Provisional translation

Material 1

Progresses of Corporate Governance Reform

October 18th, 2017 Financial Services Agency

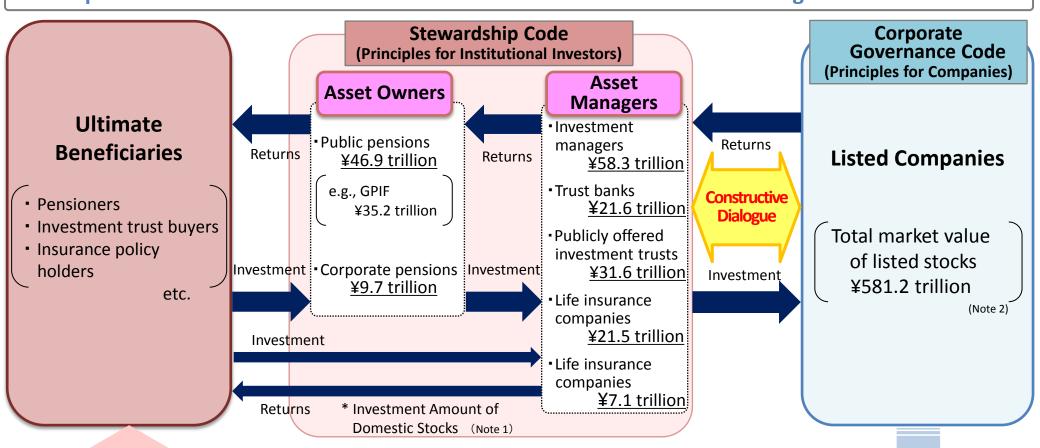
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Measures Taken for Corporate Governance Reform

- ☐ The Stewardship Code and Corporate Governance Code have been introduced as a part of the
- "Growth Strategy" of Prime Minister Abe since he took office.
 Corporate Governance Reform has been promoted to realize a mid- to long-term increase in corporate value and investment returns which will lead to the stable asset growth of households.



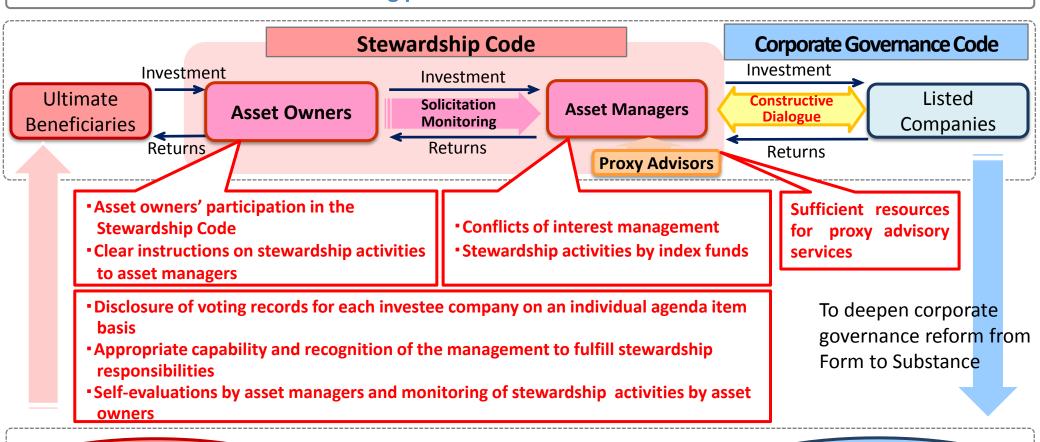
Increase of Mid- to **Long-Term Returns**

To Realize a Virtuous Cycle for the Entire Japanese Economy

Increase of Mid- to Long-Term Corporate Value

Major Issues of the Stewardship Code Revision (Revised on May 29, 2017)

- ☐ In order to deepen corporate governance reform from "Form" to "Substance", it is important that institutional investors have constructive dialogue with investee companies.
- ☐ Following upon the Opinion Statement, the Štewardship Code was revised, in May, this year, to strengthen asset managers' governance and management of their conflicts of interest and clarify the roles of asset owners including pension funds.



Increase of Mid-to Long-Term Returns

Increase of Mid-to Long-Term Corporate Value

To Realize a Virtuous Cycle for the Entire Japanese Economy

Initiatives of Institutional Investors in Response to the Revision of the Stewardship Code

Establishment of third party committees by asset managers

■ The establishment of third party committees by major Japanese asset managers is spreading to supervise proxy voting.

Disclosure of voting records for each investee company on an individual agenda item basis

- Before the general shareholder meeting season this year, some major asset managers had already started to disclose voting records for each investee company on an individual agenda item basis.
- Following the general shareholder meetings, many other asset managers have disclosed voting records for each investee company on an individual agenda item basis (some asset managers have also explained the reasons why they voted for or against an agenda item).

