

*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  
June 3, 2021

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 83rd GENERAL MEETING OF SHAREHOLDERS**

You will be notified of the 83rd 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 21, 2021 (Japan Standard Time.)**

#### **Meeting Details**

**1. Date and Time:** **Tuesday, June 22, 2021 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 83rd fiscal year (from April 1, 2020 to March 31, 2021)
2. Non-consolidated Financial Statements for the 83rd fiscal year (from April 1, 2020 to March 31, 2021)

**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.

<b>A. Attend the Meeting</b>	<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:</p> <p><b>On Tuesday, June 22, 2021, at 10:00 a.m. (Japan Standard Time)</b></p>
<b>B. Exercise the voting rights in writing (by mail)</b>	<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:</p> <p><b>To be returned to us no later than 5:30 p.m., on Monday, June 21, 2021 (Japan Standard Time)</b></p>
<b>C. Exercise the voting rights via the Internet, etc.</b>	<p>Please indicate whether you are for or against the proposals following the instructions on the next page</p> <p>Exercise due date:</p> <p><b>No later than 5:30 p.m., on Monday, June 21, 2021 (Japan Standard Time)</b></p>

### Guide to filling in the Voting Form

Please indicate for or against about each proposal.

#### Proposals

- 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 increase 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 10% or more 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."

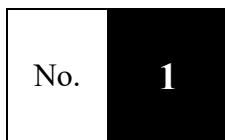
The candidates for Directors to be elected are as follows:

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

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

Outside: Candidate for Outside Director

Independent: Independent officer defined by the stock exchange



No.

1

**Morifumi Wada**

Re-election	Date of birth October 8, 1954	<b>Number of Shares in the Company</b> <b>Owned</b>	400 shares
		<b>Years served as Director</b>	10 years
		<b>Attendance of Board of Directors' Meetings</b>	13 of 13

**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
<b>June 2011</b>	<b>Director of the Company (to present)</b>
April 2012	General Manager, Sales Division of the Company
<b>June 2014</b>	<b>President and CEO of the Company (to present)</b>
(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	<b>Tsugunori Notomi</b>	Date of birth May 7, 1958	Number of Shares in the Company Owned	0 shares
				Years served as Director	3 years
				Attendance of Board of Directors' Meetings	13 of 13
Re-election	<b>Career Summary, positions and areas of responsibilities in the Company</b>				
	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			
	<b>June 2018</b>	<b>Director of the Company (to present)</b>			
		Vice President and Executive Officer of the Company			
	April 2020	General Manager, R&D Division, and General Manager, Production Division of the Company			
	<b>June 2020</b>	<b>Senior Vice President and Executive Officer of the Company (to present)</b>			
	<b>April 2021</b>	<b>General Manager, R&amp;D Division of the Company (to present)</b>			
<b>Important concurrent positions</b>					
<b>Reasons for nomination as candidate for Director:</b>					
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 as a candidate for Director of the Company again with the expectation that he will perform the duties of making key management decisions and supervising business execution as Director concurrently serving as Senior Vice President and Executive Officer.					

No.	3	<b>Hajime Watari</b>	Date of birth October 17, 1960	<b>Number of Shares in the Company Owned</b>	6,400 shares
Re-election			<b>Years served as Director</b>	1 year	
			<b>Attendance of Board of Directors' Meetings</b>	10 of 10	

**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
April 2016	General Manager, Global Sales & Business Development Division of the Company
<b>April 2020</b>	<b>General Manager, Business Management Division, and General Manager, Global Business Division of the Company (to present)</b>
<b>June 2020</b>	<b>Director of the Company (to present)</b>
<b>June 2020</b>	<b>Vice President and Executive Officer of the Company (to present)</b>

**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 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 as Director concurrently serving as Vice President and Executive Officer.

