

Attached Documents

Business Report

(From April 1, 2022 to March 31, 2023)

1. Status of the Corporate Group

- (1) Progress and Results of Operations and Issues to Be Addressed**
- (a) Progress and Results of Operations**

Strengthening the business foundation area

(4) Major Offices and Plants (As of March 31, 2023)

Head offices

KOBE (Registered Head Office), TOKYO

**(5) Major Subsidiaries and Affiliated Companies
(Subsidiaries)**

Company Name [Location of Head Offices]	Common Stock	Ratio of Voting Rights (%)
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Company Name
[Location of Head Offices]

(6) Capital Investments

Position	Name	Duties
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(3) Overview of the Compensation Agreement

In order to secure superior talent and prevent directors from being intimidated in the performance of their duties, the Company has entered into a compensation agreement as stipulated in Article 4302, Paragraph 1 of the Companies Act with all directors (including those

	Board of Directors Members Attended
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	Board of
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5 The Company's Structures and Policies

Based on this, the Company's basic policy is to pay dividends twice a year by resolution at the Board of Directors at the end of the interim period and at the end of the fiscal year, which are the record dates stipulated in the Articles of Incorporation. If the dividends are to be paid on any