

May 15, 2008

To: All Concerned Parties

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(Amended) Announcement of the Partial Amendment of Introduction of Countermeasures against Large-Scale Purchases of the Company's Share Certificates or Other Securities (Takeover Defense Measures)

Taikisha Ltd. ("Company") announces that the Board of Directors of the Company, at a meeting held on May 15, 2008, decided to partially amend the contents of "Countermeasures against Large-Scale Purchases of the Company's Share Certificates or Other Securities (Takeover Defense Measures)" ("Plan"), which we introduced at the Board of Directors meeting of the Company held on January 31, 2008, in order to further secure and enhance the corporate value of the Company, and consequently, the common interests of the shareholders.

The continuation of the partially amended Plan is subject to approval of the shareholders at the 63rd ordinary general shareholders meeting of the Company to be held in June 27, 2008 ("General Shareholders Meeting", the same definition shall also apply in the referenced section "Contents of the Plan"), and will be abolished if the Plan fails to be approved by the shareholders at the General Shareholders Meeting.

The main contents of this amendment are as stated below, however please refer to the referenced section “Contents of The Plan” for further details of the contents of the Plan pursuant to the amendment including the full revised wording of the amended Plan. Please also refer to the Internet website of the Company (http://www.taikisha.co.jp/corporate/jp_news.html) for the former Plan.

Prior to the decision at the meeting of the Board of Directors of the Company, the Company has obtained the unanimous approval of the Independent Committee of the Company regarding the amendment of the Plan. Furthermore, all four corporate auditors of the Company, including the outside corporate auditors, were present at the Board of Directors meeting of the Company held on May 15, 2008, and all of the corporate auditors expressed their views to support the amendment of the Plan on the condition that the management of the Plan will be appropriately conducted.

Before the amendment:	After the amendment:
2. Purpose of Introducing the Plan	2. Purpose of Introducing the Plan
The status of large shareholders of the Company as of <u>September 30, 2007</u> is as indicated in Exhibit 1, and at this point in time, the Company has no knowledge of the Company’s share certificates or other securities having become subject to a Large-Scale Purchase.	The status of large shareholders of the Company as of <u>March 31, 2008</u> is as indicated in Exhibit 1, and at this point in time, the Company has no knowledge of the Company’s share certificates or other securities having become subject to a Large-Scale Purchase.
3. Details of Large-Scale Purchase Rules (2) Examination of Details of the Large-Scale Purchase and the Alternative Measures, and Negotiation with the Large-Scale Purchaser by the Board of Directors of the Company	3. Details of Large-Scale Purchase Rules (2) Examination of the Details of the Large-Scale Purchase and the Alternative Measures, and Negotiation with the Large-Scale Purchaser by the Board of Directors of the Company

<p>Where the Board of Directors of the Company determines that an examination of details of the Large-Scale Purchase, proposal of alternative measures, negotiation with the Large-Scale Purchaser, and other matters have not been sufficiently made even upon the expiration of the Examination Period, it may extend the Examination Period <u>to the reasonable extent by</u> its resolution.</p>	<p>Where the Board of Directors of the Company determines that an examination of the details of the Large-Scale Purchase, proposal of alternative measures, negotiation with the Large-Scale Purchaser, or other matters has been insufficient, even upon the expiration of the Examination Period, it may extend the Examination Period <u>up to a maximum period of 30 days</u> by its resolution.</p>
<p>4. Exercise of Countermeasures (1) Where the Large-Scale Purchase Rules are Observed</p>	<p>4. Exercise of Countermeasures (1) Where the Large-Scale Purchase Rules are Observed</p>
<p>(vi) Where the terms of the purchase (including price and type of the purchase consideration, timing of the purchase, legality of the purchase method, probability of implementing the purchase, management policies and business plans after the purchase, response policies to the Company's other shareholders, employees, business partners, and other interested parties related to the Company, and other matters) is considerably insufficient or inappropriate in light of <u>primary value</u> of the</p>	<p>(vi) Where the terms of the purchase (including price and type of purchase consideration, timing of the purchase, legality of the purchase method, probability of implementing the purchase, management policies and business plans after the purchase, policies concerning the Company's other shareholders, employees, business partners, and other interested parties related to the Company, and other matters) are significantly insufficient or inappropriate in light of the <u>corporate value</u> of</p>

Company.	the Company, <u>and consequently, the common interests of the shareholders.</u>
Exhibit 4 Summary of Share Subscription Rights 8. Exercise period of share subscription rights, etc.	Exhibit 4 Summary of Share Subscription Rights 8. Exercise period of share subscription rights, etc.
The exercise period of the share subscription rights and other necessary matters <u>(including that the Company acquires all the share subscription rights held by any person who cannot exercise the share subscription rights due to the exercise conditions determined in accordance with the provisions in 7 above on the Acquisition Date or other days separately determined by the board of directors of the Company; and in exchange for the above, issues the shares of the Company, share subscription rights, corporate bonds, money, etc.)</u> will be separately determined by the board of directors of the Company.	The exercise period of the share subscription rights and other necessary matters will be separately determined by the Board of Directors of the Company.

