



Corporate Governance

Basic Philosophy

We established the Sanki Engineering Corporate Governance Guidelines to clarify the Sanki Engineering Group's basic philosophy and policy on corporate governance. Once a year, we review the status of our compliance with the Corporate Governance Code and revise it as needed. We are also taking appropriate action to comply with revisions made to the Corporate Governance Code in June 2021, and while maintaining the standards set by the Tokyo Stock Exchange Prime Market and making improvements, we will continuously strive to achieve sustainable growth for the Group and strengthen its corporate value over the medium to long term.



Sanki Engineering Corporate Governance Guidelines (revised on June 27, 2022)
<https://www.sanki.co.jp/en/corporate/governance/guideline.html>

Corporate Governance System

● Institutional Design

We adopted a Company with Board of Company Auditors system with dedicated, full-time auditors as our form of corporate governance. Under this structure, the auditors and the Board of Auditors exercise oversight over the execution of duties by directors, the accounting auditors auditing the financial statements and other documents as well as the Board of Directors responsible for making decisions on material issues. In addition, to increase management efficiency and simultaneously speed up the decision-making process, we employ an executive officer system in which we divide management functions between the Board of Directors responsible for decision-making and supervisory functions, and the executive officers responsible for the execution of business affairs.

■ Status of Directors and Officers (as of June 23, 2023)

	Number of Persons
Chairperson of the Board of Directors	External director
Directors (women)	11 (1)
External directors (independent directors)	5 (5)
Executive officers (women)	35 (0)
Those also serving as directors	4
Auditors (women)	5 (0)
External auditors (independent auditors)	3 (3)

■ Frequency of Major Meetings (FY2022)

Meeting	Frequency	Average Attendance of External Officers
Board of Directors	13 ^{*1}	99.0%
Board of Auditors	8 ^{*2}	100%
Advisory Committee on Nomination and Remuneration	4 ^{*3}	100%
Management Meeting	30	96.7% ^{*4}

Corporate Governance Report (in Japanese)

<https://www.sanki.co.jp/corporate/governance/report.html>

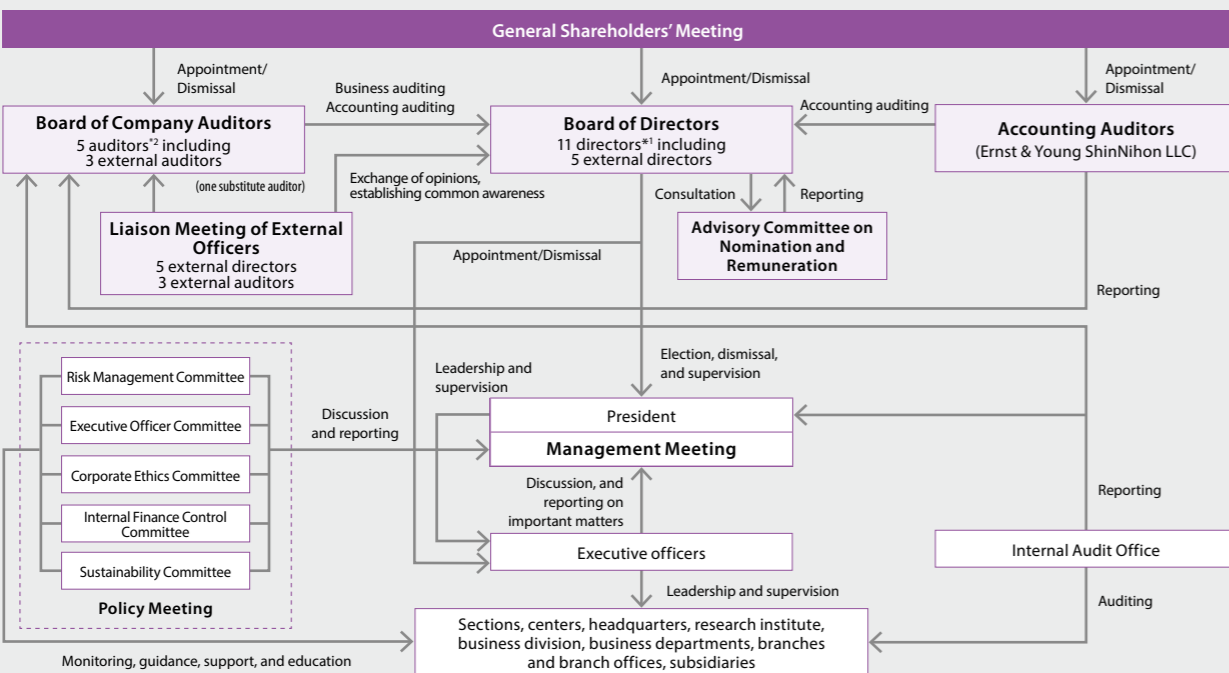
*1 Ms. Tamami Umeda was appointed external director, and Mr. Kunihiko Tachi was appointed auditor of Sanki Engineering in June 2022 and they have therefore attended 11 out of 11 meetings.

