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Securities Code: 6156

September 7, 2023

Start of electronic access: August 31, 2023

To Shareholders with Voting Rights:

Tetsuya Hayashi, President

A-ONE SEIMITSU INC.

2-20-5 Bubaicho, Fuchu-shi, Tokyo, Japan

Notice of the 33rd Annual General Meeting of Shareholders

We are pleased to announce the 33rd Annual General Meeting of Shareholders of A-ONE SEIMITSU (the “Company”), which will be held as indicated below.

Reference documents for this shareholders meeting (items provided electronically) can be viewed using the internet on the following websites. Please use either of these websites to view this information.

- A-ONE SEIMITSU website: <https://a-one-seimitsu.co.jp/financials-ja.php#news>
- Tokyo Stock Exchange website (Tokyo Stock Exchange listed company search service)
<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show>

After accessing this website, enter either “A-ONE SEIMITSU” in the company name box or “6156” in the securities code box and click search. Then select “Basic information,” “Documents for public inspection/PR information” and then “Notice of General Shareholders Meeting/Informational Materials for a General Shareholders Meeting” in the filed information available for public inspection section.

If you are unable to attend the meeting, you may submit your votes by postal mail (in writing) or by using the Internet instead of attending this meeting. Please review the attached Reference documents for General Meeting of Shareholders (items provided electronically) and submit your votes no later than 5:30 p.m., Friday, September 22, 2023 (JST).

Meeting Details

- 1. Date and Time:** Saturday, September 23, 2023, at 1:00 p.m. (Reception starts at 0:40 p.m.)
- 2. Venue:** Main Hall, 3F, Musashi Fuchu Chamber of Commerce and Industry Hall
3-5-2, Midoricho, Fuchu-shi, Tokyo

3. Purpose of the Meeting

Matters to be reported

The Business Report and the Non-consolidated Financial Statements for the 33rd Fiscal Year (from July 1, 2022 to June 30, 2023)

Matters to be resolved

- Proposal No. 1:** Appropriation of Surplus
- Proposal No. 2:** Election of Three (3) Directors (excluding Directors who are Audit & Supervisory Committee members)
- Proposal No. 3:** Election of Three (3) Directors who are Audit & Supervisory Committee Members
- Proposal No. 4:** Final Payments in Association with the Termination of the Retirement Benefit Plan for Directors and Audit & Supervisory Committee Members
- Proposal No. 5:** Determination of Remuneration for Granting of Restricted Stock to Directors (excluding Directors who are Audit & Supervisory Committee members)

(To Shareholders with Voting Rights)

- (1) If you are considering attending the shareholders meeting in person, please check your health and take precautions concerning COVID-19.
- (2) Sanitizer dispensers will be placed near the entrance to the shareholders meeting. Shareholders are asked to make their own decisions regarding the use of masks. All A-ONE SEIMITSU personnel involved in the operation of the shareholders meeting will wear masks.
For those attending, please present the enclosed Voting Rights Exercise Form at the reception desk on arrival. We appreciate the understanding and cooperation of our shareholders.

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1. For those attending, please present the enclosed Voting Rights Exercise Form at the reception desk on arrival.
 2. In the items provided electronically, Outline of the System to Ensure the Propriety of Business Operations and the Operational Status of the System and Basic Policies concerning Control of the Company in the Business Report and Notes to Non-consolidated Financial Statements in the Financial Statements are posted on the disclosure websites in accordance with laws and regulations and Article 16 of the Articles of Incorporation of the Company.
 3. If there are revisions to items distributed electronically, notification of the revisions and the information before and after revisions will be posted on the above websites.

For those who want to submit your votes by using the internet

If you choose to vote via the Internet, please read the following before voting.

1. Website for the exercise of voting rights

Your voting rights can be exercised via the Internet only by accessing the website designated by the Company for the exercise of voting rights
(<https://www.web54.net>)

2. Website for the exercise of voting rights

(1) When using a PC

Please access the above address and log in with the “Code for Exercising Voting Rights” and the “Password” printed on the enclosed Voting Rights Form and enter your approval or disapproval according to the guidance on the screen.

(2) When using a smartphone

Scan the “Smartphone voting website log in QR code” on the enclosed Voting Rights Form. This will link your smartphone to a website for submitting your votes where there is no need to enter your “voting code” and “password.”