End

(Reference)

Contents of the Plan

1. Measures for the Enhancement of Corporate Value of the Company

(1) Philosophy and Vision of the Company

The Company has focused on the following as its corporate philosophy: “Establishing a company that can perpetually grow and contribute to society”; and “Creating an attractive company”. In order to realize this corporate philosophy, the Company strives for the prosperity of stakeholders through an increase of the value-added, a creation of the productive environment and the development of the industrial society through technologies, personal fulfillment of employees through work, building of an organizational climate that has mutual trust, cooperation and rationality, and other matters. In other words, the following are management visions that express what the Company aims at: “Complying with laws and regulations, and adhering to the spirit of the corporate philosophy, conducting fair transactions under the fair and free competition, and contributing to customers, business partners, shareholders, employees, communities and a society with transparency and a high sense of ethics”.

(2) Mid-Term Business Plan

In November 2007, the Company established a mid-term business plan for three years from the fiscal year ending March 2008 through the fiscal year ending March 2010. The mid-term business plan consists of the following four items: I. Philosophy and Vision; II. Basic Principles; III. The Group’s Mid-Term Business Targets; and IV. Measures to Realize Business Targets, and the overview is as follows. The Company aims at achieving sustainable development of the Company’s business that is focused on the green technology system business and the paint finishing system business, and at the same time strives to secure and enhance corporate value and common interests of shareholders.

I. Philosophy and Vision

“Company Policy”:	Customer First
“Corporate Philosophy”:	1. Establishing a company that can perpetually grow and contribute to the society 2. Creating an attractive company
“Management vision”:	Complying with laws and regulations, and the spirit, conducting fair transactions under the fair and free competition, and contributing to customers, business partners, shareholders, employees, communities and the society with transparency and a high sense of ethics

II. Basic Principles

1. Establishing a management base that enables the Company to respond quickly to the changing social demand and conduct sustainable corporate activities
2. Contributing to all stakeholders

III. Group’s Mid-Term Business Targets (Consolidated)

With respect to ordinary profit forecasts out of the targets (consolidated) on a yearly basis from the fiscal year ending March 2008 through the fiscal year ending March 2010, the Company has established 5.2 billion yen for the fiscal year ending March 2008, 5.8 billion yen for the fiscal year ending March 2009, and 6.8 billion yen for the fiscal year ending March 2010.

IV. Measures to Realize Business Targets

In order to achieve the business targets, the Company has established specific measures for its green technology system business and the paint finishing system business, and at the

same time has established measures to enhance the business base.

For details of the Company's mid-term business plan, please see the Company's website (<http://www.taikisha.co.jp/>).

(3) Measures for Corporate Governance

The Company came to realize through past scandals that the biggest management risk that will damage corporate value is a breach of laws and regulations, and therefore it has given top priority to enhance corporate value through the implementation of compliance, and further expand corporate governance to widely receive recognition from society. Through activities of organizations such as the Board of Directors, the Board of Corporate Auditors, the Management Committee, the Management Ethics Committee, the Company-wide Compliance Committee and the Internal Audit Office, and also through establishment of an internal control system, the Company strives to comply with relevant laws and regulations such as the Construction Business Law and the Financial Instruments and Exchange Law.

2. Purpose of Introducing the Plan

The Company will introduce the Plan with the aim of securing and enhancing corporate value of the Company, and consequently, common interests of shareholders.

The Company believes that the trading of the Company shares should be left to the market, and believes that the shareholders should make the final decision as to whether to sell the Company's shares by accepting the request by the Large-Scale Purchaser (Note 2) who conducts the Large-Scale Purchase (Note 1) of the Company's share certificates or other securities. Furthermore, the involvement in the management by the Large-Scale Purchaser will not necessarily damage corporate value, and if it leads to the expansion of the Company's corporate value, the Company will not deny such involvement.

Recently, in our country, however, among those Large-Scale Purchases of share

certificates or other securities conducted unilaterally without going through sufficient negotiations with the Board of Directors of the target company, or agreements of the Board of Directors, there are quite a few examples where a disclosure of information, such as the purpose and the policy after the purchase, is not sufficiently made. The Company believes that an increase of those instances is likely to make it difficult to secure the sufficient time and information that are necessary to make a decision as to whether the shareholders will accept the request to purchase, by the Large-Scale Purchaser.

In addition, in order to achieve the goal of securing and enhancing corporate value, and consequently, common interests of shareholders that maintain the continuity, it is necessary to fully understand the position and the role of each business corporation within the Company group, and strive for a stable management by eyeing the future prospects from a more medium to long-term perspective.