*2 Mr. Kunihiko Tachi was appointed auditor of Sanki Engineering in June 2022 and has therefore attended 6 out of 6 meetings.

*3 Ms. Tamami Umeda was appointed external director of Sanki Engineering in June 2022 and has therefore attended 2 out of 2 meetings.

*4 Attended only by the chair of the Board of Directors (full-time external).

Corporate Governance System (as of June 23, 2023)



*1 The Articles of Incorporation stipulate that the number of directors shall not exceed 16.
 *2 One of the auditors possesses a considerable degree of knowledge of finance and accounting.

Board of Directors

The board consists of directors and is currently chaired by an external director. It meets at least once a month to decide on important matters and supervise the status of execution of business affairs.

Board of Company Auditors

The board consists of auditors, by and from whom a chairperson is selected. In principle, it meets at least eight times a year to monitor the status of governance and audits the execution of duties by directors as an independent body entrusted by shareholders. Members attend board and other important meetings, review the status of operations and assets, and maintain close contact with the accounting auditors, Internal Audit Office, and Accounting Division. A supplementary external auditor has been appointed to fill any future external auditor vacancies.

Internal Audit Office

The department conducts internal audits of the execution of operations by business execution departments in accordance with the Auditing Plan for that fiscal year. It verifies the internal management system including its appropriateness and efficiency. As necessary, it exchanges opinions with the Accounting Division and makes proposals concerning improvements or the correction of a problem. The department also reports the results of its audits to the president and auditors.

Advisory Committee on Nomination and Remuneration

The committee is chaired by an external director and consists solely of external directors. It meets as needed to deliberate on the nomination of candidates for directors and the system of remuneration.

Management Meeting

The meeting consists of directors and executive officers nominated by the president and, in principle, meets twice a month. As a decision-making body for fundamental and key matters related to the execution of business affairs, the meeting deliberates and makes decisions from the standpoint of overall management.

Risk Management Committee

The committee consists of members of the Management Meeting and chairpersons of subcommittees, appointed by the executive officer in charge of risk management, and the head of the Internal Audit Office. Currently, the executive officer in charge of risk management is the president. The committee meets four times a year and oversees risk management for the entire Group.

Executive Officer Committee

Consisting of executive officers and presidents of the Group companies, the committee meets at least four times a year to communicate the policies expressed by the president and executive officers responsible for departments, report on the status of business execution by each executive officer and Group company president, and discuss initiatives for achieving the medium-term management plan.

Corporate Ethics Committee

The committee consists of the chairperson, president, and executive officers, and is chaired by the president. The executive officers responsible for corporate ethics and nominated by the president oversee all matters related to corporate ethics. The committee meets twice a year to deliberate on implementation plans for the pervasion and observance of the Code of Conduct and Action Guidelines.

Internal Finance Control Committee

The committee consists of the chairperson, president, and executive officers. It is chaired by the president and meets four times a year, assuming a central role in Group-wide control, including deliberation and decision-making concerning important matters regarding internal controls for financial reporting.

Sustainability Committee

The committee, consisting of the president and representative director and the directors, decides on key issues and measures related to sustainable management.

Disclosure Based on Principles of the Corporate Governance Code

We disclose information in accordance with each principle of the Corporate Governance Code, as follows.