No.	4	<b>Takehisa Irisawa</b>	Date of birth June 1, 1965	Number of Shares in the Company Owned Years served as Director Attendance of Board of Directors' Meetings	5,000 shares 13 years 13 of 13
Re-election Outside Independent		<b>Career Summary, positions and areas of responsibilities in the Company</b>			
		October 2002	Registered as attorney-at-law		
		June 2008	<b>Outside Director of the Company (to present)</b>		
		June 2008	<b>Outside Corporate Auditor, MEISEI ELECTRIC CO., LTD. (to present)</b>		
		January 2011	Member of Tokyo Dispute Coordinating Committee		
		April 2021	Registered as Labor and Social Security Attorney (Responsibility) Member of Nominating Committee		
<b>Important concurrent positions</b>					
Attorney-at-law (Director, Irisawa Law Office) Labor and Social Security Attorney (Director, Irisawa Labor and Social Security Attorney Office) Outside Corporate Auditor, MEISEI ELECTRIC CO., LTD.					
<b>Reasons for nomination as candidate for Outside Director and overview of expected roles:</b>					
Mr. Takehisa Irisawa is an attorney-at-law as well as a labor and social security attorney. He has been engaged in labor administration as a member of the Tokyo Dispute Coordinating Committee for ten years. As a corporate lawyer, he has not only a career in handling a large number of cases based on a high level of specialized practical knowledge, but also has vast and long-term experience as Outside Corporate Auditor of another company. Although he has not been involved in company management by means other than serving as Outside Director and Outside Corporate Auditor, he has contributed to the improvement of effectiveness of the Board of Directors and the maintenance and strengthening of the Company's governance by actively providing advice, opinions, etc. mainly about corporate legal matters from an independent and objective standpoint at the Company's Board of Directors' meetings. Further, he has made a significant contribution to strengthening the management and personnel functions as a member of the Nominating Committee by giving advice as necessary about the decision on executive appointment that has transparency, fairness and rationality as well as discussions on operation policies of the Nominating Committee with the focus on succession plans, etc. The Company has selected him as a candidate for Outside Director again with the expectation that he will oversee and supervise the management of the Company utilizing his extensive knowledge and achievements as above.					

No.	5	<b>Shigeru Nomura</b>	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 6 years 13 of 13
Re-election Outside Independent	<b>Career Summary, positions and areas of responsibilities in the Company</b>				
	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.			
	<b>July 2011</b>	<b>Practicing Shigeru Nomura Public Accountant Office (to present)</b>			
	April 2012	Outside Auditor, K-GOLD INTERNATIONAL CORPORATION			
	July 2012	Supervisor, View Communications			
	<b>September 2014</b>	<b>Supervisory Officer, Sekisui House Reit, Inc. (to present)</b>			
	<b>June 2015</b>	<b>Outside Director of the Company (to present)</b>			
	(Responsibility)				
	Chairman of Audit Committee				
<b>Important concurrent positions</b>					
Certified Public Accountant Supervisory Officer, Sekisui House Reit, Inc.					
<b>Reasons for nomination as candidate for Outside Director and overview of expected roles:</b>					
Mr. Shigeru Nomura is a certified public accountant. He has actively provided advice and opinions about management from an independent and objective standpoint at the Company's Board of Directors' meetings, utilizing his professional knowledge and experience in finance and accounting gained through his career. Further, he has made a substantial contribution to the maintenance and strengthening of audit functions by auditing the business execution of Directors and Executive Officers at a company with a nominating committee, etc. as Chairman of the Audit Committee as well as having discussions at the Audit Committee about matters referred to the Board of Directors, matters determined to need monitoring by the Audit Committee, etc. from the viewpoint of legality and validity. The Company has selected him as a candidate for Outside Director again with the expectation that he will oversee and supervise the management of the Company utilizing his extensive knowledge and achievements as above.					

No.	6	<b>Yukiya Hakozaki</b>	Date of birth October 17, 1954	Number of Shares in the Company <b>Owned</b> Years served as Director Attendance of Board of Directors' Meetings	0 shares 6 years 13 of 13
<b>Career Summary, positions and areas of responsibilities in the Company</b>					
Re-election Outside Independent	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)			
	<b>June 2015</b>	<b>Outside Director of the Company (to present)</b>			
	<b>April 2017</b>	<b>Visiting Professor, Tokyo Metropolitan University (to present)</b>			
	<b>April 2021</b>	<b>Advisor, Medical corporation Reiju medock General Examination Clinic (to present)</b>			
	(Responsibility)				
	Chairman of Remuneration Committee				
<b>Important concurrent positions</b>					
	Visiting Professor, Tokyo Metropolitan University				
	Advisor, Medical corporation Reiju medock General Examination Clinic				
<b>Reasons for nomination as candidate for Outside Director and overview of expected roles:</b>					
	Mr. Yukiya Hakozaki is a medical doctor. Although he has not been involved in company management by means other than serving as Outside Director, he has actively provided advice and opinions about management from an independent and objective standpoint at the Company's Board of Directors' meetings, utilizing his professional knowledge, experience and profound insight as a medical doctor gained through his career. Further, he has made a significant contribution to strengthening the management and personnel functions as Chairman of the Remuneration Committee by giving advice as necessary at discussions about specific remuneration amounts, revisions of the executive remuneration system, etc. The Company has selected him as a candidate for Outside Director again with the expectation that he will oversee and supervise the management of the Company utilizing his extensive knowledge and achievements as above.				

