

This document has been translated from the Japanese original for the convenience of non-Japanese shareholders. In the event of any discrepancy between this document and the Japanese original, the original shall prevail.

Securities code: 4549
May 29, 2020

To Shareholders:

Morifumi Wada
President & CEO
EIKEN CHEMICAL CO., LTD.
19-9, Taito 4-chome, Taito-ku,
Tokyo 110-8408, Japan

NOTICE OF CONVOCATION OF THE 82nd GENERAL MEETING OF SHAREHOLDERS

You will be notified of the 82nd General Meeting of Shareholders of EIKEN CHEMICAL CO., LTD. (“the Company”) to be held as described hereunder.

Instead of attending the meeting in person, you may exercise your voting rights either in writing or via the Internet, etc. Please examine the attached Reference Documents for the General Meeting of Shareholders, review the “Instructions for the Exercise of Voting Rights” on pages 3 to 4 and exercise your voting rights by 5:30 p.m. on Monday, June 22, 2020 (Japan Standard Time.)

Meeting Details

- 1. Date and Time:** **Tuesday, June 23, 2020 at 10:00 a.m. (Japan Standard Time)**
(The reception desk will open at 9:00 a.m. (Japan Standard Time))

- 2. Venue:** **2nd Floor, Rooms D + E, Bellesalle Yaesu,**
Yaesu First Financial Building, 3-7, 1-chome Yaesu, Chuo-ku Tokyo,
Japan

- 3. Purposes:**
Items to be reported:
 1. Business Report, Consolidated Financial Statements, and Audit Reports for Consolidated Financial Statements by the Accounting Auditor and the Audit Committee, for the 82nd fiscal year (from April 1, 2019 to March 31, 2020)
 2. Non-consolidated Financial Statements for the 82nd fiscal year (from April 1, 2019 to March 31, 2020)
Item to be resolved:
Proposal: Election of nine (9) Directors

4. Instructions for the Exercise of Voting Rights:

Please review the “Instructions for the Exercise of Voting Rights” on pages 3 to 4.

5. Matters concerning Internet Disclosure:

Because Status of Share Acquisition Rights, etc., System to Ensure Appropriateness of Business and Operation Status of the System, the Notes to Consolidated Financial Statements, and the Notes to Non-consolidated Financial Statements, which must be provided at the time of providing this Notice of Convocation, are posted on the Company's website (in Japanese only) in accordance with the provisions of laws and regulations and the Articles of Incorporation of the Company, they are not provided in the attached documents to this Notice.

Accordingly, the Business Report, the Consolidated Financial Statements, and the Non-Consolidated Financial Statements audited by the Audit Committee for the audit report and the Accounting Auditor for the accounting audit report include, in addition to the attached documents to this Notice, items to be presented as Status of Share Acquisition Rights, etc., System to Ensure Appropriateness of Business and Operation Status of the System, the Notes to Consolidated Financial Statements, and the Notes to Non-Consolidated Financial Statements.

1. You are kindly requested to present the enclosed Voting Form to the receptionist when you attend the Meeting.
2. If any changes have been made to items in the Reference Documents for the General Meeting of Shareholders, Business Report, Consolidated Financial Statements, Non-consolidated Financial Statements, such changes will be posted on the Company's website (in Japanese only).

The Company's website (English) (<https://www.eiken.co.jp/en/index.html>)

Instructions for the Exercise of Voting Rights

Exercise of voting rights at the General Meeting of Shareholders is shareholders' important right. Please by all means exercise your voting rights after examining the attached Reference Documents for the General Meeting of Shareholders.

There are three methods to exercise your voting rights as indicated below.