Principle Requiring Disclosure of Certain Matters (Tokyo Stock Exchange)

Principle	Principle	Guideline ^{*1}	Report ^{*2}
Principle 1-4	Policies on cross-shareholdings and concrete standards for exercising voting rights	Article 10	P. 22
Principle 1-7	Procedures for preventing conflicts of interest with regard to transactions between related parties	Article 9 Article 18	P. 22
Supplementary Principle 2-4.1	Current status and targets for ensuring diversity with regard to assignments and other treatment of core personnel	Article 14	P. 23
Principle 2-6	Details of efforts in terms of personnel and management to fulfill functions as the owner of corporate pension assets, and management of conflicts of interest	Article 16	P. 23
Principle 3-1	(i) The Company's aspirations (business principles), business strategies, and business plans	Article 32	PP. 24-25
	(ii) Basic views and guidelines on corporate governance	Article 2	PP. 1, 24-25
	(iii) Policies and procedures for determining the remuneration for executive managers and directors	Article 31	PP. 7-8, 9, 24-26
	(iv) Policies and procedures for selecting or dismissing executive managers, and nominating directors and candidates for auditors	Article 18 Article 20 Article 21 Article 22 Article 24 Article 25	PP. 9, 24-26
	(v) Reasons for selecting or dismissing individual executive managers, and reasons for nominating individual directors and auditors	Article 23	PP. 3-4, 6
Supplementary Principle 3-1.3	Initiatives on the sustainability of the Company	Article 13	PP. 27-28
Supplementary Principle 4-1.1	Overview of the scope of matters delegated to management	Article 18	PP. 9, 28-29
Principle 4-9	Independence standards for external officers	(Appendix) Independence standards for external officers	PP. 29-30
Supplementary Principle 4-10.1	Basic policy on the independent composition of committees for nomination and remuneration, their authority and roles, and other related matters	Article 24	PP. 4-5, 8, 30
Supplementary Principle 4-11.1	Basic policy on balancing the overall knowledge represented by the Board of Directors, diversity, and scope, and policies and procedures for combining and selecting the skills and other qualities of directors	Article 19	P. 31
Supplementary Principle 4-11-2	Current status of concurrent positions held at other listed companies by directors and auditors	Article 26	PP. 3-4, 6, 32
Supplementary Principle 4-11-3	Overview of analysis and evaluation results of the board's effectiveness	Article 29	PP. 32-33
Supplementary Principle 4-14-2	Training policy for directors and auditors	Article 30	PP. 32, 34
Principle 5-1	Policies on systems and initiatives for promoting constructive dialogue with shareholders	Article 32	PP. 10, 34

*1 Company's Corporate Governance Guidelines
 *2 Company's Corporate Governance Report (June 27, 2023)

Strengthening the Effectiveness of the Governance System

We are strengthening our system in line with the Sanki Engineering Corporate Governance Guidelines.

Major Initiatives in FY2022 (Addressing Issues Identified in FY2021)

Diversity of Board of Directors	• Appointed one female external director
Discussion for promoting the Medium-Term Management Plan Phase 3	• Pursued medium- to long-term human resource development, including promotion of women and utilization of senior human resources, as a key management strategy
Enhancement of training for directors and auditors	• Provided opportunities to participate in external seminars and visit construction sites and corporate bases, made further enhancements
Verification of risk management system	• Exchanged opinions during a meeting of the Board of Directors on selected topics for verification, in addition to issues identified by the effectiveness assessment • Discussed verification of the risk management system by the Board of Directors

Sanki Engineering Corporate Governance Guidelines

<https://www.sanki.co.jp/en/corporate/governance/guideline.html>



Corporate Governance Report (in Japanese)

<https://www.sanki.co.jp/corporate/governance/report.html>



● **Assessing the Effectiveness of the Board of Directors**

Once a year, the Board of Directors is given the opportunity to verify its process for deliberating proposals and identifying areas for improvement, to analyze and evaluate the effectiveness of the Board of Directors as a whole and to use the results for improvements. In principle, this is done through a questionnaire, while once every three years we conduct interviews with individual officers instead of a questionnaire. Interviews were conducted in fiscal 2022, and a third-party evaluation confirmed that the effectiveness of the Board of Directors was being ensured.