If you wish to change votes that have been submitted, scan the QR code again to access the website. This time, you will need to enter your “voting code” and “password.”

QR code is a trademark of DENSO WAVE INCORPORATED

3. Exercise of voting rights

(1) The deadline for the exercise voting rights is 5:30 p.m. on Friday, September 22, 2023.

(2) If you submit your votes in writing, please return the Voting Rights Exercise Form to us by no later than 5:30 p.m. on Friday, September 22, 2023.

(3) If you vote both in writing and via the internet, only the internet votes will be valid.

(4) If you vote more than once via the internet, only your last vote will be valid.

(5) Votes left blank for one or more agenda items will be counted as “for” votes.

(6) Shareholders are responsible for any expenses for the internet connection used to access the website for the exercise of voting rights.

4. Password and voting code

(1) Passwords are used to confirm the identities of shareholders who submit votes. Please be certain to remember this number as well as your PIN.

Note that we are unable to provide you with your voting code and password if you forget these numbers.

(2) After you enter an incorrect password for a certain number of times, you will no longer be able to use your correct password. Follow the instruction on the screen if you need to reset your password.

5. Inquiries

(1) If you have questions about using a PC or other device for submitting your votes via the Internet, please use the following support hotline:

Sumitomo Mitsui Trust Bank, Limited, Securities Agent Web Support Hotline
[Phone] 0120-652-031
Hours: 9:00–21:00

(2) Other inquiries

a. Shareholders with an account at a securities company

Please contact your securities company

b. Shareholders with no account at a securities company

(Shareholders holding special accounts)

Sumitomo Mitsui Trust Bank, Limited, Securities Agency Division

[Phone] 0120-782-031

Hours: 9:00-17:00 (except for Saturdays, Sundays and holidays)

Reference Documents for General Meeting of Shareholders

Proposals and References

Proposal No. 1: Appropriation of Surplus

The company proposes the appropriation of surplus as follows:

1. Appropriation of surplus

The following appropriation is proposed for the purposes of maintaining the stability of business operations, using capital more efficiently and increasing distributions to shareholders.

(1) Item and amount of decrease in surplus

General reserve: 500,000,000 yen

(2) Item and amount of increase in surplus

Retained earnings brought forward: 500,000,000 yen

2. Year-end dividend

The distribution of earnings to shareholders is one of the highest priorities of A-ONE SEIMITSU. The policy is to pay stable dividends by using the guideline of paying dividends equal to at least 3% of net assets. Due to the business climate in the fiscal year that ended in June 2023, the following dividend is proposed.

(1) Type of dividend property

Cash

(2) Allotment of dividend property and aggregate amount

100 yen per common stock of A-ONE SEIMITSU

Total dividends will be 500,554,000 yen.

(3) Effective date of dividend of surplus

September 26, 2023

Proposal No. 2: Election of Three (3) Directors (excluding Directors who are Audit & Supervisory Committee members)

The terms of office of all three (3) Directors (excluding Directors who are Audit & Supervisory Committee members, same hereafter in this proposal) will expire at the conclusion of this meeting. Shareholders are asked to elect the following three (3) Director candidates.

Members of the Audit & Supervisory Committee have evaluated the oversight of business operations, results of operations and other aspects of the performance of these Director candidates and concluded that these individuals are suitable to serve as Directors of A-ONE SEIMITSU.

The candidates for Director are as follows:

No.	Name (Date of birth)	Brief career history, positions, responsibilities and significant concurrent positions	Number of the Company shares held
1	Tetsuya Hayashi (Jun. 10, 1965)	Apr. 1989 Joined the Nomura Securities Co., Ltd. Jan. 2004 Joined the Company Jul. 2005 General Manager of Western Japan Sales Office Sep. 2005 Director of the Company Oct. 2007 President of the Company (to present)	4,000 shares
2	Takeshi Murota (Dec. 25, 1963)	Mar. 1986 Joined A-ONE SEIMITSU INC (currently CHICHI INC.) Jul. 1990 Joined the Company Oct. 1997 Manager of Collet Chucks Division Sep. 2003 Director of the Company, in charge of Collet Chucks Division (to present) Oct. 2007 Managing Director of the Company Oct. 2011 Senior Managing Director of the Company (to present)	19,200 shares
3	Nobuyuki Kanemaru (Dec. 24, 1968)	May 1988 Joined A-ONE SEIMITSU INC (currently CHICHI INC.) Jul. 1990 Joined the Company Dec. 2000 Manager of Cutting Tools Division Sep. 2007 Director of the Company, in charge of Cutting Tools Division (to present) Oct. 2011 Managing Director of the Company (to present)	8,400 shares

Note: No material conflict of interest exists between the Company and the above candidates.