No.	7	<b>Kiyoshi Ishii</b>	Date of birth October 24, 1952	<b>Number of Shares in the Company Owned</b>	0 shares
				<b>Years served as Director</b>	2 years
<b>Career Summary, positions and areas of responsibilities in the Company</b>					
Re-election Outside Independent		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	<b>Outside Director of the Company (to present)</b>		
		February 2020	<b>Outside Director, Kyowa Seiki Co., Ltd. (to present)</b>		
		(Responsibility)			
		Chairman of Nominating Committee			
<b>Important concurrent positions</b>					
		Outside Director, Kyowa Seiki Co., Ltd.			
<b>Reasons for nomination as candidate for Outside Director and overview of expected roles:</b>					
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. He has actively provided advice and opinions at the Company's Board of Directors' meetings about management from an independent and objective standpoint based on his profound insight in corporate management gained through his career. Further, he has made a significant contribution to strengthening the management and personnel functions as Chairman of the Nominating Committee by giving advice as necessary about a decision on executive appointment that has transparency, fairness and rationality as well as discussions on operation policies of the Nominating Committee with the focus on succession plans, etc. The Company has selected him as a candidate for Outside Director again with the expectation that he will oversee and supervise the management of the Company utilizing his extensive knowledge and achievements as above.					

No.	8	<b>Kiyomi Nakamura</b>	Date of birth October 31, 1968	Number of Shares in the Company Owned Years served as Director	0 shares 2 years				
Re-election Outside Independent		<b>Career Summary, positions and areas of responsibilities in the Company</b>							
<b>January 2008</b> <b>Partner, Akitoshi Ishimoto Law Office (to present)</b> <b>June 2019</b> <b>Outside Director of the Company (to present)</b> <b>June 2020</b> <b>Outside Director, Nippon Beet Sugar Manufacturing Co., Ltd. (to present)</b> (Responsibility) Member of Audit Committee									
<b>Important concurrent positions</b> Attorney-at-law (Partner at Akitoshi Ishimoto Law Office) Outside Director, Nippon Beet Sugar Manufacturing Co., Ltd.									
<b>Reasons for nomination as candidate for Outside Director and overview of expected roles:</b> Ms. Kiyomi Nakamura is an attorney-at-law. Although she has not been involved in company management by means other than serving as Outside Director, she has provided advice at the Company's Board of Directors' meetings about 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 has contributed to the enhancement of the Company's corporate governance. Further, she has made a substantial contribution to the maintenance and strengthening of audit functions by auditing the business execution of Directors and Executive Officers at a company with a nominating committee, etc. as a member of the Audit Committee as well as having discussions at the Audit Committee about matters referred to the Board of Directors and matters determined to need monitoring by the Audit Committee from the viewpoint of legality and validity. The Company has selected her as a candidate for Outside Director again with the expectation that she will oversee and supervise the management of the Company utilizing her extensive knowledge and achievements as above. As a female attorney, she is also deeply knowledgeable about gender issues, and she was Vice Chairperson of the Sex Equality Commission of the Tokyo Bar Association from 2017 until March 2021 and has been active as a member of the said commission since April 2021.									

No.	9	Akira Fujiyoshi	Date of birth March 19, 1954	Number of Shares in the Company Owned	0 shares
				Years served as Director	1 year
				Attendance of Board of Directors' Meetings	10 of 10
Re-election Outside Independent		<b>Career Summary, positions and areas of responsibilities in the Company</b>			
		April 1976	Joined Eisai Co., Ltd. (R&D)		
		August 1988	Seconded to Eisai America, Inc., U.S. subsidiary of Eisai Co., Ltd.		
		April 1997	Seconded to Eisai Research Institute of Boston Inc., U.S. subsidiary of Eisai Co., Ltd.		
		April 2000	General Manager, Planning Group, Research and Development Planning Department of Eisai Co., Ltd.		
		July 2003	General Manager, IR Group, Public Relations Department of Eisai Co., Ltd.		
		June 2006	Corporate Officer in charge of Corporate Communications and IR of Eisai Co., Ltd.		
		June 2009	Director, Member of the Audit Committee of Eisai Co., Ltd.		
		June 2014	Adviser of Eisai Co., Ltd.		
		March 2017	<b>Independent Director, SEMBA CORPORATION (to present)</b>		
		October 2019	<b>External Auditor &amp; Supervisor, Heartseed Inc. (to present)</b>		
		June 2020	<b>Outside Director of the Company (to present)</b>		
(Responsibility)					
Member of Audit Committee					
Member of Remuneration Committee					
<b>Important concurrent positions</b>					
Independent Director, SEMBA CORPORATION					
External Auditor & Supervisor, Heartseed Inc.					
<b>Reasons for nomination as candidate for Outside Director and overview of expected roles:</b>					
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. He has actively provided advice and opinions at the Company's Board of Directors' meetings about management from an independent and objective standpoint based on his profound insight in corporate management and the pharmaceutical industry gained through his career. Further, he has made a substantial contribution to the maintenance and strengthening of audit functions by auditing the business execution of Directors and Executive Officers at a company with a nominating committee, etc. as a member of the Audit Committee as well as having discussions at the Audit Committee about matters referred to the Board of Directors, matters determined to need monitoring by the Audit Committee, etc. from the viewpoint of legality and validity.					
As a member of the Remuneration Committee, he has made a significant contribution to strengthening the management and personnel functions by giving advice as necessary at discussions about specific remuneration amounts, revisions of the executive remuneration system, etc.					
The Company has selected him as a candidate for Outside Director again with the expectation that he will oversee and supervise the management of the Company utilizing his extensive knowledge and achievements as above.					