■ **Overview of Effectiveness Assessment for FY2022**

Content	<p>1. Individual officers were interviewed and evaluated by a third party</p> <ul style="list-style-type: none"> All directors and auditors were individually interviewed by a third party, and the results were analyzed and evaluated Evaluation items <ol style="list-style-type: none"> Composition, responsibilities, and management of the Board of Directors Effective use of effectiveness assessment Risk management Effectiveness of Advisory Committee on Nomination and Remuneration Results <p>Self-assessment scores increased in many items compared to the previous year. Third-party evaluation also showed that the effectiveness of the Board of Directors had steadily improved under the chair served by an external director.</p> <p>2. Discussion by the Board of Directors</p> <ul style="list-style-type: none"> Results of individual interviews and third-party evaluation were reported at the Board of Directors meeting Held discussions on identified issues and future initiatives
Future initiatives	<p>1. Revision of risk management system</p> <ul style="list-style-type: none"> Considered revising the deliberation method of the Risk Management Committee Effectiveness of management of particularly important risks was discussed at Board of Director meetings, with the participation of related sections <p>2. Discussions by the Board of Directors</p> <ul style="list-style-type: none"> Discussed medium- to long-term management strategies Topics to be discussed <ol style="list-style-type: none"> Issues related to digital reform and medium-term initiatives Discussion on securing, nurturing, and utilizing human resources Discussion on growth investment Management with due consideration of capital costs and share price Ideal R&D structure, and other themes

● **Training for Directors and Auditors**

We conduct periodic training as part of our efforts to enhance the knowledge of our officers. In fiscal 2022, we particularly focused on visits to construction sites and the Sanki Techno Center, a comprehensive training and research facility, to deepen the understanding of external officers of the Group's business activities.

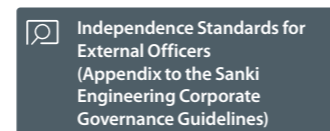
● **Appointment of Directors and Independence of External Officers**

We identified the skills we expect members of the Board of Directors to demonstrate in light of the management strategy, and the Board of Directors is composed of diverse members to ensure that all these skills are covered. At least one-third of the members are independent external directors.

The Advisory Committee on Nomination and Remuneration considers candidates for directors and submits the results to the Board of Directors for deliberation, while the nomination of candidates for auditors is deliberated by the Board of Directors after obtaining the prior consent of the Board of Company Auditors. Appointments are finalized by a resolution at the general shareholders' meeting. We have established standards on the independence of external officers to raise the objectivity of their oversight of management.