Proposal No. 3: Election of Three (3) Directors who are Audit & Supervisory Committee Members

The terms of office of all three (3) Directors who are Audit & Supervisory Committee members will expire at the conclusion of this meeting.

Shareholders are asked to elect the following three (3) candidates for Directors who are Audit & Supervisory Committee members. The Audit & Supervisory Committee has previously given its approval to this proposal.

The candidates for Directors who are Audit & Supervisory Committee members are as follows.

All three (3) candidates for reelection as Directors who are Audit & Supervisory Committee members are Outside Directors.

No.	Name (Date of birth)	Brief career history, positions, responsibilities and significant concurrent positions	Number of the Company shares held
1	Nobuo Kobayashi (May 5, 1949)	Apr. 1974 Joined Hayashi Law Office Apr. 1982 Joined Sankou Sougou Setsubi Co., Ltd. Apr. 1990 Director of Sankou Sougou Setsubi Co., Ltd. Apr. 2005 Representative Director of Sankou Sougou Setsubi Co., Ltd. (to present) Sep. 2021 Director (Audit & Supervisory Committee member) of the Company (to present)	- shares
2	Makoto Suzuki (May 26, 1944)	Apr. 1963 Joined Nagoya Regional Taxation Bureau Jul. 1983 Examiner, Direct Tax Department, Tokyo Regional Taxation Bureau Jul. 1996 Professor of the First Education Department at the National Tax College Jul. 1998 Deputy District Director, Musashi Fuchu Tax Office Jul. 2000 Chief Examiner, 4th Examination Group, Tokyo Regional Taxation Bureau Jul. 2001 District Director, Shinshiro Tax Office Jul. 2002 District Director, Ogikubo Tax Office Sep. 2003 Opened Kudanshita Tax Accountant Joint Office (to present) Sep. 2011 Appointed Auditor of the Company Sep. 2015 Elected as Director of the Company (Audit & Supervisory Committee members) (to present)	- shares

No.	Name (Date of birth)	Brief career history, positions, responsibilities and significant concurrent positions	Number of the Company shares held
3	Jiro Tsuchiya (Aug. 8, 1950)	<p>Nov. 2004 Appointed as Director of International Precision Corp. Merged with International Alloy Corp.</p> <p>Apr. 2006 Retired from Director of International Alloy Corp.</p> <p>Aug. 2006 General Manager of Manufacturing Department of Yamanashi Office of International Alloy Corp.</p> <p>Nov. 2007 General Manager of Yamanashi Office of International Alloy Corp.</p> <p>Aug. 2011 Director and General Manager of Manufacturing Department of International Alloy Corp. due to its reorganization.</p> <p>Nov. 2013 Retired from Director of International Alloy Corp. due to the Executive Retirement System</p> <p>Dec. 2016 Retired from International Alloy Corp.</p> <p>Sep. 2019 Elected as Director (Audit & Supervisory Committee members) of the Company (to present)</p>	5,000 shares

Notes: 1. No material conflict of interest exists between the Company and the above candidates.

2. Matters concerning candidates for Outside Directors

Mr. Nobuo Kobayashi was initially an attorney and then joined an equipment company 18 years ago where he is currently president and representative director. He has thorough knowledge of legal matters and of corporate management. He is a candidate for election as an Outside Director in order to use his ability to perform audits from an objective perspective to make the Company's audits more effective. If he is elected, Mr. Kobayashi's term of office as an Outside Director who is an Audit & Supervisory Committee member of the Company will be two years.

Mr. Makoto Suzuki has worked at national tax offices in several locations, was the District Director of two tax offices and has many years of experience handling a variety of corporate administrative tasks. He is a candidate for election as an Outside Director in order to use this knowledge to perform fair and objective audits. Mr. Suzuki is currently an Outside Director who is an Audit & Supervisory Committee member. At the close of this shareholders meeting, he will have served as an external officer of the Company for 12 years. Mr. Suzuki's term of office as an Outside Auditor and an Audit & Supervisory Committee member of the Company will be four years and eight years, respectively.