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 small, which is 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 Hakozaki, 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 Hakozaki, and Kiyoshi Ishii, Ms. Kiyomi Nakamura and Mr. Akira Fujiyoshi as independent directors as provided for by the regulations of the Tokyo Stock Exchange, and registered them with the Exchange. In case the re-election of the six candidates is approved, they will continue to be Independent Directors.
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 Hakozaki, and Kiyoshi Ishii, Ms. Kiyomi Nakamura, and Mr. Akira Fujiyoshi 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 Articles of Incorporation enabling the Company to conclude the said contract with them.

In case the re-election of the six candidates is approved, the Company will maintain the agreement with them to limit their liability.

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

7. Overview of the content of Directors and Officers Liability Insurance

The Company has taken out Directors and Officers Liability Insurance as prescribed in Article 430-3, paragraph 1 of the Companies Act, naming all directors as the insured parties. Insurance premiums, including riders, are paid in full by the Company. The insurance policy is designed to cover damages, etc. incurred by the insured Directors and Executive Officers, etc., due to claims for damages arising from the performance of their duties. However, certain exemptions such as damage caused by acts committed while acknowledging that such acts violate laws and regulations will not be covered. In case the election of each candidate for Director is approved, and the position is assumed, all the Directors will be insured under this insurance policy. The duration of this insurance policy is one year, and the policy will be renewed in accordance with the resolution at the Board of Directors meeting prior to the expiration.

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

<Requests to shareholders>

- In view of the situation of COVID-19, and with the safety of our shareholders as our top priority, we strongly recommend that you refrain from attending the General Meeting of Shareholders in person and instead exercise your voting rights beforehand in writing or via the internet.
- Please be sure to wear a face mask if you attend the meeting in person as a measure to prevent infection for yourself and others.
- We ask for your cooperation in disinfecting your hands with alcohol and having your temperature taken at the entrance of the venue.
- Please note that if your body temperature exceeds a certain level, or if you appear to be in poor physical condition, you may be refused entry to the venue.

<Company measures>

- The number of seats in the venue will be reduced to ensure social distance. Please note that, if the venue fills up, you may not be allowed entry to the venue.
- All of the organizing staff members will wear face masks after confirming their physical condition on the day of the general meeting of shareholders.
- In order to prevent infection, we plan to shorten the time for the meeting proceedings again this year.

Should there be any major changes in the way the general meeting of shareholders will be run going forward, we will announce them via the website below.

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

Notice Concerning Discontinuance of Mailing the Notice of Resolutions at the General Meeting of Shareholders and Discontinuance of the Year-end Report (Shareholder Correspondence)

Having given consideration to the global environment from the perspective of ESG, the Company promotes resource and energy conservation, which includes reducing the volume of paper used. Up until now, the Company has mailed the “Notice of Resolutions at the General Meeting of Shareholders” (hereinafter, the “Notice of Resolutions”) to shareholders in order to give notice about the results at the general meeting of shareholders. However, from the 83rd General Meeting of Shareholders, the Company has decided to discontinue the mailing of the physical Notice of Resolutions. The Notice of Resolutions will continue to be posted on the website below.

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

Furthermore, as the “Year-end Report (Shareholder Correspondence),” which is sent together with the Notice of Resolutions, contains some details that overlap with the “Notice of Convocation of the General Meeting Of Shareholders,” and because the important information is disclosed on the Company’s website, the Company has decided to abolish it starting from the Report for the 83rd Fiscal Year (from April 1, 2020 to March 31, 2021). The Company plans to continue to issue the “Mid-term Report (Shareholder Correspondence)” going forward.

The Company asks for your understanding in this matter.