ If a proxy is to attend the General Meeting of Shareholders, the proxy shall be one other shareholder with voting rights pursuant to the provisions of Article 17 of the Articles of Incorporation. Please note that a document evidencing the authority of the proxy must be submitted in that case.
- ③ There will be no distribution of souvenirs on the day.  
We ask for your understanding.
- ③ Please refrain from filming, photographing or recording audio at the venue on camera, smartphone, mobile phone or such.
- ③ For shareholders arriving in wheelchairs, a dedicated space has been set up within the venue. Staff will guide you at the venue.
- ③ At this General Meeting of Shareholders, ELAN will uniformly send such documents stating the matters for electronic provision, regardless of whether or not a request for issuance of these documents has been made.  
In accordance with laws, regulations and Article 15 of the Articles of Incorporation, the following items are not included in the documents to be sent.
  - ① Outline of the System to Ensure the Appropriateness of Business Operations and the Status of Operation of Such System in the business report
  - ② Statements of Changes in Equity and Tables of Explanatory Notes on Consolidated Financial Statements
  - ③ Statements of Changes in Equity and Tables of Explanatory Notes on Non-consolidated Financial Statements
 Accordingly, the business report, consolidated financial statements and non-consolidated financial statements included in these documents are part of the documents audited upon preparation of the accounting audit report by the accounting auditor and the audit report by the Audit & Supervisory Committee.
- ③ Amendments, if any, to the matters for electronic provision or matters both before and after the modification will be posted on each of the abovementioned websites.

Information about the Business Briefing Session	The “Business Briefing Session” will be held after the Annual General Meeting of Shareholders.
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## Reference Documents for the General Meeting of Shareholders

### Proposal No. 1: Appropriation of Surplus

With the return of profit to shareholders regarded as one of the most important management issues, ELAN proposes to distribute the following year-end dividends for the fiscal year under review based on a comprehensive consideration of business results for fiscal year 2024, future business expansion and other factors while making it a basic policy to maintain stable dividends.

#### Matters Concerning Year-end Dividends

- ① Type of Dividend Property  
Cash
- ② Matters Concerning the Allotment of Dividend Property and the Total Amount Thereof  
13 yen per share of ELAN common shares  
Total amount of 787,787,065 yen
- ③ Date on which Dividends of Surplus Takes Effect  
March 24, 2025

Proposal No. 2: Partial Amendment to the Articles of Incorporation

1. Reasons for the Proposal

Article 19 Paragraph 2 of the proposed amendment is to enhance the management supervision system.

2. Content of the Amendment

The following is the content of the amendment.

(The amended portion is underlined.)

Current Articles of Incorporation	Proposed Amendment
Article 19 2. The number of directors who are Audit &Supervisory Committee members of the Company shall be no more than <u>4</u> (four).	Article 19 2. The number of directors who are Audit &Supervisory Committee members of the Company shall be no more than <u>6</u> (six).

Proposal No. 3: Election of Five Directors (excluding directors who also serve as Audit & Supervisory Committee members)

The term of office of all (five) directors (excluding directors who also serve as Audit & Supervisory Committee members; the same shall apply hereinafter in this Proposal) will expire upon the conclusion of this General Meeting of Shareholders.

Accordingly, the election of five directors, including two new directors and one outside director, is proposed.

All of the candidates for directors have been deemed suitable for the position by ELAN's Audit & Supervisory Committee for this Proposal.

The candidates for directors are as follows:

Candidate No.	Name	Position at ELAN Corporation	Attendance Rate of Board of Directors Meetings	Candidate Affiliation
1	Tomohiro Minezaki	Representative Director & President	100%	Candidate for reappointment as Director
2	Akira Ishizuka	Director	100%	Candidate for reappointment as Director
3	Yoichi Kamijo	Executive Officer	—	Candidate for new appointment as Director
4	Yukiko Matsumoto	—	—	Candidate for new appointment as Director
5	Naomi Emori	Director	100%	Candidate for reappointment as Outside Director Independent Director pursuant to the provisions of the stock exchange