Stewardship activities by asset owners

- The asset owner GPIF formulated the Stewardship Principles and Proxy Voting Principles for contracted asset managers in June of this year.
 - (Note) These principles require asset managers to establish frameworks for preventing conflicts of interest through means such as the establishment of a third party committee, and to vote in accordance with the Corporate Governance Code.
- In addition, the GPIF requires contracted asset managers to disclose voting records for each investee company on an individual agenda item.

Example of Disclosure of Voting Records for Each Investee Company on an Individual Agenda Item Basis

☐ Many asset managers have started to disclose voting records for each investee company on an individual agenda item basis. Some of them have disclosed voting reasons in addition to "for" or "against." 議決権行使結果の個別開示(2017年4月~2017年6月総会) Agenda "For" or "Against" 「取引先フラッグ」は、外部情報ベンダーのデータを基に、借り入れ金額が最も多い金融機関が当社で Reasons for voting 「当社ガイドラインに基づく行使内容」の「判断理由」には、抵触した主な判断基準を記載。なお、株主 「他の行使内容」は当社ガイドライン以外の基準による行使判断も行った議案に※印を付与。 総会 他の行使 社名 総会種類 フラック 日程 内容 賛成 定時 201706 会社 取締役選任 Company 賛成 0 会社 取締役選任 定時 201706 賛成 定時 201706 会社 取締役選任 (Omitted) **Cempany** 会社 取締役選任 反対 在外取締役へ気の Against: 会社 反対 社外取締役人数基準 定時 201706 取締役選任 В The number of 201706 会社 監査役選任 賛成 If this institutional 賛成 取締役選任 independent directors investor has certain Appointment of 会社 取締役選任 賛成 201706 does not meet with business relationship directors or kansayaku 201706 会社 取締役選任 賛成 the voting policy. with each company, npany 201706 会社 取締役選任 賛成 "O" mark is checked. 定時 201706 会社 取締役選任 賛成 Against: C 取締役選兵 賛成 定時 201706 会社 The agenda does not 201706 会社 財団関連 財団への自己株式拠出基準 meet with the voting 財団への自己株式拠出基準 財団関連 Foundation-related policy concerning 201706 会社 0 取締役選仕 反对 条積基準・配当基準 matters transfer of treasury 0 会社 201706 取締役選任 反対 業績基準・配当基準 stock for foundations. 0 会社 201706 取締役選任 反対 業績基準·配当基準 定時 0 201706 会社 取締役選任 反対 業績基準·配当基準 Against: Appointment of 0 Company 取締役選任 反対 業績基準·配当基準 The performance or 0 directors or kansavaku 201706 会社 取締役選任 反対 業績基準·配当基準 dividend level does 0 201706 会社 取締役選任 貧敗 0 会社 監査役選任 賛成 not meet with the 201706 0 賛成 201706 会社 監査役選任 voting policy. Issuance of stock 監查役選任 替成 0 201706 会社 acquisition rights 反対 対象者基準 新株予約権発行 Against: The recipients of the (Source) Sumitomo Mitsui Trust Holdings website (partially edited by the FSA) rights do not meet with the voting policy.



Pending Issues about Corporate Governance Reform

(1) Investments and internal reserves		There has been an increase in internal reserves in the form of cash and deposits There are issues regarding the level of capital expenditure investments in equipment, human resources and R&D
(2) Management decisions in response to changes in the management environment		Decisive management decisions on matters such as business portfolio selection are not being conducted in response to changes in the management environment. It is necessary for management to improve their awareness of the capital costs
(3) CEO/Board of Directors	0	Initiatives are not sufficient for the development of CEO candidates and appointment of CEOs It is necessary to encourage independent directors to effectively fulfill their responsibilities
(4) Cross-shareholdings		Progress has not been made in the reduction of cross-shareholdings
(5) Asset owners		Few corporate pensions have accepted the Stewardship Code

☐ Amount of companies' retained earnings (internal reserve) and cash and deposits are on a continuing upward trend.



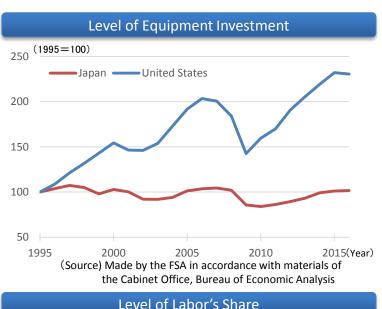
(Source) Made by the FSA in accordance with materials of the Financial Statements Statistics of Corporations by Industry (business types other than finance and insurance) by the Ministry of Finance

Investment and Internal Reserve (2): Investment for Equipment, Human Resources and R&D

□ Equipment investments by Japanese companies are still at low levels. Labor's share is decreasing. Few Japanese companies have carried out large-scale investment for R&D.

