

Reference Documents for the Shareholders Meeting

Proposal: Election of Nine (9) Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

The term of office of all the current eight (8) Directors (excluding Directors who are Audit and Supervisory Committee Members; the same applies hereinafter in this proposal) will expire upon the conclusion of this Annual Shareholders Meeting.

Accordingly, the Company proposes the election of nine (9) Directors, increasing the number of Directors by one (1) to enhance the business structure.

This proposal was submitted to the Company's Audit and Supervisory Committee so that it could confirm and examine the situation regarding supervision and execution of the Board of Directors, and the selection criteria, etc. of the nominee for Director. As a result, after giving consideration to the status of business execution, performance, and other qualities of the nominees in the current business year, all were deemed to be suitable.

The nominees for Directors are as follows:

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
1 Reelection	Akihei Mori (Jun. 25, 1950) 89,900	Sep. 2010 President CEO of the Company (present) Mar. 2013 Director of OAT & IIL India Laboratories Private Limited (present)

(Reasons for a nominee for Director)

Mr. Akihei Mori has been entrusted by the shareholders as President CEO of the Company, and has been steering the Company's management. The Board of Directors has continued to determine him as a nominee for Director, as he has considerable experience and knowledge in regard to management in general.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
2 Reelection	Makio Okamoto (Nov. 14, 1949) 1,900	Mar. 2013 Director of Otsuka-MGC Chemical Company, Inc. Mar. 2014 President CEO of Asahi Chemical Mfg. Co., Ltd. Mar. 2014 Director (Board Member) of the Company (responsible for Overseas Business Division) Mar. 2015 Chairman of the Board of Asahi Chemical Mfg. Co., Ltd. (present) Mar. 2016 Managing Director (Board Member) of the Company (responsible for Overseas Business Division) Mar. 2018 Senior Managing Director (Board Member) of the Company (responsible for Overseas Business Division) (present) (Significant Position Concurrently Held Outside the Company) Chairman of the Board of Asahi Chemical Mfg. Co., Ltd.

(Reasons for a nominee for Director)

Mr. Makio Okamoto has actively participated in the Board of Directors as the Director of the Company and is appropriately carrying out his role such as deciding important matters in regard to management, and supervising business execution. The Board of Directors has continued to determine him as a nominee for Director, as he has considerable experience and knowledge in regard to management in general and international business.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
3 Reelection	Ryuichi Kibe (Mar. 24, 1957) 70,700	Sep. 2010 Director, Sales Division and Director (Board Member) of the Company Nov. 2011 Director, Tokyo Branch Office and Managing Director (Board Member) of the Company Jun. 2013 Director, Tokyo Branch Office, Director, Tokyo Branch Office No. 2 and Managing Director (Board Member) of the Company (responsible for Sales Offices and Branch Offices) Jan. 2015 Director, Production Control Division and Managing Director (Board Member) of the Company Oct. 2016 Managing Director (Board Member) of the Company (present) President CEO of OAT Agri Frontier Co., Ltd. (present) (Significant Position Concurrently Held Outside the Company) President CEO of OAT Agri Frontier Co., Ltd.

(Reasons for a nominee for Director)

Mr. Ryuichi Kibe has actively participated in the Board of Directors as the Director of the Company and is appropriately carrying out his role such as deciding important matters in regard to management, and supervising business execution. The Board of Directors has continued to determine him as a nominee for Director, as he has considerable experience and knowledge in regard to management in general.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
4 Reelection	Hajime Morikawa (Apr. 9, 1962) 60,900	Jul. 2011 Senior Director, Chemical Products Business Division of Otsuka Chemical Co., Ltd. Dec. 2011 Joined the Company Jun. 2012 Director, Production Control Division of the Company Jan. 2013 Director, Production Control Division and Director (Board Member) of the Company Jan. 2015 Director, Research and Development Division and Director (Board Member) of the Company Mar. 2017 Director, Research and Development Division and Managing Director (Board Member) of the Company Jan. 2018 Director, Agrochemical Division and Managing Director (Board Member) of the Company (responsible for Product Marketing Division) (present)

(Reasons for a nominee for Director)

Mr. Hajime Morikawa has actively participated in the Board of Directors as the Director of the Company and is appropriately carrying out his role such as deciding important matters in regard to management, and supervising business execution. The Board of Directors has continued to determine him as a nominee for Director, as he has considerable experience and knowledge in regard to management in general, marketing and sales.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
5 Reelection	Shuji Kato (Mar. 17, 1961) 66,700	Sep. 2010 Director, Business Development Division of the Company Nov. 2011 Director, Osaka Branch Office and Director (Board Member) of the Company Dec. 2011 Director, Osaka Branch Office and Director (Board Member) of the Company (responsible for Research and Development Division) Director of Asahi Chemical Mfg. Co., Ltd. Jan. 2015 Director (Board Member) of the Company (responsible for Business Development Division and Accounting Division) Mar. 2016 Director, HR Division and Director (Board Member) of the Company (responsible for Accounting Division) Oct. 2016 Director, HR Division and Director (Board Member) of the Company (responsible for Production Control Division and Accounting Division) Jan. 2018 Director (Board Member) of the Company (responsible for Production Control Division and Purchasing Division) (present)

(Reasons for a nominee for Director)