<p>A. Attend the Meeting</p>	<p>Please present the enclosed Voting Form to the receptionist when you attend the Meeting.</p> <p>Date and time of the General Meeting of Shareholders: <hr/> On Tuesday, June 23, 2020, at 10:00 a.m. (Japan Standard Time)</p>
<p>B. Exercise the voting rights in writing (by mail)</p>	<p>Please indicate whether you are for or against each proposal on the enclosed Voting Form, and return the form to us.</p> <p>Exercise due date: <hr/> To be returned to us no later than 5:30 p.m., on Monday, June 22, 2020 (Japan Standard Time)</p>
<p>C. Exercise the voting rights via the Internet</p>	<p>Please indicate whether you are for or against the proposals following the instructions on the next page</p> <p>Exercise due date: <hr/> No later than 5:30 p.m., on Monday, June 22, 2020 (Japan Standard Time)</p>
<p>Guide to filling in the Voting Form</p> <p>Please indicate for or against about each proposal.</p> <p>Proposals</p> <ul style="list-style-type: none"> ● When you are for all of the proposed candidates Mark ○ in the “for” box ● When you are against all of the proposed candidates Mark ○ in the “against” box ● When you are against certain candidates Mark ○ in the “for” box, and also write the candidate number for each candidate you are against inside the parentheses 	

Please note that your voting via the Internet shall prevail, if you exercise your voting rights both in writing (by mail) and via the Internet. If you exercise your voting rights more than once via the Internet, only the last vote shall be deemed effective.

Instructions for the Exercise of Voting Rights via the Internet, etc.

Log in via two-dimensional barcode

It is possible to log in to the voting website without entering the “Code for Exercise of Voting Rights” and the “temporary password” described on the Voting Form.

1. Scan the two-dimensional barcode of the Voting Form.
* “Two-dimensional barcode” is a registered trademark of DENSO WAVE INCORPORATED.
2. Then, please indicate whether you are for or against each of the proposals following the directions on the website.

The two-dimensional barcode may only be used once when logging in.

If exercising voting rights more than once, or if exercising voting rights without using the two-dimensional barcode, please refer to “Log in with your Code for Exercise of Voting Rights and temporary password,” on the right.

Log in with your Code for Exercise of Voting Rights and temporary password

Voting website

<https://evote.tr.mufg.jp/> (in Japanese only)

1. Access the voting website.
2. Enter the “Code for Exercise of Voting Rights” and “temporary password” described on the Voting Form, and click.
3. Register a “new password.”
4. Then, please indicate whether you are for or against each of the proposals following the directions on the website.

If you have any inquiries about how to exercise your voting rights via the Internet using a PC, smartphone or mobile phone, please contact “Help Desk” shown on the right.

**Help Desk, Stock Transfer Agency,
Mitsubishi UFJ Trust and Banking Corporation**
Phone: 0120—173—027
(9:00 to 21:00; toll free within Japan)

To Institutional Investors

The Electronic Voting Platform for institutional investors operated by ICJ, Inc. is available

Reference Documents for the General Meeting of Shareholders

Proposal: Election of nine (9) Directors

The terms of office of all nine (9) currently serving Directors will expire at the conclusion of this General Meeting of Shareholders. Accordingly, the Company requests the election of nine (9) Directors, based on the decision made by the Nominating Committee.

In selecting candidates for Directors, the Nominating Committee has determined that each of the candidates satisfies all requirements listed in “Standards for Nomination of Directors” (including “Standards for the Independence of Outside Directors” for Outside Directors) separately provided by the Nominating Committee and has qualities suitable as candidate for Director. For details of “Standards for Nomination of Directors” and “Standards for the Independence of Outside Directors,” please see pages 6 to 7. To further enhance functions for overseeing and supervising business executions and improve effectiveness of such functions, the Company has set the number of Outside Directors at more than half of the total number of Directors.

<Reference>

[Standards for Nomination of Directors]

In selecting candidates for Directors, the Nominating Committee shall nominate candidates appropriate for Directors of the Company from among persons satisfying all of the following requirements and determine proposals for election of Directors to be submitted to the General Meeting of Shareholders.

- (1) Having an excellent sense of corporate management and profound insight into various managerial issues
- (2) Having high ethical standards and law-abiding spirit
- (3) Having an excellent personality and sound mind and body
- (4) As for Outside Directors, playing a leading role in the field of corporate management, law, accounting, medicine, administration, consulting, education, etc., and having abundant experience and professional knowledge as well as satisfying the requirements of the independence established by the Company

[Standards for the Independence of Outside Directors]

In order for the Outside Directors of the Company to be recognized as independent, they should not fall under any of the following categories.