2011

EADS





other than finance and insurance) by the Ministry of Finance

2016

Rank	Company	Country
1	Roche	Switzerland
2	Pfizer	USA
3	Microsoft	USA
4	Toyota Motor	Japan
5	Merck US	USA
6	Volkswagen	Germany
7	Samsung Electronics	South Korea
8	Novartis	Switzerland
9	General Motors	USA
10	Johnson & Johnson	USA
11	Nokia	Finland
12	Intel	USA
13	Daimler	Germany
14	Sanofi-Aventis	France
15	Panasonic	Japan
16	GlaxoSmithKline	UK
17	Honda Motor	Japan
18	Siemens	Germany
19	Sony	Japan
20	Cisco Systems	USA
21	Robert Bosch	Germany
22	IBM	USA
23	Ford Motor	USA
24	Eli Lilly	USA
25	Nissan Motor	Japan
26	Hitachi	Japan
27	Oracle	USA
28	Bayer	Germany
29	AstraZeneca	UK
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Rank	Company	Country
1	Volkswagen	Germany
2	Samsung Electronics	South Korea
3	Intel	US
4	Alphabet	US
5	Microsoft	US
6	Novartis	Switzerland
7	Roche	Switzerland
8	Huawei Investment & Holding CO	China
9	Johnson & Johnson	US
10	Toyota Motor	Japan
11	Apple	US
12	Pfizer	US
13	General Motors	US
14	Daimler	Germany
15	Merck US	US
16	Ford Motor	US
17	Cisco Systems	US
18	Honda Motor	Japan
19	Oracle	US
20	Bristol-Myers Squibb	US
21	Sanofi	France
22	AstraZeneca	UK
23	Robert Bosch	Germany
24	BMW	Germany
25	Qualcomm	US
26	Siemens	Germany
27	IBM	LIS

(Source) Made by the FSA in accordance with materials of "The 2011 EU Industrial R&D Investment Scoreboard R&D ranking of the top 1400 World companies", "The 2016 EU Industrial R&D Investment Scoreboard R&D ranking of the world top 2500 companies"

The Netherlands

Baver

Facebook

GlaxoSmithKline

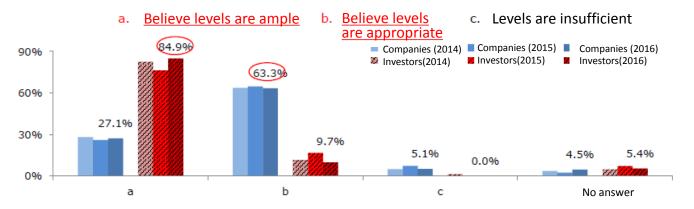
Germany

US

Investments and Internal Reserves (3): Recognition of Companies and Investors (1)

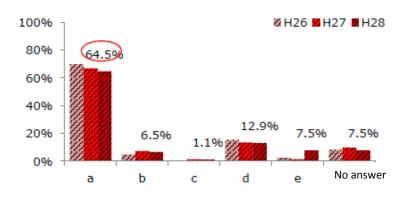
☐ Many investors feel companies have cash on hand that exceeds appropriate levels, and they expect it to be used for growth investments.

[Perception of Levels of Cash on Hand (Companies and Investors)]



(Number of answers from companies: FY2016: 572, FY2015: 568, FY2014: 589) (Number of answers from investors: FY2016: 93, FY2015: 84, FY2014: 86)

[Appropriate Uses of the Cash on Hand of Companies (Investors)]



- Investment funds for growth
- b. Ensuring liquidity at hand for financial stability
- c. Funds for repayment of interest-bearing debt
- d. Funds for further enhancing returns to shareholders
- e. Other

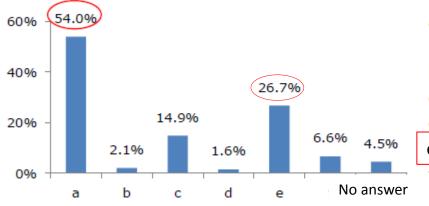
(Number of answers FY2016: 93, FY2015: 84, FY2014: 86)

(Source) FY2016 survey by the Life Insurance Association of Japan, "Initiatives aimed at improving share value" (partially amended by the FSA) *Conducted from October 4 to November 4, 2016. Responses from 572 listed companies and 93 institutional investors.

Investments and Internal Reserves (4): Recognition of Companies and Investors (2)

☐ There are a significant number of companies that don't have a clear stance towards levels of cash on hand, and many investors also feel that explanations of the appropriateness of these levels are insufficient.

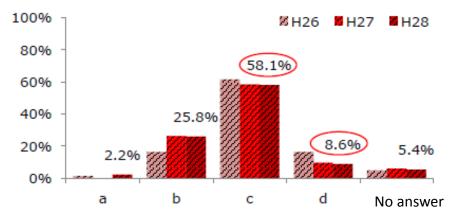
[Things Focused on When Determining the Appropriate Level of Cash on Hand (Companies)]



- a. <u>Use a certain ratio of sales, profits, working capital, cash flows, etc. as a guideline</u>
- b. Use competitors as a benchmark
- Maintain levels to acquire a target rating or creditworthiness
- d. Increase as much as possible
- e. There is not really a specific criteria
- . Other

(Number of answers FY2016: 572) *Multiple answers allowed

[Investors' Level of Satisfaction about Explanations on the Appropriateness of Levels of Cash on Hand from Companies (Investors)]



- a. It is sufficiently explained
- It has been explained to a degree
- c. It is not really explained
- d. There is nearly no explanation

(Number of answers FY2016: 93, FY2015: 84, FY2014: 86)

(Source) FY2016 survey by the Life Insurance Association of Japan, "Initiatives aimed at improving share value" (partially amended by the FSA) *Conducted from October 4 to November 4, 2016. Responses from 572 listed companies and 93 institutional investors.