Mr. Jiro Tsuchiya has extensive knowledge of manufacturing due to his 24 years of experience at a manufacturer of basic materials that includes a position as a Director and General Manager of the Manufacturing Department. Furthermore, he lives near the Company's Yamanashi Plant and is a candidate for election as an Outside Director because he can use his knowledge to upgrade audits of business operations. If elected, Mr. Tsuchiya's term of office as an Outside Director who is an Audit & Supervisory Committee member of the Company will be four years.

3. The Company has designated Mr. Nobuo Kobayashi, Makoto Suzuki and Jiro Tsuchiya as independent officers according to the rules of the Tokyo Stock Exchange. They will continue to be Independent Directors when reelected.

[Reference] Expertise and Experience of Candidates for Proposals No. 2 and No. 3 (Skill Matrix)

	No.	Name	Management	Manufacturing/ Technology	Sales/External Liaison	International Overseas Support	Finance/ Accounting
Directors	1	Tetsuya Hayashi	●		●	●	●
	2	Takeshi Murota		●	●	●	
	3	Nobuyuki Kanemaru		●	●		
Audit & Supervisory Committee	1	Nobuo Kobayashi	●				
	2	Makoto Suzuki					●
	3	Jiro Tsuchiya		●			

	No.	Name	Taxation	Legal/Labor	ESG/Risk Management
Directors	1	Tetsuya Hayashi			●
	2	Takeshi Murota			●
	3	Nobuyuki Kanemaru			●
Audit & Supervisory Committee	1	Nobuo Kobayashi		●	●
	2	Makoto Suzuki	●		●
	3	Jiro Tsuchiya			●

* This information does not encompass all the knowledge, experience, and abilities of the candidates.

Proposal No. 4: Final Payments in Association with the Termination of the Retirement Benefit Plan for Directors and Audit & Supervisory Committee Members

On August 10, 2023, the Board of Directors approved a resolution to terminate the retirement benefit plan for Directors and Audit & Supervisory Committee members as of the end of this shareholders meeting. Remuneration will be revised to establish a closer link with results of operations and shareholder value.

Due to the termination of the retirement benefit plan for Directors and Audit & Supervisory Committee members, the Company plans to make payments of a reasonable amount based on standards used by the Company as a retirement payment for terms of office ending at the close of this shareholders meeting.

In accordance with the Company's rules, the payments will be determined by using the final monthly remuneration, years of experience in each executive officer level, and multiples based on each management position of each individual. The proposed retirement payments are a total of 137,700,000 yen for three Directors (excluding Directors who are Audit & Supervisory Committee members) and a total of 1,960,000 yen for three Directors who are Audit & Supervisory Committee members. These payments are consistent with the Policy for determining remuneration, etc. of individual Directors that was established by the Board of Directors. Members of the Nominations and Remuneration Committee have discussed this remuneration and concluded that it is reasonable. The Company's Policy for determining remuneration, etc. of individual Directors is explained on the shareholders meeting notice (only available in Japanese). This policy is to be revised following the termination of the retirement benefit plan for Directors and Audit & Supervisory Committee members. The proposed retirement payments will not affect the Company's results of operations because a retirement payment allowance has been maintained for future payments in accordance with designated standards.

Individuals who are to receive the proposed retirement payments are the three Directors (excluding Directors who are Audit & Supervisory Committee members) in Proposal No. 2 and the three Directors who are Audit & Supervisory Committee members in Proposal No. 3 of the reference documents. These materials also include brief career histories of these individuals.

Proposal No. 5: Determination of Remuneration for Grant of Restricted Stock to Directors (excluding Directors who are Audit & Supervisory Committee members)

At the 25th Annual General Meeting of Shareholders held on September 27, 2015, remuneration for Directors (excluding Directors who are Audit & Supervisory Committee members) of the Company was approved as 100,000,000 yen or less per year.

As part of the review of the executive compensation system, the Company proposes to provide remuneration newly for the distribution of stock with transfer restrictions to its Directors (excluding Directors who are members of the Audit & Supervisory Committee and Outside Directors; the “eligible Directors”). This will be implemented separately from the remuneration in Proposal 4 in order to provide eligible Directors with incentives to continuously increase the corporate value of the Company and to further strengthen the sharing of value with our shareholders.