Candidate No.	Name (Date of Birth)	Brief Biographical Outline, Positions and Assignments, and Status of Important Concurrent Holding of Positions		Number of ELAN Shares Held	Attendance of Board of Directors Meetings
1	Tomohiro Minezaki (Sep. 7, 1972)	<p>Apr. 1997      Joined Nakajima Yuzo Zeirishi Jimusho</p> <p>Dec. 1999      Joined Y.K. ISO</p> <p>Aug. 2003      Joined ELAN Corporation</p> <p>Jan. 2009      Manager of Sales Division,</p> <p>July 2011      Director and Manager of Sales Division</p> <p>Oct. 2012      Director and Manager of East Japan Area Sales Division</p> <p>Mar. 2014      Director in charge of sales</p> <p>Feb. 2016      Director and Manager of Sales Division</p> <p>Oct. 2016      Director and Deputy General Manager of Sales Department</p> <p>Feb. 2017      Director, LTASK Corporation</p> <p>Jan. 2018      Director and General Manager of Operations Department, ELAN Corporation</p> <p>Sep. 2018      Director, ELAN Service Corporation</p> <p>Jan. 2019      Director and Deputy General Manager of Sales Department, ELAN Corporation</p> <p>Jan. 2020      Director and General Manager of Sales Department</p> <p>Mar. 2020      Executive Officer</p> <p>Jan. 2021      Director in Charge of Sales</p> <p>Mar. 2021      Managing Director, General Manager of Operational Management Department, and Managing Executive Officer</p> <p>Mar. 2022      Representative Director, President, Executive Officer, COO, and General Manager of Operational Management Department</p> <p>Apr. 2022      Representative Director, President, Executive Officer &amp; COO (current position)</p>		400,000	21/21(100%)
<p>(Reasons for Nomination as Candidate for Director)</p> <p>Tomohiro Minezaki has been consistently contributing to the growth of ELAN's business through sales activities as a member from the launch of the nursing- and medical-care-related business. He was placed in charge of the Operations Department in 2018 where he gained experience in the management of the body engaging in individual invoicing operations, after which he returned to the Sales Department in 2019 and contributed tremendously to enhancing ELAN's business performance as the General Manager of Sales Department from 2020. Since March 2021, he has been in charge of the Operational Management Department and was appointed as the Managing Director. Since March 2022, he has been appointed as the Representative Director and President, contributing to the development of ELAN's business. He has been nominated as a candidate for a director on the judgment that he would continue to play his part in the management of ELAN by drawing on such experience and accomplishments.</p>					

Candidate No.	Name (Date of Birth)	Brief Biographical Outline, Positions and Assignments, and Status of Important Concurrent Holding of Positions		Number of ELAN Shares Held	Attendance of Board of Directors Meetings
2	Akira Ishizuka (Aug. 8, 1970)	Aug. 2005	Director, Medical Care Service Co., Inc.	1,873	21/21(100%)
		Mar. 2010	Managing Director		
		Mar. 2016	Managing Director, Sanko Soflan Co., Ltd.		
		Oct. 2016	Executive Officer, REALWORLD, Inc. (now DIGITAL PLUS, Inc.)		
		Apr. 2017	Executive Officer and CFO		
		Dec. 2017	Director and CFO		
		Apr. 2019	Joined ELAN Corporation		
		July 2019	General Manager of General Affairs & Human Resources Department and General Manager of Human Resources Division		
		Jan. 2020	General Manager of Corporate Strategy Department and General Manager of Corporate Planning Division		
		Mar. 2020	Executive Officer		
		Dec. 2021	Outside Director, Classico Inc. (current position)		
		Mar. 2022	Director, Executive Officer, CSO, and General Manager of Corporate Strategy Department, ELAN Corporation (current position)		
		Jan. 2023	Representative Director, President, ELAN Couleur Corporation (current position)		
<p>(Reasons for Nomination as Candidate for Director)</p> <p>Akira Ishizuka has management experience and extensive knowledge in numerous industries and has been assigned to personnel planning, corporate planning and other corporate strategy operations since joining ELAN, working on many management tasks. In 2020, he was appointed as the Executive Officer and General Manager of the Corporate Strategy Department, and in March 2022, he was appointed as the Director and General Manager of the Corporate Strategy Department. He has been nominated as a candidate for a director on the judgment that he would play his part in the management of ELAN by drawing on such experience and accomplishments.</p>					