Management Decisions in Response to Changes in the Management Environment (1): Profitability of Japanese Companies

- ☐ Japanese companies have also achieved record highs in net profit. Return on Sales (ROS), Return on Assets (ROA) and Return on Equity (ROE) have also increased.
- □ ROS, ROA, ROE are still at low levels compared with those in the U.S.

2005

2000

1995

-5

2010

2015

(Year)

(Source) Made by the FSA based on Bloomberg and Nikkei QUICK. The target of Japan is TOPIX, and that of the U.S. is S&P500.

1995

2000

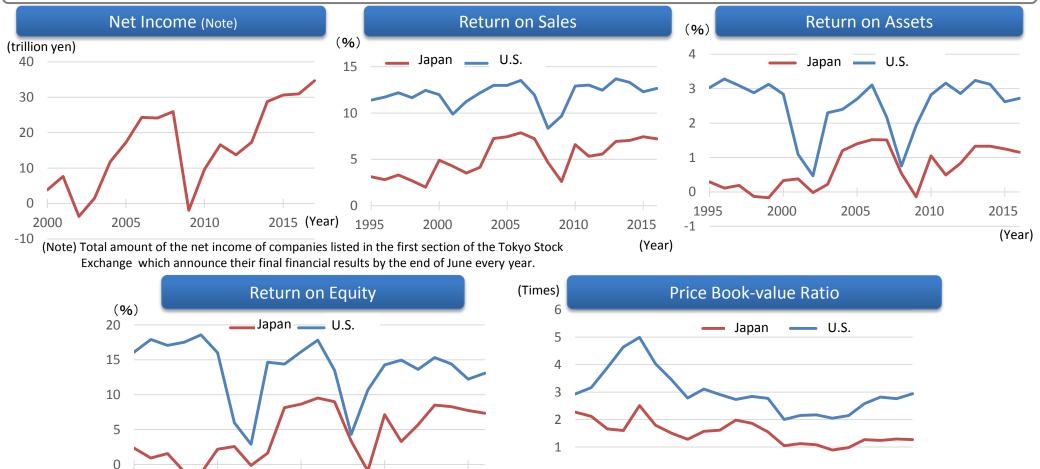
2005

2010

2015 (Year)

13

■ PBR(Price to Book-Value Ratio) stays at around 1.0 time, and over one third of Japanese companies are less than 1.0 time.

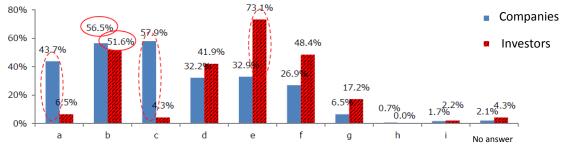


- ☐ While many investors have expectations regarding business selection and concentration, companies don't necessarily focus on this to a high degree.
- ☐ Many investors feel that companies aren't achieving returns that exceed the cost of capital. There are also cases of some companies that don't have an understanding of their cost of capital.

[Initiatives focused on improving capital efficiency (companies) and expected initiatives (investors)]

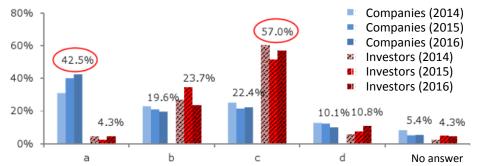
- a. Expansion of business scale and share
- b. Strengthening competitiveness of products and services
- c. Implementing cost reductions
- d. Investments focused on profitability
- e. Business selection and concentration (business portfolio review and replacement in line with the management's vision)

- f. Deploy profit and efficiency indicators as management indicators (instill on company-wide level)
- g. Expand leverage through borrowings and returns to shareholders
- h. Nothing in particular
- i. Other



(Number of answers from companies FY2016: 572) (Number of answers from investors FY2016: 93) ※Up to three can be selected

[Stance towards ROE levels compared to cost of capital (companies and investors)]



- a. Exceeds
- b. About the same
- c. Below
- Cost of capital is unknown ("Don't know" for investors)