The remuneration to be paid to the eligible Directors for the grant of the shares with transfer restrictions shall be monetary claims, and the total amount shall be 50,000,000 yen or less per year. The specific timing and distribution of remuneration to each eligible Director shall be determined by the Board of Directors.

Currently, the number of Directors (excluding Directors who are Audit & Supervisory Committee members) is three (includes no Outside Directors). If Proposal No. 2 Election of Three (3) Directors (excluding Directors who are Audit & Supervisory Committee members) is approved as proposed, the number of Directors (excluding Directors who are members of the Audit & Supervisory Committee members) will still be three (includes no Outside Directors).

Eligible Directors, based on a resolution of the Board of Directors of the Company, pay all of the monetary claims to be distributed under this proposal as a contribution in kind and receive newly issued or existing common stock of the Company. The total number of shares of common stock to be issued or disposed of as stock with transfer restrictions is 25,000 shares or less per year. (However, if a stock split (including gratis allotment of the Company’s common stock) or a reverse stock split of the Company’s common stock is conducted after the date of approval of this proposal, or if any other event occurs that requires adjustment of the total number of the Company’s common stock to be issued or disposed of as stock with transfer restrictions, a reasonable adjustment will be made to the total number of shares.)

The amount to be paid in per share will be determined by the Board of Directors based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors (or, if there is no trading on this day, the closing price of the immediately preceding business day), to the extent that the amount is not particularly advantageous to the eligible Directors who subscribe for the common stock. The issuance or disposal of shares of common stock of the Company and the provision of monetary claims as assets contributed in kind is subject to the execution of an allotment agreement of stock with transfer restrictions (the allotment agreement) between the Company and the eligible Directors that includes the following information. The maximum amount of remuneration, total number of shares of the Company’s newly issued or existing common stock used and other terms for the distribution of restricted stock to the eligible Directors in accordance with this proposal (information about the policy for this remuneration is on the shareholders meeting notice (only available in Japanese); if Proposal No. 5 is approved, the policy is to be revised as explained in the following reference section for consistency with this newly approved remuneration) are believed to be reasonable because these terms were decided by taking into consideration other applicable factors.

Outline of the contents of the Allotment Agreement

(1) Restricted period of transfer

Eligible Directors are not allowed to sell, use as collateral or in any other way transfer ownership of the restricted stock (the transfer restriction) between the day this stock was received in accordance with an allotment agreement (the restricted stock) and the time immediately after the individual resigns or retires from an executive or employee position designated in advance by the Board of Directors at the Company or a subsidiary of the Company (the restriction period). However, the restriction period can be adjusted within reasonable limits if the time immediately after a resignation or retirement is within three months of the receipt of the restricted stock and in the same fiscal year.

(2) Handling at the time of resignation or retirement

If an eligible Director resigns or retires from his or her position as an officer or employee of the Company or any of its subsidiaries, which is determined in advance by the Board of Directors, prior to the end of the period designated in advance by the Board of Directors (the term of service), the Company shall naturally acquire the Allotted Shares without compensation, unless there is a justifiable reason for such resignation, such as expiration of term of office, death, etc.

(3) Lifting of the Transfer Restrictions

The Company shall lift the Term of Service of all of the Allotted Shares upon expiration of the Restriction Period, provided that the eligible Director has continuously held a position among the positions of officers and employees of the Company or its subsidiaries that is determined in advance by the Board of Directors of the Company during the Restriction Period. However, (1) if such an eligible Director resigns or retires from the position of officer or employee of the Company or any of its subsidiaries, as determined in advance by the Board of Directors of the Company, before the expiration of the Term of Service due to justifiable reason, or if (2) an eligible Director resigns or retires from a position designated in advance by the Board of Directors from among executive and employee positions at the Company or its subsidiaries after the completion of the term of office but before the end of the restriction period for a reason other than a legitimate reason, the number of the Allotted Shares to be released from the Transfer Restrictions and the timing of the lifting of the Transfer Restrictions shall be reasonably adjusted as necessary. In addition, the Company shall naturally acquire, without compensation, the Allotted Shares for which the Transfer Restrictions have not yet been lifted at the time immediately after the Transfer Restrictions are lifted in accordance with the above provisions.

(4) Treatment in organizational restructuring, etc.