Candidate No.	Name (Date of Birth)	Brief Biographical Outline, Positions and Assignments, and Status of Important Concurrent Holding of Positions		Number of ELAN Shares Held	Attendance of Board of Directors Meetings
3	Yoichi Kamijo (Mar. 30, 1973)	Apr. 1995	Joined Dai-Ichi Kangin Information Systems K.K. . (now Mizuho Research & Technologies K.K.)	—	—
		Oct. 1999	Joined Tohmatsu Audit Corporation (now Tohmatsu Limited Liability Audit Corporation)		
		Apr. 2003	Registered as a certified public accountant		
		Oct. 2015	Joined ELAN Corporation		
		Nov. 2015	Manager of Business Affairs Division		
		Aug. 2016	Joined PwC Arata LLC (now PwC Japan LLC)		
		July 2019	Joined ABLE Corporation (now BEABLE Corporation)		
		Dec. 2019	Re-joined ELAN Corporation		
		Jan. 2020	Manager of Finance & Accounting Division (current position)		
		Apr. 2021	Director, Ryukyu ELAN Corporation (current position)		
		Jan. 2024	Executive Officer, Deputy General Manager of Administration Department, ELAN Corporation		
	May 2024	Executive Officer, CFO, General Manager of Administration Department (current position)			
(Reasons for Nomination as Candidate for Director)					
Yoichi Kamijo has been in charge of accounting and financial operations since joining ELAN based on his experience and knowledge as a certified public accountant. In 2024, he was appointed as the General Manager of the Administration Division and has been solving various management issues for the company in fields such as finance, accounting, legal affairs, and compliance. He has been nominated as a candidate for a director on the judgment that he would play his part in the management of ELAN by drawing on such experience and accomplishments.					

Candidate No.	Name (Date of Birth)	Brief Biographical Outline, Positions and Assignments, and Status of Important Concurrent Holding of Positions		Number of ELAN Shares Held	Attendance of Board of Directors Meetings
4	Yukiko Matsumoto (Nov. 20, 1980)	Apr. 2004	Joined Cyber Agent Inc.	—	—
		Apr. 2007	Joined Mitsue-Links Co., Ltd.		
		Feb. 2011	Joined M3, Inc.		
		Oct. 2016	Group Leader of New Business Platform, M3, Inc.		
		June 2018	Director, M3 Career, Inc. (current position)		
		May 2021	Group Leader of Career Solution and Group Leader of Clinic Establishment & Succession Platform, M3, Inc. (current position)		
		May 2022	Executive Officer, M3, Inc. (current position)		
		Aug. 2022	Group Leader of Promotion of Ecosystem, M3, Inc. (current position)		
		Mar. 2023	Group Leader of White Jack Project M3, Inc. (current position)		
(Reasons for Nomination as Candidate for Director)					
Yukiko Matsumoto has been engaged in marketing, product design, project management, etc. related to the healthcare business at the M3 Group, and has a wealth of experience and knowledge. Additionally, she has extensive experience in creating synergies between group companies. She has been nominated as a candidate for a director on the judgment that she would play her part in the management of ELAN by drawing on such experience and accomplishments.					

Candidate No.	Name (Date of Birth)	Brief Biographical Outline, Positions and Assignments, and Status of Important Concurrent Holding of Positions		Number of ELAN Shares Held	Attendance of Board of Directors Meetings
5	Naomi Emori (Feb. 21, 1959)	Apr. 1980	Joined Japanese Red Cross Kyoto Daiichi Hospital	—	21/21(100%)
		Apr. 1983	Joined Fukui Medical School Hospital		
			Seconded to Toyama Medical and Pharmaceutical University Hospital		
		Apr. 1989	Deputy Nursing Officer, Fukui Medical School Hospital		
		Apr. 1991	Chief Nursing Officer		
		Apr. 2013	Deputy Director of Nursing Department, University of Fukui Hospital		
		Apr. 2015	Director of Nursing Department and Deputy Hospital Director,		
		June 2019	Regional Director, Japanese Nursing Association (current position)		
			President, Fukui Nursing Association (current position)		
		Mar. 2020	Outside Director, ELAN Corporation (current position)		
(Reasons for Nomination as Candidate for Outside Director and Outline of Expected Roles) Naomi Emori has been active in a wide range of fields from nursing practice to nursing administration, nursing training, research activities, and academic and social activities, engaging in nursing operations at large acute hospitals for many years. Although she has no experience of direct involvement in corporate management in ways other than as an outside director of ELAN, she has broad insight and experience when it comes to nursing and medical care. She has been nominated as a candidate for an outside director on the judgment that she would continue to contribute to ELAN's business expansion by advising and instructing from the perspective of nursing and medical care by drawing on such career and experience.					

(Notes) 1. There is no special conflict of interest between each candidate and ELAN.