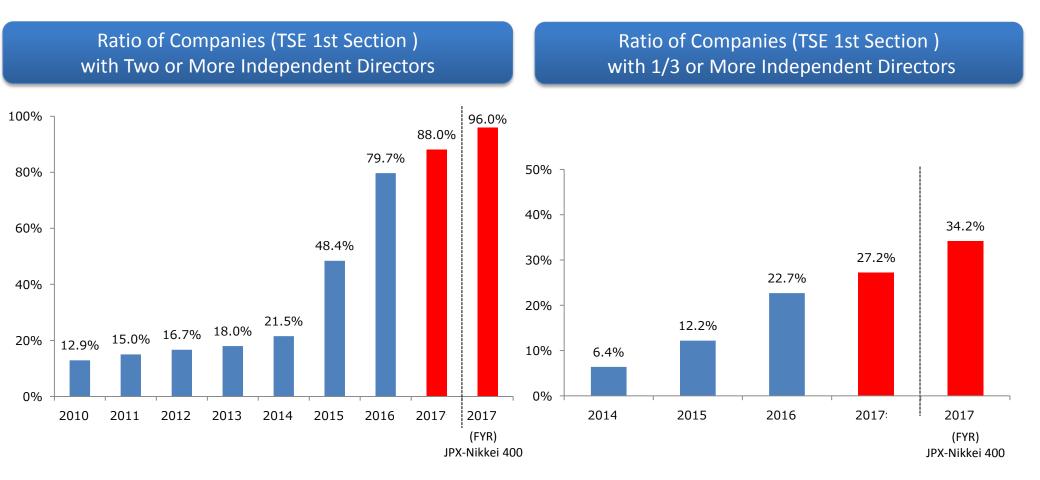
(Number of answers from companies: FY2016: 572, FY2015: 568, FY2014: 589) (Number of answers from investors: FY2016: 93, FY2015: 84, FY2014: 86)

14

(Source) FY2016 survey by the Life Insurance Association of Japan, "Initiatives aimed at improving share value" *Conducted from October 4 to November 4, 2016. Responses from 572 listed companies and 93 institutional investors.

CEO/Board of Directors (1): Appointment of Independent Directors

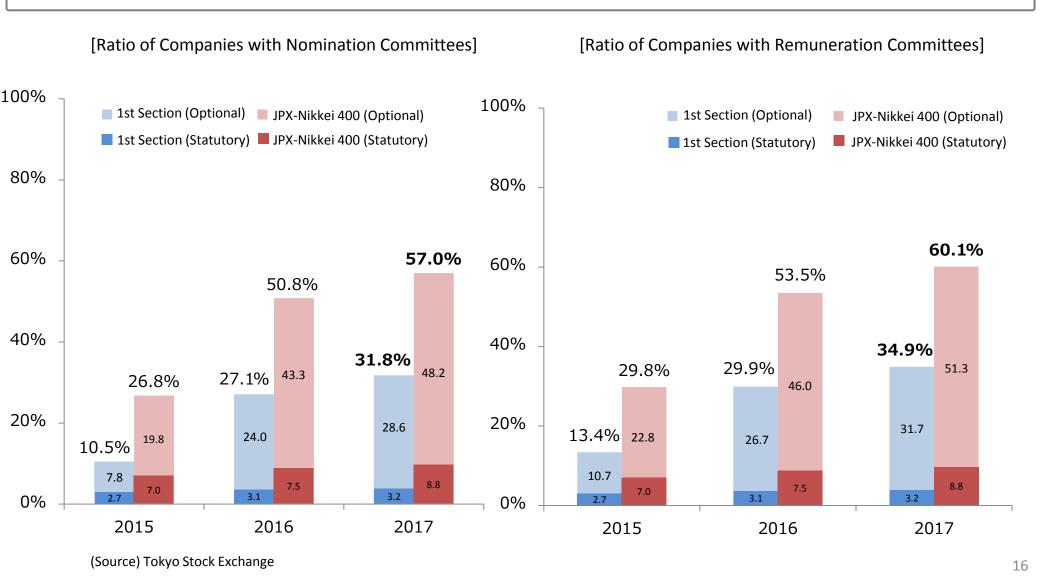
☐ The ratio of companies that have appointed independent directors has increased after the corporate governance code was introduced.



(Source) Tokyo Stock Exchange

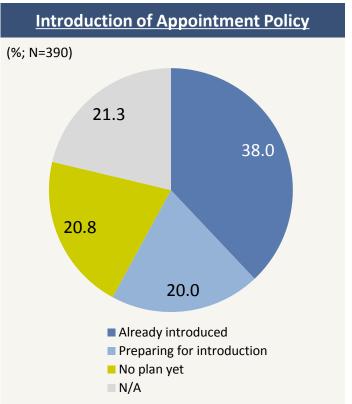
CEO/Board of Directors (2): Establishment of Nomination Committees and Remuneration Committees

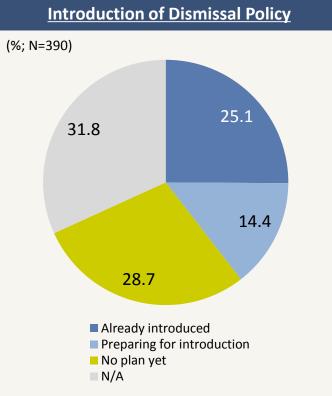
☐ The ratio of companies that have established statutory or optional nomination committees and remuneration committees has increased