Notwithstanding the provisions of (1) above, if, during the Restriction Period, the Company's General Meeting of Shareholders (However, in cases where such reorganization, etc. does not require the approval of the Company's General Meeting of Shareholders, the Company's Board of Directors) approves a merger agreement in which the Company becomes a dissolving company, a share exchange agreement or a share transfer plan in which the Company becomes a wholly owned subsidiary, or any other matter relating to organizational restructuring, etc., the Company shall, by resolution of the Board of Directors of the Company, lift the Transfer Restrictions of the Allotted Shares in a number reasonably determined based on the period from the commencement date of the Restriction Period to the date of approval of such organizational restructuring, etc., prior to the effective date of such organizational restructuring, etc. In addition, in the case specified above, the Company shall naturally acquire, without compensation, the Allotted Shares for which the Transfer Restrictions have not been lifted at the time immediately after the Transfer Restrictions are lifted.

(5) Other matters

Other matters concerning this Allotment Agreement shall be determined by the Board of Directors of the Company.

[Reference] Policy for determining remuneration, etc. of individual Directors

Remuneration is one source of motivation for Directors to perform their duties and a major item used for the growth of corporate value. The process used to determine remuneration must be objective and reasonable. Decisions must incorporate the responsibilities of Directors, the size of businesses they oversee, the business climate, the Company's management and all other applicable items. The result must be remuneration that accurately reflects the current status of the Company. Directors are responsible for operating businesses in a manner that increases sales and earnings and for overseeing the performance of all Directors. Remuneration is therefore determined to reflect the responsibilities of each Director.

1. Method for determination of remuneration of Directors

(1) The Company has voluntarily established a Nominations and Remuneration Committee. The members are the three Outside Directors who are Audit & Supervisory Committee members and the Representative Director. Members of the committee determine an initial proposal for the remuneration of Directors based on their responsibilities and performance regarding the management of business operations.

- (2) Using the initial proposal for the remuneration of Directors of the Nominations and Remuneration Committee, the Board of Directors examines the remuneration of individual Directors and then reaches a final decision about this remuneration.

2. Remuneration of Directors

Basic stance

Manufacturing operations are a priority of the Company, which is a manufacturer of machine tools. The number of people in administrative and other non-manufacturing positions is held down. The Company has a simple organizational structure and has goal of increasing the efficiency of management to aim for higher earnings. As a result, the responsibilities of Directors encompass a broad range of activities extending from the Company's overall management to very small items concerning business operations. The composition and amount of remuneration are determined by taking into consideration the duties of each Director.

3. Composition of remuneration of Directors

(1) Remuneration, etc. (Monetary remuneration not linked to results of operations)

Fixed remuneration used as basic remuneration (basic remuneration)

- Basic remuneration of individual Directors is approximately 1% of regular sales.
- Remuneration is determined after making adjustments to reflect the business supervised, responsibilities, performance of the business supervised, and contribution to results of operations of each Director.

(2) Performance-linked remuneration

- A bonus is determined in accordance with applicable standards based on results of operations in each fiscal year.
- The guideline for the amount of this performance-linked remuneration is approximately 2.5% of ordinary profit in each fiscal year.
- The total amount of bonuses for Directors in each fiscal year is determined by multiplying the total in the previous fiscal year by the percentage by which the ratio of ordinary profit to sales has changed in the current fiscal year vs. the previous fiscal year.

(3) Non-monetary remuneration

- Directors who manage business operations and are thus responsible for results of operations receive stock remuneration as a payment for duties performed in each fiscal year.
- The Board of Directors establishes a limit for stock compensation in each fiscal year and the number of shares distributed to each Director, within this limit, based on the duties of each Director.
- The purpose of stock remuneration is to give Directors an incentive to contribute to the medium to long-term growth of corporate value.

4. Policy for determining the percentage of each category of remuneration, etc.

The percentages of each category of remuneration, etc. is generally as follows for the purpose of managing business operations with the goals of consistent profitability and the medium to long-term growth of corporate value.

Basic remuneration	About 60%
Performance-linked remuneration (Directors' bonuses)	About 10%
Non-monetary remuneration (Stock remuneration)	About 30%

5. Payment times of remuneration, etc.

- Basic remuneration is paid in cash as fixed remuneration once every month.
- Performance-linked remuneration for the previous fiscal year is paid in cash following the close of the shareholders meeting following the fiscal year.
- Non-monetary remuneration is paid following the close of each Annual General Meeting of Shareholders at a time determined by the Board of Directors.

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