2. Yukiko Matsumoto is the Executive Officer of M3, Inc., which is parent company of ELAN and the Director of M3 Career, Inc., which is a subsidiary of M3, Inc. M3, Inc. and M3 Career, Inc. are specified associated service providers of ELAN.
3. Naomi Emori is a candidate for outside director.
4. Naomi Emori will have held the office of outside director for a period of five years upon the conclusion of this General Meeting of Shareholders.
5. ELAN has concluded a contract with Naomi Emori that limits the liability for damages under Article 423, Paragraph 1 of the Companies Act pursuant to Article 427, Paragraph 1 of the Companies Act. The limit of the liability for damages based on the contract is the amount provided in Article 425, Paragraph 1 of the Companies Act. ELAN plans to continue the contract with the candidate if the election is approved. If Yukiko Matsumoto is approved as Director, ELAN plans to conclude the same contract with her.
6. ELAN has a directors and officers liability insurance contract provided for in Article 430-3, Paragraph 1 of the Companies Act concluded with an insurance company and an outline of the details of the insurance contract is provided in the business report of the Japanese original. Each candidate is planned to be an insured party of the insurance contract if elected as a director. In addition, the insurance contract is planned to be renewed under the same terms and conditions in the next renewal.
7. ELAN has filed Naomi Emori as an independent officer pursuant to the provisions of the Tokyo Stock Exchange.

Proposal No. 4: Election of Two Directors Who Also Serve as Audit & Supervisory Committee Members

Subject to “Proposal No. 2: Partial Amendment to the Articles of Incorporation” being approved as originally proposed, the election of (two) new additional directors who also serve as Audit & Supervisory Committee is proposed to enhance the supervision of the management.

The consent of the Audit & Supervisory Committee has been obtained for this Proposal.

The candidates for the directors who also serve as Audit & Supervisory Committee members are as follows:

Candidate No.	Name	Position at ELAN Corporation	Attendance Rate of Board of Directors Meetings	Attendance of Audit & Supervisory Committee Meetings	Candidate Affiliation
1	Hirofumi Oba	—	—	—	Candidate for new appointment as Director
2	Miho Saito	—	—	—	Candidate for new appointment as Outside Director Independent Director pursuant to the provisions of the stock exchange

Candidate No.	Name (Date of Birth)	Brief Biographical Outline, Positions and Assignments, and Status of Important Concurrent Holding of Positions		Attendance of Board of Directors Meetings	Attendance of Audit & Supervisory Committee Meetings	Number of ELAN Shares Held
1	Hirofumi Oba (July 27, 1980)	Apr. 2005 May 2010 Oct. 2011  Apr. 2012  Apr. 2013 Apr. 2019 June 2019  Oct. 2019 June 2020	Joined Mizuho Securities Co., Ltd. Joined Fashion Walker Co., Ltd. Operating officer of Fashion- CoLab. Co., Ltd. Representative Director of Zenryoku Co., Ltd. Joined M3, Inc. Executive Officer of M3, Inc. (current position) Auditor of M3 Career, Inc. (current position) Auditor of CUC, Inc. Director and Audit & Supervisory Committee Member of CUC, Inc. (current position)	—	—	—
<p>(Reasons for Nomination as Candidate for Director)</p> <p>Hirofumi Oba has been engaged in business management, finance, accounting, legal and compliance for the healthcare-related businesses within the M3 Group, and has a wealth of related experience and knowledge. He has been nominated as a candidate for a director who also serves as an Audit &amp; Supervisory Committee member on the judgment that he would continue to properly carry out the duties of overseeing the execution of business of ELAN by drawing on such knowledge and experience.</p>						

Candidate No.	Name (Date of Birth)	Brief Biographical Outline, Positions and Assignments, and Status of Important Concurrent Holding of Positions	Attendance of Board of Directors Meetings	Attendance of Audit & Supervisory Committee Meetings	Number of ELAN Shares Held
2	Miho Saito (Apr. 8, 1963)	<p>Apr. 1986      Joined Nomura Securities Co., Ltd.</p> <p>Mar. 1988      Joined Credit Suisse Trust &amp; Banking Ltd.</p> <p>Nov. 1989      Joined Sparx Investment Advisory Ltd. (now, SPARX Group Co., Ltd.)</p> <p>Jun. 1993      Graduated (MBA) J.L.Kellogg Graduate School of Management at Northwestern University</p> <p>Sep. 1993      Joined Sparx Investment Advisory Ltd. (now, SPARX Group Co., Ltd.)</p> <p>Sep. 1997      Joined Government of Singapore Investment Corporation Private Limited (now GIC Private Limited)</p> <p>Jan. 2006      Joined Clay Finlay Inc.</p> <p>Nov. 2009      Joined United Nations Joint Staff Pension Fund Senior Investment Officer and Head of APAC Equities</p> <p>Jun. 2024      Joined Strategy Advisors Co., Ltd. Executive Office of Capital Market Department (current position)</p>	—	—	—

(Reasons for Nomination as Candidate for Outside Director and Outline of Expected Roles)

Miho Saito has been engaged in investment operations in the field of international finance for many years and has a wealth of related experience and knowledge. She has been nominated as a candidate for a director who also serves as an Audit & Supervisory Committee member on the judgment that she would properly carry out the duties of overseeing the execution of business of ELAN from an independent standpoint by drawing on such knowledge and experience.