Site inspection by external officers



<https://www.sanki.co.jp/en/corporate/governance/guideline.html>

■ **External Officers' Terms in Office and Reasons for Selection**

Position	Name	Independent Officer	Years Served	Reasons for Selection
External Director	Yukiteru Yamamoto	●	9 years	Mr. Yukiteru Yamamoto has served in positions including representative director and president of Mitsui Life Insurance Company Limited (currently Taiju Life Insurance Company Limited) and executive member of the Policy Board of the Japan Business Federation. He thus possesses abundant operational experience and broad knowledge regarding corporate management. The Company selected Mr. Yamamoto as an external director for his experience and insight developed through this background.
	Kazuhiko Kashikura	●	5 years	Mr. Kazuhiko Kashikura has served as an executive officer of Sumitomo Mitsui Banking Corporation and has managed several of its group companies as a top executive. He thus possesses abundant experience and broad knowledge regarding corporate management. The Company selected Mr. Kashikura as an external director for his experience and insight developed through this background.
	Keiji Kono	●	2 years	Mr. Keiji Kono, as a financial specialist, has held managerial positions in major departments of the Bank of Japan. He has also served as an executive officer at Chugai Pharmaceutical Co., Ltd., where he managed the IT management department as the head of the division and promoted social contribution activities overseas. He thus possesses a wide range of knowledge and experience in those fields. The Company selected Mr. Kono as an external director for his experience and insight developed through this background.
	Akihiko Matsuda	●	2 years	Mr. Akihiko Matsuda has served as an executive officer of Tokyo Gas Co., Ltd. and has managed several of its group companies as a top executive. He thus possesses abundant experience and broad insight across all aspects of energy-related businesses. The Company selected Mr. Matsuda as an external director for his experience and insight developed through this background.
	Tamami Umeda	●	1 year	Ms. Tamami Umeda is a licensed physician and has held positions such as director-general counsellor, Ministry of Health, Labour and Welfare, and director-general, Environmental Health Department, Ministry of the Environment, and she thus has abundant experience and broad insight on domestic and international public health administration and hygiene and organizational management. The Company selected Ms. Umeda as an external director for her experience and insight developed through this background.
External Auditors	Shozo Fujita	●	5 years	Mr. Shozo Fujita has served as a public prosecutor and attorney-at-law, as representative director and president of the Resolution and Collection Corporation, and as a director who serves as an audit and supervisory board member at other companies. He thus possesses abundant experience and broad insight. The Company selected Mr. Fujita as an external auditor for his experience and insight developed through his background to audit the Company.
	Yutaka Atomi	●	4 years	Mr. Yutaka Atomi has long been engaged in education and research at universities, serving in positions including president of Kyorin University. He thus possesses deep insight and abundant experience regarding university management. The Company selected Mr. Atomi as an external auditor for his experience and insight developed through his background to audit the Company.
	Toshiaki Egashira	●	4 years	Mr. Toshiaki Egashira has served in positions including representative director and president of Mitsui Sumitomo Insurance Company, Limited. He thus possesses abundant administrative experience and wide-ranging knowledge regarding corporate management. The Company selected Mr. Egashira as an external auditor for his experience and insight developed through his background to audit the Company.

■ **Skills, Careers, and Expertise¹⁾ of Members of the Board of Directors and Board of Auditors (16 Persons)**

Field	Number of Directors and Auditors (External Directors and External Auditors)	Field	Number of Directors and Auditors (External Directors and External Auditors)
Management experience ²⁾	8 (6)	Finance and capital markets	6 (4)
Engineering	6 (1)	Risk management	5 (2)
R&D	1 (0)	Governance	5 (2)
Overseas operations	3 (1)	Law	1 (1)

*1 Two to three fields of particular strength were selected.
 *2 Experience as head of an organization, such as chairperson or president of a company, chairperson of an organization, or president of a university.

● **Officer Remuneration**

Sanki Engineering has established the Advisory Committee on Nomination and Remuneration under the Board of Directors, to nominate candidates for directors and to deliberate on remuneration. To strengthen the transparency and neutrality of the committee, we revised the composition in fiscal 2020, from a structure consisting of the president and external directors to one consisting of external directors only.

The remuneration for directors comprises, within the limits adopted by our general shareholders' meeting, of fixed remuneration, bonus, and restricted stock compensation. We abolished the stock compensation-type stock option system and introduced a restricted stock compensation system in fiscal 2022. Each fiscal year, we decide on amounts, with due consideration for balancing each of the elements, in order to raise the level of motivation for maximizing corporate value in tandem with the long-term interests of shareholders.

Elements and Procedures for Remuneration for Directors and Auditors (as of June 23, 2023)

Category	Fixed Remuneration	Bonus	Restricted Stock Compensation	Procedure
Directors (excluding external directors)	○	○*1	○	Determined by the Board of Directors following deliberation by the Advisory Committee on Nomination and Remuneration
External directors	○	—	○	
Auditors (excluding external auditors)	○	—	○	Determined through consultation among auditors
External auditors	○	—	○	

Remuneration for Directors and Auditors² in FY2022

Category	Persons Receiving Payment	Total Payment (Millions of Yen)
Directors (external directors)	12 (5)	590 (89)
Auditors (external auditors)	6 (3)	101 (36)

Internal Controls

Basic Policy and Systems for Internal Controls

Under its Basic Policy on Internal Control System, Sanki Engineering is developing and operating a system to ensure the legality, soundness, and transparency of its operational execution. Moreover, we have established a whistleblowing system that comprises contact points for corporate ethics in general, dedicated contact points for reporting violations of the Anti-Monopoly Act, and a system for reporting to the full-time auditor as efforts to stringently enforce compliance.