Mr. Shuji Kato has actively participated in the Board of Directors as the Director of the Company and is appropriately carrying out his role such as deciding important matters in regard to management, and supervising business execution. The Board of Directors has continued to determine him as a nominee for Director, as he has considerable experience and knowledge in regard to marketing and sales, and supply chains including purchasing and production.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
6 Reelection	Hisashi Oka (Feb. 11, 1961) 61,400	Aug. 2011 General Manager, Technology Development Division and Executive Officer of Otsuka Chemical Co., Ltd. Jan. 2013 Director, Business Development Division, Senior Manager, Corporate Planning Section and Director (Board Member) of the Company (responsible for Accounting Division) Jan. 2015 Director, Agrochemical Division and Director (Board Member) of the Company (responsible for Marketing & Promotion Division) Jan. 2018 Director, Research and Development Division, Senior Manager, Corporate Planning Section and Director (Board Member) of the Company Oct. 2018 Director, Research and Development Division and Director (Board Member) of the Company (responsible for Corporate Planning Section) (present)

(Reasons for a nominee for Director)

Mr. Hisashi Oka has actively participated in the Board of Directors as the Director of the Company and is appropriately carrying out his role such as deciding important matters in regard to management, and supervising business execution. The Board of Directors has continued to determine him as a nominee for Director, as he has considerable experience and knowledge in regard to technology and innovation.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
7 Reelection	Nobuhisa Ichino (Nov. 3, 1960) 500	Oct. 2011 Director, Nihonbashi Branch Office of Resona Bank, Limited. Oct. 2013 Director, Tokyo Branch Office No. 2 of the Company Jan. 2015 Director, Business Development Division, Senior Manager, Corporate Planning Section of the Company Mar. 2016 Director, General Affairs Division and Director (Board Member) of the Company Jan. 2018 Director (Board Member) of the Company (responsible for HR Division, General Affairs Division, Accounting Division and Information Planning Section) (present)

(Reasons for a nominee for Director)

Mr. Nobuhisa Ichino has actively participated in the Board of Directors as the Director of the Company and is appropriately carrying out his role such as deciding important matters in regard to management, and supervising business execution. The Board of Directors has continued to determine him as a nominee for Director, as he possesses abundant experience gained throughout his career and has considerable experience and knowledge in regard to corporate governance.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
8 New Nominee	Kenji Matsumoto (Apr. 30, 1961) -	Apr. 1986 Joined ITOCHU Corporation May 2009 ITOCHU International Inc. and SVP and COO of ITOCHU Chemicals America Inc. Apr. 2012 President of ITOCHU Deutschland GmbH and Group Director, Chemicals Group of ITOCHU Europe PLC Oct. 2015 General Manager, New Business Development Dept. of ITOCHU CHEMICAL FRONTIER Corporation Oct. 2018 Joined the Company. Senior Manager, Corporate Planning Section of the Company (present)

(Reasons for a nominee for Director)

Mr. Kenji Matsumoto has actively engaged in close-knit communication with presidents of overseas operating companies and in various managerial meetings, where he has utilized his extensive experience and knowledge gained throughout his career. The Board of Directors has determined him as a nominee for Director, as he has considerable experience and knowledge in regard to management in general and international business.

No.	Name (Date of Birth) Number of the Company's Shares Held	Career Summary and Position/Responsibilities in the Company (Significant Positions Concurrently Held Outside the Company)
9 Reelection	Jun Ogawa (Feb. 25, 1967) Nominee for Outside Director -	Apr. 1994 Research Fellow of the Japan Society for the Promotion of Science Oct. 1995 Assistant of the Faculty of Agriculture, Kyoto University Apr. 1997 Assistant of the Graduate School of Agriculture, Kyoto University Apr. 2007 Assistant Professor of the Graduate School of Agriculture, Kyoto University Oct. 2008 Program-Specific Professor of the Research Division of Microbial Sciences, Kyoto University Oct. 2009 Professor of the Graduate School of Agriculture, Kyoto University (present) Mar. 2015 Outside Director (Board Member) of the Company (present) (Significant Position Concurrently Held Outside the Company) Professor of the Graduate School of Agriculture, Kyoto University

(Reasons for a nominee for Outside Director)

Mr. Jun Ogawa has been actively participating in the Board of Directors from a professional and independent perspective as a university professor specializing in agricultural research and as an Outside Director, respectively. Although he does not have a past experience being involved in corporate management other than becoming an Outside Director, the Company has judged that he has advanced specialist knowledge and rich experience in the fields deeply related to the Company's business, and that he will be able to appropriately carry out the duties as an Outside Director. Accordingly, the Board of Directors has continued to determine Mr. Jun Ogawa as a nominee for Outside Director.

- Notes:
1. There are no special interests between each nominee above and the Company.
 2. Mr. Jun Ogawa is a nominee for Outside Director of the Company.
 3. Mr. Jun Ogawa is currently an Outside Director of the Company and his term of office will be four years at the conclusion of this Annual Shareholders Meeting.
 4. The Company has concluded a contract with Mr. Jun Ogawa pursuant to the provision of Article 427, Paragraph 1 of the Companies Act to limit the liability for damages provided for in Article 423, Paragraph 1 of the said Act to the minimum liability amount provided for in Article 425, Paragraph 1 of the said Act. If the reelection of Mr. Jun Ogawa is approved, the Company plans to continue said contract with him.
 5. The Company has notified Mr. Jun Ogawa as an independent officer under the regulations of the Tokyo Stock Exchange. If the reelection of Mr. Jun Ogawa is approved, the Company plans to once again appoint him as an independent officer of the Company.