(Notes) 1. There is no special conflict of interest between each candidate and ELAN.

- Hirofumi Oba is the Executive Officer of M3, Inc., which is parent company of ELAN, the Auditor of M3 Career, Inc., which is a subsidiary of M3, Inc., and the Director and Audit & Supervisory Committee member of CUC, Inc., which is a subsidiary of M3, Inc. M3, Inc., M3 Career, Inc. and CUC, Inc. are specified associated service providers of ELAN.
- Miho Saito is a candidate for outside director.
- If the election of Hirofumi Oba and Miho Saito is approved, ELAN plans to conclude a contract with Oba and Saito that limits the liability for damages under Article 423, Paragraph 1 of the Companies Act pursuant to Article 427, Paragraph 1 of the Companies Act. The limit of the liability for damages based on the contract is the amount provided in Article 425, Paragraph 1 of the Companies Act. ELAN plans to continue the contract with each candidate if the election of each candidate is approved.
- ELAN has the directors and officers liability insurance contract provided for in Article 430-3, Paragraph 1 of the Companies Act concluded with an insurance company. The insurance contract provides coverage for damages incurred from compensation for damages and legal expenses liable by insured parties in the event that claims against insured parties for damages arising from acts in their capacity as directors or officers are filed by shareholders, investors, employees or other third parties during the period of coverage. The insured parties of the insurance contract are all of the directors (including directors who also serve as Audit & Supervisory Committee members), company auditors and executive officers of ELAN and ELAN's subsidiaries in Japan, and the insurance expenses are fully borne by ELAN. However, to ensure not to impair the proper execution of duties of the insured parties, no coverage is provided for damages of the insured parties themselves that are based on the insured parties' acts of breach of the duty of loyalty, criminal acts, fraudulent acts or acts conducted while aware that doing so would violate laws and regulations, etc. Each candidate is planned to be an insured party of the insurance contract if elected as director. In addition, the insurance contract is planned to be renewed under the same terms and conditions in the next renewal.
- ELAN plans to file Miho Saito as an independent officer pursuant to the provisions of the Tokyo Stock Exchange if the candidate is elected.

<Reference> Director Skill Matrix (if Proposal 3 and 4 are approved)

Name	Position at ELAN Corporation	Special Areas of Expected Contribution						Gender
		General Management	Industry Knowledge	Marketing and Sales	Legal Compliance and Risk Management	Accounting and Finances	International Business	
Tomohiro Minezaki	Representative Director & President	●	●	●			●	Male
Akira Ishizuka	Director		●	●		●		Male
Yoichi Kamijo	Director				●	●		Male
Yukiko Matsumoto	Director		●	●				Female
Naomi Emori	Outside Director		●					Female
Hiroshi Eyama	Director (Full-time Audit & Supervisory Committee Member)				●	●		Male
Hirofumi Oba	Director (Audit & Supervisory Committee Member)		●		●	●		Male
Nobuyuki Takagi	Outside Director (Audit & Supervisory Committee Member)	●				●		Male
Naohide Aikawa	Outside Director (Audit & Supervisory Committee Member)				●			Male
Miho Saito	Outside Director (Audit & Supervisory Committee Member)	●				●	●	Female

\* Aside from the expertise and experience of each director, all directors are managing the business from a sustainability perspective.

Skill Item Requirements

General Management	Possesses a wealth of knowledge and experience necessary to formulate management strategies, and is able to demonstrate leadership
Industry Knowledge	Intimately familiar with the medical and nursing care industry, and is able to provide appropriate advices
Marketing and Sales	Possesses knowledge and experience in sales and marketing
Legal Compliance and Risk Management	Possesses knowledge and experience in legal compliance and risks, or is a licensed attorney
Accounting and Finances	Possesses knowledge and experience in finance and accounting, experience working in a financial institution, or professional background as a certified public accountant or licensed tax accountant
International Business	Possesses experience of management overseas or knowledge and experience in global management