The Company believes that, in order to secure and enhance corporate value of the Company, and consequently, common interests of shareholders, it is essential for the shareholders to secure sufficient information and time necessary for deciding whether to accept that Large-Scale Purchase in light of the special qualities of the Company and the Company group, and for the Company to secure the opportunity to negotiate with the Large-Scale Purchaser, where a Large-Scale Purchase of the Company's share certificates or other securities is made by a Large-Scale Purchaser.

The status of large shareholders of the Company as of March 31, 2008 is as indicated in Exhibit 1, and at this point in time, the Company has no knowledge of the Company's share certificates or other securities having become subject to a Large-Scale Purchase. However, the Company has decided to introduce the Plan, which stipulates the rules of a large-scale purchase (as defined in 3. below) and countermeasures against the Large-Scale Purchase, in order to prevent in advance the Company's corporate value being damaged without discretion, and prevent any unexpected disadvantages that might occur to shareholders, by securing the time and information necessary for examining the following: 1) whether the purpose of the Large-Scale Purchase by the Large-Scale Purchaser is likely to damage the corporate values, and consequently, common interests of

shareholders; 2) whether the Large-Scale Purchase by the Large-Scale Purchaser is virtually likely to force the shareholders to sell the Company shares; 3) whether a necessary and sufficient disclosure of information has been made by the Large-Scale Purchaser to the shareholders; and 4) whether there is sufficient time necessary for the shareholders to examine the appropriateness of the Large-Scale Purchase; and other matters, where a Large-Scale Purchase is made in the future that poses a risk of damaging the corporate value, and consequently, common interests of shareholders.

Note 1: Large-Scale Purchase

Purchases of the Company's share certificates or other securities (Note 1-1) in which the ratio of voting rights (Note 1-3) of specified shareholders, etc. (Note 1-2) of the Company's share certificates or other securities exceeds 20%, or purchases of the Company's share certificates or other securities that result in the ratio of voting rights of the specified shareholders, etc. exceeding 20% (with respect to any of them, unless agreed by the Company's Board of Directors in advance, and in whatever the specific purchase method, such as a market transaction and a tender offer).

Note 1-1: Share certificates or other securities

Share certificates or other securities stipulated in Paragraph 1, Article 27-23 of the Financial Instruments and Exchange Law.

Note 1-2: Specified shareholders, etc.

- (i) Holders (holders as stipulated in Paragraph 1, Article 27-23 of the Financial Instruments and Exchange Law, including a person deemed as a holder pursuant to Paragraph 3, Article 27-23 of the Financial Instruments and Exchange Law) of share certificates or other securities (share certificates or other securities as stipulated in Paragraph 1, Article 27-23 of the Financial Instruments and Exchange Law) of the Company, and any joint holders (joint holders as stipulated in Paragraph 5, Article 27-23 of the Financial Instruments and Exchange Law, including a person deemed as a joint holder pursuant to Paragraph 6, Article 27-23 thereof; the same

will apply hereafter), or

- (ii) A person who makes a purchase (a purchase as stipulated in Paragraph 1, Article 27-2 of the Financial Instruments and Exchange Law, including a purchase made on a securities exchange market, whether or not the purchase is made in a manner of auctions) of share certificates or other securities (defined in Paragraph 1, Article 27-2 of the Financial Instruments and Exchange Law) of the Company, and any specially related parties (specially related parties as defined in Paragraph 7, Article 27-2 of the Financial Instruments and Exchange Law).

Note 1-3: Shares of voting rights

- (i) "Shares of voting rights" refers to (i) the shareholding ratio of the holder as stipulated in Paragraph 4, Article 27-23 of the Financial Instruments and Exchange Law, taking into account the number of shares held by any joint holders of that holder (the number of the share certificates or other securities held as stipulated in the said Paragraph; the same will apply hereafter), when the specified shareholders, etc. is as defined in Note 1-2 (i), or
- (ii) The sum of the shareholding ratio of the large-scale purchaser and any specially related parties (the shareholding ratio of share certificates or other securities stipulated in Paragraph 8, Article 27-2 of the Financial Instruments and Exchange Law) when the specified shareholders, etc is as stipulated in Note 1-2 (ii).

In calculating the shareholding ratio of share certificates or other securities, or the ratio of possessing share certificates or other securities, the total voting rights (as stipulated in Paragraph 8, Article 27-2 of the Financial Instruments and Exchange Law), and the total number of outstanding and issued shares (as stipulated in Paragraph 4, Article 27-23 of the Financial Instruments and Exchange Law) may refer to Securities Reports, Semi-Annual Reports and Reports on the Status of Purchasing Treasury Share Certificates, of which were most recently submitted.