The Board of Directors makes decisions on matters stipulated in laws, regulations, and the Articles of Incorporation as well as on matters related to the execution of operations while also supervising to ensure the proper execution of operations. The Management Meeting is held to ensure the effective execution of duties in accordance with the rules for discussion and reporting. Moreover, for the free exchange of opinions, the Liaison Meeting of External Officers, consisting of external officers, is convened to exchange necessary information and share awareness of such information.

To ensure effective auditing, the auditors attend important meetings, offer their opinions as necessary, receive reports from accounting auditors and the Internal Audit Office, instruct that this office investigate and report on its findings if needed, and discuss matters as required.

In addition, the full-time auditor serves as the auditor of Group companies and seeks to ascertain the status of internal controls across the Group by regularly exchanging opinions with the Internal Audit Office and Group company presidents, receiving reports from the accounting auditors, and exchanging information.

Ensuring the Reliability of Financial Reporting

The Internal Finance Control Committee meets four times a year to conduct our financial reporting in accordance with the internal control framework stipulated by the Financial Instruments Exchange Act of Japan. Moreover, we promote the establishment and appropriate operation of an internal control system to safeguard the reliability of our financial reporting by having the committee deliberate on the assessment and response with respect to the accounting risks within each department and Group company. A report is produced in adherence with the internal control reporting system to ensure that internal controls related to financial reporting are being exercised effectively. In the report for fiscal 2022, accounting auditors expressed their opinion that our financial reports were presented in an appropriate manner in terms of all material aspects.

Composition of the Advisory Committee on Nomination and Remuneration

- **Committee (report):** all external directors
- **Individuals who provide explanations:**
 - President
 - Directors appointed by the president and committee members as necessary
- **Meetings held in FY2022:** 4

Composition of Officer Remuneration

- **Fixed remuneration:** paid according to rank and scope of responsibilities
- **Bonus:** portion linked to performance during the period
- **Restricted stock compensation:** granted according to rank as a long-term incentive

*1 Excluding non-operational executive officers.

*2 The number of officers covered includes one auditor who retired at the conclusion of the 98th Annual General Meeting of Shareholders on June 23, 2022.

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Whistleblowing System

Executives of the Sanki Engineering Group (as of June 23, 2023)

Directors



Tsutomu Hasegawa
Representative Director and Chairman

Joined the Company in 1975. He has many years of experience in the division management of the Facilities Construction Business and Sales Administration Division. He assumed the post of representative director and president in 2015 and has served as representative director and chairman since 2020.



Hirokazu Ishida
Representative Director and President

Joined the Company in 1983. He engaged in the Facilities Construction Business for many years. In 2018, he served in the key post of general manager of the Management Planning Office. He was appointed representative director and president in 2020 and has devoted his efforts to strengthen the management foundation and promote the "Century 2025" long-term vision.



Eiji Mitsuishi
Director

Joined the Company in 1972. He has many years of experience in operation and division management of the Facilities Construction Business. Since 2017, he has served as general manager of the Mechanical & Electrical Contracting Headquarters and has made a focused effort to promote work style reform and prevent industrial accidents at construction sites. He also leads the Labor Safety, Health, Quality Management & Environment Promotion Office.



Masayuki Kudo
Director

Joined the Company in 1985. He gained abundant experience as an engineer in the Facilities Construction Business, including many overseas assignments. He was appointed general manager of the Facility Systems Division in 2014 and general manager of the Sustainability Promotion Division in 2022, and has been devoting his efforts to promote sustainability.



Kazuaki Iijima
Director

Joined the Company in 1984. Engaged in research and development and in energy conservation-related businesses. Appointed general manager of the Technology Research Institute in 2016 and General Manager of the R&D Center in 2018. He has served as general manager of the Plants & Machinery Systems Headquarters since 2021, contributing to the development of the machinery systems business and environmental systems business.



Chief Financial Officer
Yoshio Kawabe
Director

Joined the Company in 1984. He engaged in accounting and finance-related operations and the promotion of internal control. He has also served as a manager responsible for the administration departments, including general affairs and human resources. He currently serves as general manager of the Accounting Division. Since 2020, he has concurrently served as chief financial officer and has focused his efforts on capital and financial policies.