1. Any person who does not fall under legal stipulations
2. Any person whose major business partner is the Company (any person who received a payment from the Company an amount 2% or more of the person's annual consolidated sales for the most recent business year, or 100 million yen a year, whichever is greater)
3. Any person who is a major business partner of the Company (any person who paid the Company an amount equivalent to 2% or more of the Company's annual consolidated sales for the most recent business year, or any person who provided the Company with a loan of an amount equivalent to 2% or more of the Company's consolidated total assets for the business year)
4. Any consultant, accounting expert such as certified public accountant, legal expert such as attorney-at-law, or other expert who receives money or other assets exceeding a certain amount (Note 1) from the Company, in addition to his or her remuneration as a Director
5. Any person who receives donations or subsidies exceeding a certain amount (Note 1) from the Company
6. Major shareholders of the Company (who hold more than 10% of the total number of voting rights of the Company directly or indirectly)
7. Any person who belongs to an auditing firm who conducts audit of the Company
8. If a business executive (Note 2) of the Company currently holds or held a position as Outside Director at another company, any person who is a business executive (Note 2) of that company
9. If a person falling under one of the categories listed in the above items 2 through 6 is a corporation, association or other organization, any person who is a business executive (Note 2) of that corporation, association or other organization
10. Any person falling under one of the categories listed in the above items 2 through 9 in the past 3 years
11. If a person falling under one of the categories listed in the above items 2 through 10 is an important person (Note 3), that person's spouse or family within the second degree of kinship

- Notes:
- 1: Where it reads "certain amount," this means "10 million yen a year."
 - 2: Where it reads "business executive," this means "Director (excluding Outside Director), Executive Officer, Operating Officer, employees who execute the Company's business, Associate Director (excluding Outside Associate Director), and other similar managerial staff and employees, etc. who performs job duties."
 - 3: Where it reads "important person," this means "Director, Executive Officer, Operating Officer, and other important employee."

The candidates for Directors to be elected are as follows:

No.	Name	Positions in the Company	
1	Morifumi Wada	President and CEO Member of Nominating Committee, Remuneration Committee	Re-election
2	Tsugunori Notomi	Vice President and Executive Officer General Manager, R&D Division and General Manager, Production Division	Re-election
3	Hajime Watari	Executive Officer General Manager, Business Management Division and General Manager, Global Business Division	Newly-nominated
4	Takehisa Irisawa	Chairman of Nominating Committee	Re-election Outside Independent
5	Shigeru Nomura	Chairman of Remuneration Committee Member of Audit Committee	Re-election Outside Independent
6	Yukiya Hakozaki	Member of Remuneration Committee	Re-election Outside Independent
7	Kiyoshi Ishii	Member of Nominating Committee	Re-election Outside Independent
8	Kiyomi Nakamura	Member of Audit Committee	Re-election Outside Independent
9	Akira Fujiyoshi	–	Newly-nominated Outside Independent

Re-election: Candidate for Director to be re-elected

Newly-nominated: Candidate for Director to be newly elected

Outside: Candidate for Outside Director

Independent: Independent officer defined by the stock exchange

No.	1	Morifumi Wada	Date of birth October 8, 1954	Number of Shares in the Company Owned Years served as Director Attendance of Board of Directors' Meetings	400 shares 9 years 14 of 14
Re-election	Career Summary, positions and areas of responsibilities in the Company				
	March 1978	Joined the Company			
	April 2005	General Manager, Production Planning & Control Division, Production Division, and General Manager, Procurement Department of the Company			
	June 2006	Executive Officer of the Company			
	April 2007	General Manager, Nogi Plant, Production Division of the Company			
	May 2007	General Manager, Togane Plant, Production Division of the Company			
	April 2011	Vice President and Executive Officer of the Company			
	June 2011	Director of the Company (to present)			
	April 2012	General Manager, Sales Division of the Company			
	June 2014	President and CEO of the Company (to present)			
	(Responsibility)				
	Member of Nominating Committee, Remuneration Committee				
	Important concurrent positions				
	—				
	Reasons for nomination as candidate for Director:				
	Mr. Morifumi Wada is responsible for the management of the Company and working on improving corporate value as Director concurrently serving as President & CEO. The Company has selected him as a candidate for continuing as President and CEO and Director of the Company with the expectation that he will provide appropriate explanation of matters to be resolved and reported at Board of Directors' meetings and adequately perform the duties of making key management decisions and supervising business execution.				