Note 2: Large-Scale Purchaser

A person conducting a Large-Scale Purchase.

3. Details of Large-Scale Purchase Rules

The Plan stipulates the procedures for the Board of Directors of the Company to

require a Large-Scale Purchaser to provide information on a large-scale purchase in advance (as defined in (1) below; the same will apply hereafter), to evaluate and examine the Large-Scale Purchase, negotiate with the Large-Scale Purchaser regarding terms and other matters of the purchase, to propose an alternative plan to shareholders and other matters to shareholders, in order to secure sufficient information and time necessary for shareholders to appropriately decide whether to accept the Large-Scale Purchase upon a Large-Scale Purchase of the Company's share certificates or other securities, and also, with respect to a recommendation of the Independent Committee (Please see (3) below for details of the Independent Committee) as necessary, to allot a gratis share subscription rights (*Shinkabu Yoyakuken*) or to exercise other countermeasures against a Large-Scale Purchaser that are deemed reasonable at the point in time against a Large-Scale Purchase ("Large-Scale Purchase Rules"). Details of the Large-Scale Purchase Rules are as follows:

(1) Request for Providing Information to a Large-Scale Purchaser

Unless agreed to by the Board of Directors of the Company in advance, the Large-Scale Purchaser is required to submit to the Board of Directors of the Company a pledge that indicates the wording of pledges and other matters to observe the Large-Scale Purchase Rules in implementing the Large-Scale Purchase, and a document in a format prescribed by the Company that indicates information stipulated in the following (i) to (viii) ("Large-Scale Purchase Relevant Information") prior to the commencement of the Large-Scale Purchase.

Where the Board of Directors of the Company receives the Large-Scale Purchase Relevant Information from a Large-Scale Purchaser, it will immediately provide the Independent Committee with that Large-Scale Purchase Relevant Information.

If the Board of Directors of the Company or the Independent Committee determines that the Large-Scale Purchase Relevant Information is insufficient to examine the Large-Scale Purchase intended by the Large-Scale Purchaser, it may, directly or indirectly, request that the Large-Scale Purchaser to submit additional information.

The Board of Directors of the Company will disclose as necessary a whole or a part of the fact that the Large-Scale Purchase has been proposed, and the Large-Scale Purchase Relevant Information and other information provided by the Large-Scale Purchaser, at the time and in a manner in which the Board of Directors of the Company deems appropriate.

- (i) Outline of the Large-Scale Purchaser and its group (including specified shareholders, etc., interested parties, and each partner and other constituent members in case of a partnership or a fund; the same will apply hereafter) (including the specific name, capital structure, financial details and other matters);
- (ii) The purposes, methods and details of the Large-Scale Purchase (including the price and type of the consideration, period of the purchase, structure of the related transactions, the legality of the method, feasibility of the implementation and other matters);
- (iii) Whether or not any communication has been made with a third party with regard to the Large-Scale Purchase and the details, if any;
- (iv) The basis of calculating the consideration of the purchase (including the assumed fact of calculation, calculation method, numeric information used for the calculation, details of synergies that are expected to occur as a result of the series of transactions, and details of the synergies shareholders will be affected by out of those synergies, and other matters), and the corroboration of the funds for the purchase (including the specific name of the fund provider (including substantial provider), methods of raising funds, details of the related transactions, and other matters);
- (v) Management policies, capital policy, dividend policy and financial policy of the Company and the Company group that the Large-Scale Purchaser intends to adopt after the Large-Scale Purchase;
- (vi) Policies for responding to employees, business partners, customers of the Company, and other interested parties of the Company after the Large-Scale Purchase;
- (vii) Specific measures to avoid a conflict of interest between other

shareholders of the Company; and
(viii) Other information that the Board of Directors of the Company or the Independent Committee determines to be necessary.

(2) Examination of the Details of the Large-Scale Purchase and the Alternative Measures, and Negotiation with the Large-Scale Purchaser by the Board of Directors of the Company

The Board of Directors of the Company will examine the Large-Scale Purchase by the Large-Scale Purchaser from the perspective of whether it will contribute to secure and enhance the Company's corporate value, and consequently, common interests of the shareholders, based on the Large-Scale Purchase Relevant Information received from the Large-Scale Purchaser, and information and other materials that the Board of Directors of the Company independently obtained.

In examining the Large-Scale Purchase, the Board of Directors of the Company will assign maximum value to the recommendation of the Independent Committee to be held in accordance with (3) below, and at the same time, it may receive advice from third party organizations such as financial advisors, certified public accountants, attorneys and consultants. In addition, the Board of Directors of the Company will negotiate with the Large-Scale Purchaser and make a proposal of alternative measures as necessary.