Directors

Independent External Director



Chair of the Board of Directors
Yukiteru Yamamoto
 External Director

Served in positions including representative director and president of Mitsui Life Insurance Company Limited and executive member of the Policy Board of the Japan Business Federation. He was appointed external director of the Company in June 2014 and has also chaired the Board of Directors since 2020.



Chair of the Advisory Committee on Nomination and Remuneration
Kazuhiko Kashikura
 External Director

Served as an executive officer of Sumitomo Mitsui Banking Corporation and as chief executive of its group companies. Since 2018, he has been an external director of the Company.



Keiji Kono
 External Director

Held managerial positions in major departments of the Bank of Japan. He also served as an executive officer at Chugai Pharmaceutical Co., Ltd., heading the IT Supervisory Division and promoting social contribution activities. He was appointed external director of the Company in 2021.



Akihiko Matsuda
 External Director

Served as an executive officer and advisor of Tokyo Gas Co., Ltd. and managed several of its group companies as a top executive. He was appointed external director of the Company in 2021.



Tamami Umeda
 External Director

Served in positions such as director-general counsellor for medical policy and mental health care, Ministry of Health, Labour and Welfare, and director-general of the Environmental Health Department, Ministry of the Environment, and accepted the post of visiting researcher at the National Center for Global Health and Medicine in 2021. She was appointed external director of the Company in 2022.

Auditor



Chair of the Board of Company Auditors
Kazuo Saito
 Full-time Auditor

Joined the Company in 1974. He engaged in the technical field of the Facilities Construction Business. He gained experience in department management and served as the manager of technical administration departments in the Facilities Construction Business. After serving as general manager of technical administration starting in 2014, he was appointed full-time auditor in 2020.



Kunihiko Tachi
 Full-time Auditor

Joined the Company in 1983. Spent many years in the accounting and financial divisions. Served as general manager of the Internal Audit Department, CSR Promotion Division since 2013, focusing on legal compliance and other areas. He was appointed full-time auditor in 2022.

Independent External Director



Shozo Fujita
 External Auditor

Became a prosecutor in 1976 and registered as a lawyer in 2011. He served in positions including representative director and president of The Resolution and Collection Corporation and as a director serving as audit and supervisory committee member of other companies. He was appointed external auditor of the Company in 2018.



Yutaka Atomi
 External Auditor

Long involved in education and research at a university, he served as dean of the faculty of medicine at Kyorin University and later president, and is currently its honorary president. He was appointed external auditor of the Company in 2019.



Toshiaki Egashira
 External Auditor

Has served in positions including president and chief executive officer of Mitsui Sumitomo Insurance Company, Limited, and is currently its special advisor. He was appointed external auditor of the Company in 2019.

Members of Each Meeting (FY2023) and Attendance (FY2022)

Category	Name	Board of Directors		Advisory Committee on Nomination and Remuneration		Board of Auditors	
		Chairperson	Attendance/ No. of meetings	Chairperson	Attendance/ No. of meetings	Chairperson	Attendance/ No. of meetings
Directors	Tsutomu Hasegawa		13/13		-		-
	Hirokazu Ishida		13/13		-		-
	Eiji Mitsuishi		13/13		-		-
	Masayuki Kudo		13/13		-		-
	Kazuaki Iijima		13/13		-		-
	Yoshio Kawabe		12/13		-		-
	Yukiteru Yamamoto	👤	●	13/13	4/4		-
	Kazuhiko Kashikura	👤		13/13	4/4	●	-
	Keiji Kono	👤		13/13	4/4		-
	Akihiko Matsuda	👤		13/13	4/4		-
Tamami Umeda	👤		11/11	2/2		-	
Auditors	Kazuo Saito		13/13		-	●	8/8
	Kunihiko Tachi		11/11		-		6/6
	Shozo Fujita	👤		13/13	-		8/8
	Yutaka Atomi	👤		12/13	-		8/8
	Toshiaki Egashira	👤		13/13	-		8/8