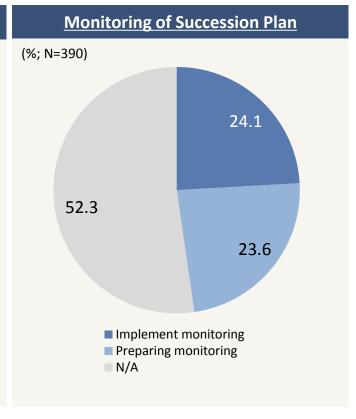


CEO/Board of Directors (3): Appointment/Dismissal Policy and Succession Plan

- ☐ The Survey finds that the policies for appointment/dismissal of senior management have not been widely implemented yet, and few companies monitor the succession plans of their CEOs.
- Q Does your company have a system or criteria to ensure objectivity, timeliness and transparency for electing CEOs?
- Q Does your company have a system Q or criteria to ensure objectivity, timeliness and transparency for dismissing CEOs?
 - Does your company monitor the succession plan for CEOs?







CEO/Board of Directors (4): Opinion Statement: Corporate Boards Seeking Sustainable Corporate Growth and Increased Corporate Value over the Mid- to Long-Term (Feb 2016) (i)

Challenges facing Listed Companies

Changes in management environments and increasing complexity of management challenges.

(e.g., globalization, progress of technological innovation, population decline and the rapid aging of society, increased attention to social and environmental issues) Roles and Responsibilities
Expected for the Management and
the Board

Management led by the CEO

Managerial decisions adequately respond to business challenges and are far-seeing.

Board

Establishing an environment that supports appropriate risk-taking by the management. Conducting effective oversight.

Expected Results

Achieving sustainable corporate growth and increased corporate value over the mid- to long-term.

CEO/Board of Directors (4): Opinion Statement: Corporate Boards Seeking Sustainable Corporate Growth and Increased Corporate Value over the Mid- to Long-Term (Feb 2016) (ii)

Objective, Timely and Transparent Appointment/Dismissal of CEO

- In order to enable appropriate managerial decisions led by the CEO, appointment/dismissal of the CEO is the most important strategic decision for companies.
- -Appointment:

Some argue that Japanese companies need to secure talented executives qualified for the position of CEO. Companies need to invest sufficient time and resources in the development of candidate talent and the actual appointment of the CEO. In addition, it is important to secure objective, timely and transparent procedures for the appointment of the CEO.

-Dismissal:

It is necessary to set a mechanism that makes it possible to dismiss the CEO in a timely manner, in cases where problems are found with the CEO after conducting appropriate evaluation of the company's performance.

Independent and Objective Board Composition

- Securing sufficient **independence and objectivity** in order to support appropriate managerial decisions.
- Securing adequate qualifications and diversity required by the business environment and challenges.

(Shareholders are shifting their focus from the number of independent directors to the qualifications of the board members.)

Board Operations Emphasizing Strategies

• Discussion of putting more weight on strategic directions.

Continuous Evaluation of the Board's Effectiveness

- Making a proper self-evaluation of the effectiveness of the board's composition and operations, in order to reflect such evaluation in the next steps of the board.
 - ⇒ Realization of a PDCA (plan-do-check-act) cycle.

Cross-Shareholdings (1): Efforts to Reduce

☐ After the corporate governance code was introduced, 4 major banking groups disclosed their reduction targets and they are reducing their cross-shareholdings.

Reduction targets of 4 Major Banking Groups

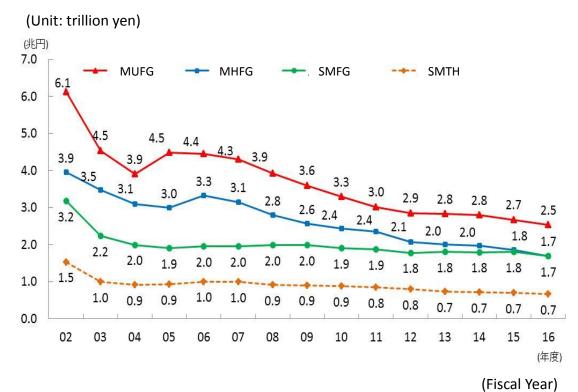
<Released in Nov. 2015>

	Balance on 15/3 (Acquisition cost basis, trillion yen)	Immediate target of reduction (Reduction Rate)	Duration (Years)
MUFG	2.8	0.8(30%)	5
MHFG	2.0	0.6 (30%)	3.5
SMFG	1.8	0.5 (30%)	5

<Released in May 2016>

		•	•
	Balance on 16/3 (Acquisition cost basis, trillion yen)	Immediate target of reduction (Reduction Rate)	Duration (Years)
SMTH	0.7	0.2 (30%)	5

Cross-shareholdings Status of 4 Major Banking Groups (acquisition cost basis)



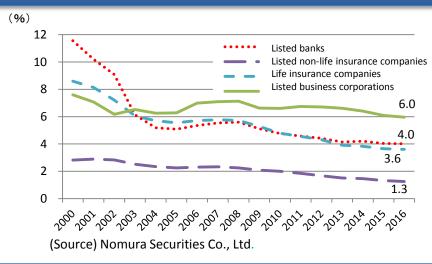
(Note) Consolidated basis of bank holding companies.