No.	2	Tsugunori Notomi	Date of birth	Number of Shares in the Company Owned	0 shares
			May 7, 1958	Years served as Director	2 years
				Attendance of Board of Directors' Meetings	14 of 14
Re-election		Career Summary, positions and areas of responsibilities in the Company			
		April 1981	Joined the Company		
		May 2001	General Manager, DUG Unit Technology Development Department of the Company		
		October 2005	Deputy General Manager, Biochemical Research Laboratory, R&D Division of the Company		
		April 2009	General Manager, Biochemical Research Laboratory, R&D Division of the Company		
		April 2009	Executive Officer of the Company		
		April 2011	General Manager, Biochemical Research Laboratory-II, R&D Division of the Company		
		April 2018	General Manager, R&D Division of the Company		
		June 2018	Director of the Company (to present)		
			Vice President and Executive Officer of the Company (to present)		
		April 2020	General Manager, R&D Division, and General Manager, Production Division of the Company (to present)		
		Important concurrent positions			
		—			
		Reasons for nomination as candidate for Director:			
		Mr. Tsugunori Notomi has extensive knowledge and a high level of insight based on his broad experience in research and development. The Company has selected him for continuing as a candidate for a Director of the Company with the expectation that he will perform the duties of making key management decisions and supervising business execution.			

No.	3	Hajime Watari	Date of birth October 17, 1960	Number of Shares in the Company Owned	6,400 shares
Newly-nominated	Career Summary, positions and areas of responsibilities in the Company				
	March 1985	Joined the Company			
	April 2013	General Manager, Strategic Planning & Business Development Department, Corporate Strategy Office of the Company			
	June 2014	General Manager, Overseas Sales Office, Sales Division of the Company			
	April 2015	Executive Officer of the Company (to present)			
	April 2016	General Manager, Global Sales & Business Development Division of the Company			
	April 2020	General Manager, Business Management Division, and General Manager, Global Business Division of the Company (to present)			
	Important concurrent positions				
	Reasons for nomination as candidate for Director:				
	Mr. Hajime Watari has extensive knowledge and a high level of insight based on his broad experience in research and development, management strategy, and overseas business. The Company has newly selected him as a candidate for a Director of the Company with the expectation that he will perform the duties of making key management decisions and supervising business execution.				

No.	4	Takehisa Irisawa	Date of birth June 1, 1965	Number of Shares in the Company Owned Years served as Director Attendance of Board of Directors' Meetings	0 shares 12 years 14 of 14
Re-election Outside Independent		Career Summary, positions and areas of responsibilities in the Company			
		October 2002 June 2008 June 2008 (Responsibility) Chairman of Nominating Committee	Registered as attorney-at-law Partner, Irisawa Law Office (to present) Outside Director of the Company (to present) Outside Corporate Auditor, MEISEI ELECTRIC CO., LTD. (to present)		
		Important concurrent positions			
		Attorney-at-law (Director, Irisawa Law Office) Outside Corporate Auditor, MEISEI ELECTRIC CO., LTD.			
		Reasons for nomination as candidate for Outside Director:			
		Mr. Takehisa Irisawa is an attorney-at-law. Since becoming an Outside Director in 2008, he has provided pertinent opinions and advice from an independent and objective standpoint at Board of Directors' meetings based on his abundant experience and extensive knowledge related to the legal profession. The Company has selected him as a candidate for Outside Director again because, although he has not been directly involved in company management, based on his past achievements, he is qualified to further enhance the Company's corporate governance, and can be expected to oversee and supervise the management of the Company, utilizing his knowledge and experience as a specialist of law gained through his career.			