The Board of Directors of the Company will set 60 days in the circumstance of a whole purchase of the Company's share certificates or other securities by a tender offer that makes cash the only consideration (yen value), and 90 days in the circumstance of other purchases, by calculating from the date when the Board of Directors of the Company receives from the Large-Scale Purchaser the Large-Scale Purchase Relevant Information necessary for the commencement of examination as a period of examining the Large-Scale Purchase ("Examination Period").

Where the Board of Directors of the Company receives from the Large-Scale Purchaser the Large-Scale Purchase Relevant Information necessary for the commencement of examination, and commences the Examination Period, it

will notify the Large-Scale Purchaser, and will make a disclosure with respect to the commencement of the Examination Period at the time and in a manner the Company deems appropriate.

Where the Board of Directors of the Company determines that an examination of the details of the Large-Scale Purchase, proposal of alternative measures, negotiation with the Large-Scale Purchaser, or other matters has been insufficient, even upon the expiration of the Examination Period, it may extend the Examination Period up to a maximum period of 30 days by its resolution. The Board of Directors of the Company will consult the Independent Committee, and respect the recommendation from the Independent Committee in resolving the extension of the Examination Period. In addition, where the extension of the Examination Period is resolved, the Board of Directors of the Company will notify the Large-Scale Purchaser the period of extension and the reason of the extension, and at the same time, will disclose at the time and in a manner the Board of Directors of the Company deems appropriate.

(3) Examination of Details of the Large-Scale Purchase by the Independent Committee, and Other Matters

In order to eliminate arbitrary decisions by the Board of Directors in exercising a gratis allotment of share subscription rights and other countermeasures, the Plan will go through the decision process by the Independent Committee that only consists of people outside the Company who are independent from the Board of Directors of the Company.

The members of the Independent Committee will be appointed from outside directors, outside corporate auditors and outside advisors who are highly independent from the Board of Directors of the Company. Please see Exhibit 2 with respect to the outline of the Independent Committee Rules, and Exhibit 3 with respect to biographies of each initial independent committee member of the introduction of the Plan, and other matters.

The Independent Committee will discuss and examine whether the Large-Scale Purchase Relevant Information provided by the Large-Scale Purchaser is sufficient, and whether to exercise countermeasures against the

Large-Scale Purchase (whether the Large-Scale Purchaser observes the Large-Scale Purchase Rules, or whether it is obvious that the Large-Scale Purchase by the Large-Scale Purchaser will inflict upon the Company any damage that is difficult to recover, and other matters) to the extent of the Examination Period, and will make a recommendation as to whether to demand a submission of additional information, and whether the Board of Directors of the Company should exercise countermeasures based on the result of such discussion and examination. The Board of Directors of the Company will resolve whether to exercise countermeasures against the Large-Scale Purchase in accordance with the procedures indicated in 4. below upon respecting as much as possible the details of the recommendation by the Independent Committee.

To be specific, if the Independent Committee determines that the Large-Scale Purchase Information and other information provided by the Large-Scale Purchaser are insufficient for discussing and examining, it may request directly or through the Board of Directors that the Large-Scale Purchaser provide additional information. In addition, in order to make a comparative review between the Large-Scale Purchase Relevant Information and other information provided by the Large-Scale Purchaser; and business plans of the Board of Directors of the Company, an evaluation of the corporate value and other matters, the Independent Committee may also request, by from time to time establishing the deadline of the response, that the Board of Directors of the Company provide views on the details of the Large-Scale Purchase Relevant Information by the Large-Scale Purchaser and other information provided by the Large-Scale Purchaser (including opinions to retain that information), the supporting materials, alternative measures (only where there are any alternative measures), other information that the Independent Committee from time to time deems necessary, and other matters.

Where there is any change in a fact that supports the recommendation such as where the Large-Scale Purchaser suspends the Large-Scale Purchase after that recommendation, the Independent Committee may change the details of the recommendation, cancel the recommendation, or take other

actions.

4. Exercise of Countermeasures

(1) Where the Large-Scale Purchase Rules are Observed

The Plan stipulates certain rules for the purpose of providing shareholders with sufficient information necessary for deciding as to whether to accept such Large-Scale Purchase, for evaluation, opinions and other matters of the Board of Directors of the Company that is actually involved in the management, from the perspective of securing and enhancing a corporate value of the Company and common interests of shareholders with respect to the Large-Scale Purchase of share certificates or other securities with a scale that might have an influence on the Company's management, and further assuring opportunities to receive a proposal of alternative measures and sufficient time necessary for examining those opportunities.

Therefore, where the Large-Scale Purchaser observes the Large-Scale Purchase Rules, countermeasures will not be exercised in principle.