Subject shares: Those with market value for "the other holding purpose" category (Source) Made by the FSA in accordance with each companies' materials

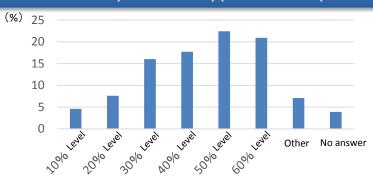
Cross-shareholdings (2): Current Status

- While the percentage of voting rights accounted for by **cross-shareholdings** has begun to decrease, it has been pointed out that not much progress has been made in reducing holdings between business corporations, etc. and that levels **remain high**.
- ☐ It has also been pointed out that cross-shareholdings may be a factor in causing a decline in capital efficiency.

Breakdown of the percentage of shareholdings by holding body



Ratio of shareholders expected to support the companies (2016)



(Source) September 10, 2017 digital edition of the Nihon Keizai Shimbun
(Japan Institute of Business Law, White Paper on General Shareholder Meetings 2016)
(Note 1) Indicates ratio of voting rights held by shareholders that can be expected to support the company's proposals at the general shareholder meeting compared to the total number of voting rights
(Note 2) Scope consists of 1,755 listed companies for which a response was received from out of all listed companies.

Shareholder structure of companies listed on the First Section of the Tokyo Stock Exchange (Percentage based on voting rights)

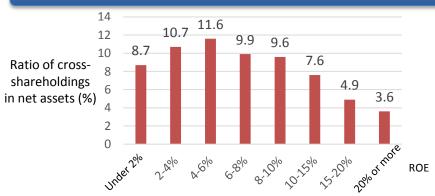


(Source) Ryoko Ueda, Senior Research Fellow, J-IRIS Research

(Note) Shareholders are classified into the following three categories above

Cross-shareholders: Government and local public bodies, insurance companies, banks, business corporations Institutional investors: Japanese pension funds, Japanese investment trusts, foreign corporations Other shareholders: Securities firms, individuals, other entities, treasury shares

Ratio of cross-shareholdings in net assets and ROE (2016)



(Source) Made by the FSA based on the Analysis of Current Status of Corporate
Governance [2017](Edition by Corporate Practice Partners, Inc.)
(Note) Scope consists of 3,587 companies that submitted a securities report

Cross-shareholding (3): Discussions in the Follow-up Council

<u>Cross-shareholding</u> (excerpt from the Follow-up Council Opinion Statement (released October 20, 2015)) While levels of cross-shareholdings are historically low compared to the peak (early 1990s), these levels are still considerable. While there are cases of financial institutions making progress with the disclosure of cross-shareholding policies, it may be necessary to carefully verify future progress, including the response of non financial corporations.

- Response of non financial corporations

 While many feel there has been a lack of progress in terms of policy disclosure and explanations on rationality, it was also pointed out that there are some companies that have begun reviews.
- Response of financial institutions

 The majority opinion was that financial institutions should reduce cross-shareholdings in order to reduce risks. While mega-banks announced the clarification of a policy to reduce cross-shareholdings in the corporate governance reports released by these banks (June to July 2015) and a near-term reduction target to reduce cross-shareholdings by about 30% in the next three to five years (November 2015), it has been pointed out that considerable efforts still need to be made in considering the issues of the counterparties of cross-shareholdings.
- View of investors
 Many have the view that explaining the rationality would be difficult except for unusual cases of strategic alliances, and that, accordingly, cross-shareholdings should be sold off.
- View of the business community
 While there was no negative feedback about the dissolution of cross-shareholdings, many had the view that it is necessary to think of who will serve as a medium to long-term shareholder after cross-shareholdings are sold off.

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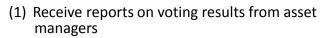
Asset Owners (1): Stewardship Activities by Corporate Pensions

Although it is important to monitor asset managers, asset owners, such as corporate pensions, are not generally interested in stewardship activities, and few corporate pensions actually conduct such activities.

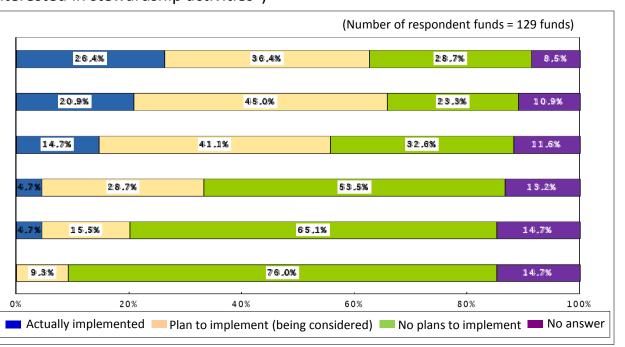
Stewardship activities by defined benefit funds

- •582 defined benefit funds responded to the survey on stewardship activities.
- •410 respondent funds answered "not interested in stewardship activities" and 129 answered "interested in stewardship activities".