No.	5	Shigeru Nomura	Date of birth September 11, 1952	Number of Shares in the Company Owned Years served as Director Attendance of Board of Directors' Meetings	0 shares 5 years 14 of 14
Re-election Outside Independent	Career Summary, positions and areas of responsibilities in the Company				
	November 1975	Joined Tokyo Office, Ernst & Whinney (currently Ernst & Young)			
	February 1979	Registered as Certified Public Accountant (to present)			
	April 1988	Partner, Ernst & Young Tax Office (currently Ernst & Young Tax Co.)			
	December 1999	Representative Partner, Ernst & Young Tax Co.			
	July 2011	Practicing Shigeru Nomura Public Accountant Office (to present)			
	April 2012	Outside Auditor, K-GOLD INTERNATIONAL CORPORATION			
	July 2012	Supervisor, View Communications			
	September 2014	Supervisory Officer, Sekisui House Reit, Inc. (to present)			
	June 2015	Outside Director of the Company (to present)			
	(Responsibility)				
	Chairman of Remuneration Committee				
	Member of Audit Committee				
	Important concurrent positions				
	Certified Public Accountant				
	Supervisory Officer, Sekisui House Reit, Inc.				
	Reasons for nomination as candidate for Outside Director:				
	Mr. Shigeru Nomura is a certified public accountant. The Company has selected him as a candidate for Outside Director again because he can be expected to oversee and supervise the management of the Company, utilizing his professional knowledge and experience in finance and accounting gained through his career.				

No.	6	Yukiya Hakozaiki	Date of birth October 17, 1954	Number of Shares in the Company Owned Years served as Director Attendance of Board of Directors' Meetings	0 shares 5 years 14 of 14
Re-election Outside Independent	Career Summary, positions and areas of responsibilities in the Company				
	June 1983	Japan Self Defense Forces Fuji Hospital			
	August 1987	Medical Director Gastroenterological Medicine, Japan Self Defense Forces Central Hospital			
	October 1997	Section Chief, Research and Examination Department General Manager, Endoscope Office, Japan Self Defense Forces Central Hospital			
	August 2000	Director, First Section, Department of Internal Medicine and Chief of Health Care Center, JSDF Hanshin Hospital			
	August 2004	Medical officer, Overseeing and Directing Department, JGSDF Western Army			
	December 2006	Head, Internal Medicine, First Section, Self Defense Forces Central Hospital (Medical treatment secretary)			
	October 2014	Retired			
	November 2014	President, Genkikai-Yokohama Hospital (Medical Corporation) (to present)			
	June 2015	Outside Director of the Company (to present)			
	April 2017	Visiting Professor, Tokyo Metropolitan University (to present)			
		(Responsibility) Member of Remuneration Committee			
	Important concurrent positions				
	President, Genkikai-Yokohama Hospital (Medical Corporation) Visiting Professor, Tokyo Metropolitan University				
	Reasons for nomination as candidate for Outside Director:				
	Mr. Yukiya Hakozaiki is a medical doctor. The Company has selected him as a candidate for Outside Director again because, although he has not been directly involved in company management, he can be expected to oversee and supervise the management of the Company, utilizing his professional knowledge, experience and profound insight as a medical doctor gained through his career.				

No.	7	Kiyoshi Ishii	Date of birth October 24, 1952	Number of Shares in the Company Owned Years served as Director Attendance of Board of Directors' Meetings	0 shares 1 year 10 of 10
Re-election Outside Independent	Career Summary, positions and areas of responsibilities in the Company				
	April 1977	Joined Ishikawajima-Harima Heavy Industries Co., Ltd. (currently IHI Corporation)			
	April 2005	Associate Director, Division Director, Defense System Business Division, Aero Engine & Space Business Headquarters, Ishikawajima-Harima Heavy Industries, Co., Ltd.			
	April 2007	Executive Officer, Vice President, Aero Engine & Space Business Headquarters, and Division Director, Defense System Business Division, Ishikawajima-Harima Heavy Industries Co., Ltd.			
	April 2008	Senior Managing Director, Ai Eichi Ai AEROSPACE Co., Ltd. (currently IHI AEROSPACE Co., Ltd.)			
	June 2008	President, Ai Eichi Ai AEROSPACE Co., Ltd.			
	June 2012	Chairman, IHI AEROSPACE Co., Ltd. (part-time)			
	June 2012	President, and Chief Executive Officer, MEISEI ELECTRIC CO., LTD.			
	June 2013	Director, IHI AEROSPACE Co., Ltd. (part-time)			
	June 2016	Advisor, MEISEI ELECTRIC CO., LTD.			
	July 2018	Advisor, IHI Corporation			
	June 2019	Outside Director of the Company (to present)			
	February 2020	Outside Director, Kyowa Seiki Co., Ltd. (to present)			
		(Responsibility) Member of Nominating Committee			
	Important concurrent positions				
	Outside Director, Kyowa Seiki Co., Ltd.				
	Reasons for nomination as candidate for Outside Director:				
	Mr. Kiyoshi Ishii has been engaged in corporate management for many years in the aerospace business and has abundant experience and extensive knowledge in corporate management in such business. The Company has selected him as a candidate for Outside Director again because he can be expected to provide us with advice on management from an independent and objective standpoint based on his profound insight in corporate management gained through his career as well as overseeing and supervising the management of the Company.				