Even where the Large-Scale Purchaser observes the Large-Scale Purchase Rules, however, if, as a result of examining the Large-Scale Purchase based on the Large-Scale Purchase Relevant Information, other information received from the Large-Scale Purchaser, and information independently obtained by the Board of Directors of the Company, that Large-Scale Purchase is deemed obvious to be an act that will inflict upon the Company any damage that is difficult to recover from such as an act falling under one or more of the requirements in the following (i) through (iv), countermeasures will be exercised upon respecting as much as possible the recommendation of the Independent Committee.

As specific countermeasures, appropriate countermeasures will be selected, depending on the situation at different times, out of those accepted as the authority of the Board of Directors of the Company in a gratis allotment of share subscription rights, other laws and regulations, and the Company's Articles of Incorporation. The outline of share subscription rights where implementing that gratis allotment of share subscription rights as

countermeasures is as indicated in Exhibit 4.

Even after deciding an exercise of countermeasures, where that Large-Scale Purchase is not deemed obvious to inflict upon the Company any damage that is difficult to recover from for reasons such as any change occurring to a premised fact, the Board of Directors of the Company may cancel a resolution related to the exercise of countermeasures by respecting as much as possible the recommendation of the Independent Committee.

- (i) Where the Large-Scale Purchase is made for the purpose of making interested parties of the Company assume share certificates or other securities at a high price by boosting the share price of the Company shares despite no intent to truly participate in the company management of the Company (so-called green mailer);
- (ii) Where the Large-Scale Purchase is made for the purpose of transferring to the Large-Scale Purchaser or its group intellectual property rights, know-how, trade secret information, major business partners, customers or other matters necessary for the business management of the Company by temporarily taking control of the Company's management;
- (iii) Where the Large-Scale Purchase is made in order to divert the Company's assets as collateral for or repayment of debts of the Large-Scale Purchaser or its group after taking control of the Company's management;
- (iv) Where the Large-Scale Purchase is made by temporarily controlling the Company's management for the purpose of bringing about a disposal by sale or other methods of its high-value assets or other matters such as real estate and securities that have no current relevance to the Company's business and declaring temporarily high dividends from the profits of the disposal, or selling share certificates or other securities of the Company at a high price, taking advantage of the opportunity afforded by the sudden rise in share prices created by the temporarily high dividends;
- (v) Where the purchase results in virtually compelling the shareholders to sell their shares, by unfavorably (or without clarification) setting terms of

the purchase in the second stage and making the purchase, without soliciting a purchase of all share certificates or other securities of the Company (so-called coercive two-tiered tender offer); or

- (vi) Where the terms of the purchase (including price and type of purchase consideration, timing of the purchase, legality of the purchase method, probability of implementing the purchase, management policies and business plans after the purchase, policies concerning the Company's other shareholders, employees, business partners, and other interested parties related to the Company, and other matters) are significantly insufficient or inappropriate in light of corporate value of the Company, and consequently, the common interests of the shareholders..

(2) Where the Large-Scale Purchase Rules are not Observed

Where the Large-Scale Purchaser fails to observe the Large-Scale Purchase Rules, the Board of Directors of the Company will exercise countermeasures for securing the Company's corporate value and common interests of shareholders upon respecting as much as possible the recommendation of the Independent Committee. As specific countermeasures, appropriate countermeasures will be selected, depending on the situation at different times out of those accepted as the authority of the Board of Directors of the Company in a gratis allotment of share subscription rights, other laws and regulations, and the Company's Articles of Incorporation. The outline of share subscription rights where implementing that gratis allotment of share subscription rights as countermeasures is as indicated in Exhibit 4.

Similar to (1) above, even after deciding upon an exercise of countermeasures, where that Large-Scale Purchase is not deemed obvious to inflict upon the Company any damage that is difficult to recover from for reasons such as any change occurring to the premised fact, the Board of Directors of the Company may cancel a resolution related to the exercise of countermeasures by respecting as much as possible the recommendation of the Independent Committee.

5 . Effective Period, Abolition and Change of the Plan

The effective period of the Plan will be the completion of the ordinary general shareholders meeting regarding the latest fiscal year out of fiscal years ending within two years after the end of the General Shareholders Meeting upon approval of shareholders at the General Shareholders Meeting.

On the other hand, if no approval is received at the General Shareholders Meeting, then the Plan will be abolished.

However, even after shareholders approve the Plan, if the general shareholders meeting of the Company resolves to abolish the Plan, or the Board of Directors of the Company resolves to abolish the Plan, before the expiration of the effective period, then the Plan will be abolished.

In addition, unless it is not against the purpose of introducing the Plan, where it is appropriate to revise the Plan because of a new establishment or revision or abolition of laws and regulations regarding the Plan, stock exchange rules and other rules even during the effective period of the Plan, if it is appropriate to make a revision of the wording such as revisions and supplements of errors, omissions and other matters, and that revision will not adversely affect the shareholders of the Company, the Board of Directors of the Company will revise or change the Plan upon obtaining approval of the Independent Committee.