Actual actions (129 funds that answered "interested in stewardship activities")



- (2) Receive reports on management conditions from asset managers
- (3) Receive reports on engagement activities (purposeful dialogue with investee companies) from asset managers
- (4) Include stewardship activities as an assessment factor of asset managers
- (5) Specify a voting policy (stewardship responsibilities) in the basic policies on asset management and asset management guidelines
- (6) Set their voting criteria and present it to asset managers



^{*43} funds answered "Actually implemented this" for either or all of the activities in (1) to (6), and 68 funds answered "Plan to implement this (being considered)" for either of these activities.

Asset Owners (2): Status of Institutions That Have Accepted the Stewardship Code

□ Participation of corporate pension funds is limited to 7 out of 214 institutions that have accepted the Stewardship Code.

Status of Institutions That Have Accepted the Stewardship Code (As of the end of December 2016)

Number
7
152
18
4
26
14
1
7
4
7
214

(Reference) Amount of funds for domestic stock investment by Pension funds
(Unit: trillion yen)

Tota	l Funds in Public Pension	46.9	
	Government Pension Investment Fund (GPIF)	35.2	
	Pension Fund Association for Local Government Officials	5.7	
	National Federation of Mutual Aid Associations for Municipal Personnel	2.4	
	Japan Mutual Aid Association of Public School Teachers	0.9	
	Japan Police Personnel Mutual Aid Association	0.6	
	Tokyo Metropolitan Government Personnel Mutual Aid Association	0.1	
	Federation of National Public Service Personnel Mutual Aid Associations	1.2	
	Promotion and Mutual Aid Corporation for Private Schools of Japan	0.8	
Pension Fund Association			
Total Funds in Corporate Pension			
	Employee's Pension Fund (Total number: 110)	2.1	
	Defined-Benefit Corporate Pension (Fund-type: 705, Entrepreneur-type: 12,873)	5.9	

They have accepted the Stewardship Code

Only 7 corporate pension funds have accepted the Stewardship Code

Corporate Pension Funds That Have Accepted the Stewardship Code

SECOM corporate pension fund Mizuho corporate pension fund SMBC corporate pension fund SMTB corporate pension fund MUFG corporate pension fund MUTB corporate pension fund Resona corporate pension fund

(Source) Total amount of funds of public pension: Rating and Investment Information "Newsletter on Pensions & Investments" (as of the end of March 2017)

Total amount of funds of Pension Fund Association and corporate pension: Ministry of Health, Labour and Welfare & Pension Fund Association "Issues in the council of experts concerning the Japanese version of the stewardship code" (as of the end of March 2016)

Growth Strategy 2017 (Cabinet Decision in June 9, 2017) (Excerpt)

Chapter 2 Concrete measures

- II Assignment to build horizontal structures in Society 5.0
- 3. Corporate governance reform from "form" to "substance" and metabolism of industry
- (2) Specific measures to be newly taken
- i) Promotion of measures to improve corporate value over the medium to long term
- ① Improve corporate value through corporate governance reform
- In order to further advance corporate governance reform by improving effectiveness of "constructive dialogue" between companies and institutional investors based on mid- and long-term perspective, we revised the Japan's Stewardship Code this year. In the revised code, we clarify the roles of asset owners such as pension funds and require investment management companies to strengthen their governance and conflict of interest management.
- In order to deepen corporate governance reform, which is one of the top agenda of Abenomics, and move its focus from "form" to "substance", we will continue to encourage companies and institutional investors to leverage efforts including ones listed below, through considerations and discussions at the "Council of Experts concerning the Follow-Up of Japan's Stewardship Code and Japan's Corporate Governance Code".
- Effective stewardship activities by institutional investors such as enhancing governance and conflict of interest management, enhancing disclosure of results of voting executions, self-assessment, monitoring of investment management companies, and high-value-added dialogue that gives companies "awareness".
- Efforts by listed companies such as provision of information beneficial for constructive dialogue with investors such as management policies and strategies including their basic capital policies and business condition and as more effective dialogue.
- Appointment/dismissal of CEOs in an objective, timely and transparent manner, organization of boards of directors with necessary qualities and diversity, management of boards of directors with more focus on strategies, and proper evaluation for these efforts.
- Easy-to-understand disclosure of policies on shareholdings and reduction of shareholdings in cases companies keep them without reasonable motivations..

From the standpoint of increasing international understanding of the efforts for corporate governance in Japan, we will transmit information on these efforts overseas in a timely and effective manner.