No.	8	Kiyomi Nakamura	Date of birth October 31, 1968	Number of Shares in the Company Owned Years served as Director Attendance of Board of Directors' Meetings	0 shares 1 year 10 of 10
Re-election Outside Independent	Career Summary, positions and areas of responsibilities in the Company				
	April 1998	Registered as attorney-at-law			
	April 1998	Joined Takao Ono Law Office (currently ONO SOGO LEGAL PROFESSION CORPORATION)			
	January 2018	Partner, Akitoshi Ishimoto Law Office (to present)			
	June 2019	Outside Director of the Company (to present)			
	June 2020	Outside Director, Nippon Beet Sugar Manufacturing Co., Ltd. (scheduled to assume the position on June 26, 2020)			
	(Responsibility) Member of Audit Committee				
	Important concurrent positions				
	Attorney-at-law, Akitoshi Ishimoto Law Office				
	Reasons for nomination as candidate for Outside Director:				
	Ms. Kiyomi Nakamura is an attorney-at-law. The Company has selected her as a candidate for Outside Director again because, although she has not been directly involved in company management, she can be expected to advice on the management from an independent and objective standpoint based on her abundant experience and extensive knowledge related to the legal profession gained through her career, and to further enhance the Company's corporate governance. As a female attorney, she is also deeply knowledgeable about gender issues, and since 2017 she has been Vice Chairman of the Sex Equality Commission of the Tokyo Bar Association.				

No.	9	Akira Fujiyoshi	Date of birth March 19, 1954	Number of Shares in the Company Owned	0 shares
Newly-nominated Outside Independent	<p>Career Summary, positions and areas of responsibilities in the Company</p> <p>April 1976 Joined Eisai Co., Ltd. (R&D)</p> <p>August 1988 Seconded to Eisai America, Inc., U.S. subsidiary of Eisai Co., Ltd.</p> <p>April 1997 Seconded to Eisai Research Institute of Boston Inc., U.S. subsidiary of Eisai Co., Ltd.</p> <p>April 2000 General Manager, Planning Group, Research and Development Planning Department of Eisai Co., Ltd.</p> <p>July 2003 General Manager, IR Group, Public Relations Department of Eisai Co., Ltd.</p> <p>June 2006 Corporate Officer in charge of Corporate Communications and IR of Eisai Co., Ltd.</p> <p>June 2009 Director, Member of the Audit Committee of Eisai Co., Ltd.</p> <p>June 2014 Adviser of Eisai Co., Ltd.</p> <p>March 2017 Independent Director, Supervisory Committee Member, SEMBA CORPORATION (to present)</p> <p>October 2019 External Auditor & Supervisor, Heartseed Inc. (to present)</p> <p>Important concurrent positions</p> <p>Independent Director, Supervisory Committee Member, SEMBA CORPORATION External Auditor & Supervisor, Heartseed Inc.</p> <p>Reasons for nomination as candidate for Outside Director:</p> <p>Mr. Akira Fujiyoshi has been engaged in research and development, overseas business, IR, and other activities at a major pharmaceutical company for many years and has abundant experience and extensive knowledge in corporate management in such business. The Company has newly selected him as a candidate for Outside Director of the Company with the expectation that he will provide us with advice on management from an independent and objective standpoint based on his profound insight in corporate management and the pharmaceutical industry gained through his career as well as overseeing and supervising the management of the Company.</p>				

