Provisional translation

Material 1

# Progresses of Corporate Governance Reform

October 18th, 2017 Financial Services Agency

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# 1. Measures Taken for Corporate Governance Reform

# **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.



(Note 1) Investment amount is based on the statistics of each organization, which include estimated figures. Investment managers include the amount of funds of trust banks as investment managers. (Note 2) Total amount of market value of stocks listed in domestic stock exchanges.

# 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 Stewardship 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.



To Realize a Virtuous Cycle for the Entire Japanese Economy

## 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."



# 2. Pending Issues about Corporate Governance Reform

(1) Investments and internal reserves

(2) Management decisions in response to changes in the management environment

(3) CEO/Board of Directors

(4) Cross-shareholdings

(5) Asset owners

- 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
- 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
- □ 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
- Progress has not been made in the reduction of crossshareholdings

□ Few corporate pensions have accepted the Stewardship Code

### Investment and Internal Reserve (1): Trend of Amount of Companies' Retained Earnings and Cash and Deposits

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.





Statements Statistics of Corporations by Industry (business types other than finance and insurance) by the Ministry of Finance

2011					
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				
30	EADS	The Netherlands			

### Top 30 Companies in R&D Investment

2016

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	US		
28	Bayer	Germany		
29	Facebook	US		
30	GlaxoSmithKline	UK		

(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" 10

# 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)]



#### 27 1120

- a. 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)]

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

(Number of answers FY2016: 572) XMultiple 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
- b. It has been explained to a degree
- It is not really explained C.
- 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, 12 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.
- 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.



Management Decisions in Response to Changes in the Management Environment (2): Recognition of Companies and Investors

- 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. <u>Business selection and concentration</u> (business portfolio review and replacement in line with the management's vision)



- 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) XUp to three can be selected

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



(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.



# 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?



(Source) Egon Zehnder "Survey on corporate governance 2017" (June-Aug, 2017.)



# 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.
- $\Rightarrow$  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.

#### Cross-shareholdings Status of 4 Major Banking Groups **Reduction targets of 4 Major Banking Groups** (acquisition cost basis) <Released in Nov. 2015> Immediate Balance on 15/3 target of (Unit: trillion yen) (Acquisition cost Duration reduction basis, trillion (Years) (兆円) (Reduction yen) 7.0 Rate) MUFG SMFG SMTH MHFG 6 6.0 MUFG 2.8 0.8(30%) 5 5.0 4.5 4.4 4.3 3.9 2.0 0.6(30%)3.5 MHFG 4.0 3.6 3.3 3.3 3.1 3.0 2.9 2.8 2.8 2.8 2.7 3.0 2.6 2.4 0.5(30%) 5 2.5 SMFG 1.8 3.2 2.4 2.1 2.0 2.0 1.8 17 2.0 2.2 <Released in May 2016> 2.0 2.0 2.0 2.0 1.9 2.0 1.9 18 1.5 1.0 1.0 1.0 0.9 1.0 09 0.9 0.9 0.8 07 0.7 0.7 0.0

02

03

04

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

(Note) Consolidated basis of bank holding companies.

05

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

08

07

06

09

11

10

12

13

15

(Fiscal Year)

14

(Source) Made by the FSA in accordance with each company's materials

16

(年度)

# **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 <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.

# 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")

(Number of respondent funds = 129 funds) (1) Receive reports on voting results from asset 26.4% 36.4% 28,7% 8.5% managers (2) Receive reports on management conditions from asset managers 20.9% 45.0% 23.3% 10.9% (3) Receive reports on engagement activities (purposeful dialogue with investee 14.7% 41.1% 32.6% 11.6% companies) from asset managers (4) Include stewardship activities as an 28.7% 53.5% 13.2% assessment factor of asset managers (5) Specify a voting policy (stewardship responsibilities) in the basic policies on 65.1% 14.7% 15.5% asset management and asset management guidelines 9.3% 76.0% 14.7% (6) Set their voting criteria and present it to asset managers 20% 40% 60% 80% 0% 100% Actually implemented Plan to implement (being considered) 💻 No plans to implement 💻 No answer

\*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.

(Source) Pension Fund Association, Stewardship Study Committee Report (March 17, 2017)

# 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)

Category Number Trust banks 7 152 Investment managers 18 Life insurance companies Non-life insurance companies 4 26 Pension funds Public pensions 14 Pension fund associations 1 Corporate pension funds 7 **Foreign** pensions 4 Others (service providers, etc.) 7 Total 214

	(Unit:	trillion ye	n)		
Total 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			They have accepted the
	Japan Police Personnel Mutual Aid Association	0.6		-/	Stewardship Code
	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		1.7			
Tota	l Funds in Corporate Pension	8.0			Oraly 7 serves rate
	Employee's Pension Fund (Total number: 110)	2.1			Only 7 corporate pension funds have
	Defined-Benefit Corporate Pension (Fund-type: 705, Entrepreneur-type: 12,873)	5.9			accepted the Stewardship Code

(Reference) Amount of funds for domestic stock investment by Pension funds

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. 24