If the abolition, revision, change or other matter of the Plan is made, the Company will promptly make a disclosure with respect to the fact and details or other matters of that abolition, revision, change or other matters.

6. Scheme to Enhance the Rationale of the Plan

(1) Fully Satisfying the Three Principles Set Out in the Guidelines Regarding the Takeover Defense Measures

The Plan fully satisfies the three principles ((i) Protection and Enhancement of Corporate Value and Shareholders' Common Interests, (ii) Prior Disclosure and Shareholders' Intent and (iii) Necessity and Reasonableness), set out in the "Guidelines Regarding Takeover Defense for the Purposes of Ensuring and Enhancing Corporate Value and Shareholders' Common Interests" released by the Ministry of Economy, Trade and Industry and the Ministry of

Justice as of May 27, 2005.

(2) Emphasis on the Shareholders' Intent and Information Disclosure

The Company will confirm the intent of the shareholders at the General Shareholders Meeting as to whether to continue the Plan, and if no approval is obtained with respect to the continuation of the Plan, then the Plan will be abolished, and the intent of shareholders will be reflected.

In addition, as indicated in 5. "Effective Period, Abolition and Change of the Plan" above, even before the expiration of the effective period of the plan, if the general shareholders meeting resolves to abolish the Plan, then the Plan will be abolished, and for this point, the introduction and abolition of the Plan will be made in a form of respecting shareholders' intent.

Furthermore, in order to enable the shareholders to appropriately make decisions such as decisions on the abolition or other matters of the Plan, the decision as to whether to sell share certificates of the Company by accepting the Large-Scale Purchase, and other matters, the Board of Directors of the Company will, as indicated in 3 (1) above, disclose to shareholders the Large-Scale Purchase Relevant Information and other information provided by the Large-Scale Purchaser at the time and in a method the Board of Directors of the Company deems appropriate.

(3) Scheme to Eliminate Arbitrary Decisions by the Board of Directors of the Company

In introducing the Plan the Company established the Independent Committee to eliminate arbitrary decisions by the Board of Directors of the Company.

If a Large-Scale Purchase is made against the Company, as indicated in 3 (3) "Examination of Details of the Large-Scale Purchase by the Independent Committee, and Other Matters" above, the Independent Committee will make a recommendation to the Board of Directors of the Company upon discussing and examining as to whether to exercise countermeasures against the Large-Scale Purchase, and other matters, and the Board of Directors of the Company will make a resolution by respecting as much as possible the recommendation of the Independent Committee, and a scheme to possibly

eliminate the exercise of countermeasures based on arbitrary decisions by the Board of Directors of the Company is secured.

Furthermore, the Plan will be exercised only when the Large-Scale Purchaser fails to observe formal Large-Scale Purchase Rules set out in the Plan as indicated in 4(1) and (2) above, or when the Large-Scale Purchase satisfies objective requirements stipulated reasonably and in detail where the Large-Scale Purchaser considerably damages the Company's corporate value, and also in this point, a scheme to possibly eliminate the exercise of arbitrary countermeasures by the Board of Directors of the Company.

(4) No Dead-Handed or Slow-Handed Defense Measures

As indicated in 5. "Effective Period, Abolition and Change of the Plan" above, the Plan may be abolished by the Board of Directors of the Company, and therefore the Plan is not a dead-handed takeover defense measure (a takeover defense measure in which even if a majority of the constituent members of the Board of Directors are replaced, the exercise of the measures cannot be prevented). In addition, because the Company does not adopt a fixed-term system based on time differences with respect to the term of directors, the Plan is not a slow-handed takeover defense measure (a takeover defense measure that requires time to prevent the exercise because constituent members of the Board of Directors may not be replaced at one time).

7. Impact on Shareholders and Investors and Other Matters

(1) Impact of the Introduction of the Plan on Shareholders and Investors

At the time of introduction of the Plan, no allotment of share subscription rights nor other matters will be implemented, and therefore, there will be no direct impact on the relation of rights of the shareholders.

The Plan aims to secure sufficient time and information necessary for shareholders and investors to accept the Large-Scale Purchase, or provide opinions of the Board of Directors of the Company that currently engages in the Company's management, and other matters, and further guarantee the

shareholders and investors the opportunity to receive a proposal of alternative measures. It is considered that this will enable shareholders and investors to make an appropriate decision whether to accept the Large-Scale Purchase based on sufficient time and information necessary, and will lead to a protection of the common interests of shareholders and investors. Accordingly, it is considered that the introduction of the Plan will be the premise for the shareholders and investors to make an appropriate investment decision, and will contribute to secure and enhance the common interests of shareholders and investors.