- Notes:
1. The Company has advisory contracts with other attorneys-at-law who belong to the Irisawa Law Office to which Mr. Takehisa Irisawa belongs. However, the agreement amount is less than 4.8 million yen a year, and thus Mr. Irisawa satisfies the Company's "Standards for Nomination of Directors" and "Standards for the Independence of Outside Directors" provided for by its Nominating Committee.
 2. There are no conflicts of interest between the Company and other candidates for Directors.
 3. Messrs. Takehisa Irisawa, Shigeru Nomura, Yukiya Hakozaiki, and Kiyoshi Ishii, Ms. Kiyomi Nakamura, and Mr. Akira Fujiyoshi are candidates for Outside Directors as provided for in Article 2, paragraph 3, item 7 of the Ordinance for Enforcement of the Companies Act.
 4. The Company designated Messrs. Takehisa Irisawa, Shigeru Nomura, Yukiya Hakozaiki, and Kiyoshi Ishii and Ms. Kiyomi Nakamura as Independent Directors as provided for by the regulations of the Tokyo Stock Exchange, and registered them with the Exchange. In case the reelection of the five candidates is approved, they will continue to be Independent Directors.
Also, in case the election of Mr. Akira Fujiyoshi is approved, he will be Independent Director as provided for by the regulations of the Tokyo Stock Exchange.
 5. Independence of candidates for Outside Directors
 - (1) None of the candidates for Outside Directors has ever executed operations at the Company or any entity that has special relationship with the Company.
 - (2) None of the candidates for Outside Directors has ever received or plan to receive a large amount of money or other assets except Director's remuneration from the Company or any entity that has special relationship with the Company.
 - (3) None of the candidates for Outside Director has a spouse or any relatives within the third degree or closer with business executors of the Company or any entity that has special relationship with the Company.
 6. Overview of the content of limited liability agreements
The Company has concluded a limited liability agreement with Messrs. Takehisa Irisawa, Shigeru Nomura, Yukiya Hakozaiki, and Kiyoshi Ishikawa and Ms. Kiyomi Nakamura to limit their liability to

compensate for damages prescribed in Article 423, paragraph 1 of the Companies Act, pursuant to the provisions of Article 427, paragraph 1 of the same Act in accordance with the provisions of the Article of Incorporation enabling the Company to conclude the said contract with them.

In case the reelection of the five candidates is approved, the Company will maintain the agreement with them to limit their liability. Also, if the election of Mr. Akira Fujiyoshi is approved, the Company will newly conclude the same agreement with him.

The limit of the liability under such agreements shall be the greater of (a) ¥10 million or (b) the minimum amount of liability prescribed by Article 425, paragraph 1 of the Companies Act.

Notice Regarding Measures for Preventing the Spread of the Novel Coronavirus Disease (COVID-19)

<Requests to shareholders>

- The novel coronavirus disease (COVID-19) continues to spread. Therefore, we strongly recommend that you refrain from attending the general meeting of shareholders in person this year and exercise your voting rights beforehand in writing (by postal mail) or via the internet instead.
- If you decide to attend the general meeting of shareholders, please take note of your own health condition and take measures to protect yourself from infection, such as wearing a face mask.
- Note that the number of available seats has been reduced compared to typical years in order to increase the space between the seats. Please be aware that, if all seats are filled, even shareholders who come to the venue will not be allowed to enter.

<Company measures>

- Please be aware that the Directors and Executive Officers of the Company may be wearing face masks when giving reports and during the question and answer portion of the general meeting of shareholders.
- All of the organizing staff members will wear face masks after confirming their physical condition on the day of the general meeting of shareholders.
- The Company asks for your cooperation in using the alcohol disinfectant that will be placed inside the venue.
- The body temperature of attending shareholders will be measured at the venue reception. Note that persons who have a high temperature or appear to be feeling unwell may be approached by organizing staff members and may not be allowed to enter the venue. In addition, even after the general meeting of shareholders has started, persons who appear to be feeling unwell may be approached by organizing staff members or may be asked to leave the venue.
- To ensure that the proceedings of the general meeting of shareholders progress smoothly and efficiently, the Company plans to shorten the time compared to typical years. The Company asks for your understanding and cooperation in this matter.

If future developments necessitate a change in the way the general meeting of shareholders will be run, shareholders will be informed via the website below.

<https://www.eiken.co.jp/ir/shareholders.html>