As indicated in 4. above, the Company's response policies to that Large-Scale Purchase will differ depending on whether the Large-Scale Purchaser will observe the Large-Scale Purchase Rules, and therefore, shareholders and investors should keep an eye on the trend of the Large-Scale Purchaser.

(2) Impact on Shareholders and Investors upon Exercise of Countermeasures, and Other Matters

If the Large-Scale Purchaser fails to observe the Large-Scale Purchase Rules, the Board of Directors of the Company might take countermeasures that are accepted as the authority of the Board of Directors of the Company in a gratis allotment of share subscription rights, other laws and regulations, and the Company's Articles of Incorporation; however, under the structure of those countermeasures, it has not assumed that any circumstance where the shareholders (excluding the Large-Scale Purchaser that has become subject to the exercise of countermeasures) will suffer particular damage in legal rights or economic aspects will arise.

If the Board of Directors of the Company decides to take specific countermeasures, a timely and appropriate disclosure will be made from time to time in accordance with laws and regulations, and stock exchange rules.

In addition, procedures related to the shareholders where a gratis allotment of share subscription rights in accordance with the outline of Exhibit 4 out of those considered as countermeasures, and where the Company acquires a share subscription rights are as follows:

- (i) Procedures where making a gratis allotment of share subscription rights Shareholders that became subject to a gratis allotment of share subscription rights will automatically become a right holder on the effective date stipulated in the Board of Directors of the Company, and therefore, it is not necessary to take special procedures along with the allotment.

However, a gratis allocation of share subscription rights will be made to shareholders as of the certain reference date stipulated by the Board of Directors of the Company, and therefore please note that it is necessary for shareholders who have not completed the entry of a name change to complete such entry by that reference date.

- (ii) Where shareholders exercise share subscription rights

Where exercising share subscription rights, it is required to pay a certain amount within a prescribed period. Details of such procedures will be separately made known in accordance with laws and regulations, and other matters at the time when any allotment of share subscription rights is actually implemented.

- (iii) Where the Company acquires share subscription rights

Where the Company acquires any share subscription rights in exchange for the Company shares, if the Company takes prescribed procedures necessary for the acquisition, shareholders who hold share subscription rights that the Board of Directors of the Company made as the target of that acquisition, shareholders may receive a delivery of the Company shares as consideration for the acquisition of share subscription rights by the Company without going through the procedures related to the exercise of share subscription rights such as a payment of the amount equivalent to the exercise price. A shareholder might be requested, however, to submit a document or other matter evidencing that it does not fall under a Large-Scale Purchaser when the Company acquires share subscription rights.

Please note that, even after the Board of Directors of the Company

resolves a gratis allotment of share subscription rights as countermeasures, and shareholders to whom share subscription rights will be allocated are decided, it might cancel that gratis allotment of share subscription rights during the period until the preceding day of the effective date, or acquire those share subscription rights during the period after the effective date of a gratis allotment of share subscription rights until the previous day of the commencement date of the exercise period by respecting as much as possible the recommendation of the Independent Committee. In these circumstances, a dilution of the value per share of the Company shares will not occur, and therefore, shareholders or investors who make transactions based on the premise that a dilution of the value per share of the Company shares will occur might incur a suitable loss because of changes in share prices.

End

Exhibit 1

Major Shareholders of the Company as of March 31, 2008

Name of Shareholders	Number of Shares Held	Percentage of Shares Held to the Total Number of Outstanding and Issued Shares (%)
Northern Trust Company (AVFC) Sub-account American Client	4,839,000	12.74
Kabushiki Kaisha Kenzaisha	2,000,000	5.27
The National Mutual Insurance Federation of Agricultural Cooperatives	1,797,600	4.73
The Master Trust Bank of Japan, Ltd. (Trust Account)	1,619,600	4.26
Keiji Uenishi	1,401,323	3.68
Nippon Life Insurance Company	1,202,616	3.16
Ruriko Uenishi	1,089,377	2.86
Stock Ownership Association of Cooperating Companies of Taikisha Ltd.	1,022,600	2.69
Yugen Kaisha Daini Kenzaisha	1,000,000	2.63
Bank of New York GCM Client Account JPRD ISG FE-AC	898,860	2.37

Note 1: In addition to the above, the Company has 1,204,494 shares (3.17%) in treasury stock. Please note that those shares do not have any voting rights, in accordance with Paragraph 2, Article 308 of the Corporate Law.

Note 2: It has been reported by the Amendment Report of Major Shareholding Report dated May 10th, 2007, as submitted by "Silchester

International Investors Limited”, that Silchester International Investors Limited it is holding 5,053,000 shares (13.30%) of the Company as of May 4th, 2007. However, this is not included in the above Major Shareholders list for the reason that the Company is unable to confirm the number of beneficial shares that such company owns as of the end of this fiscal year.

End

Exhibit 2

Summary of Independent Committee Rules

1. Purpose of Establishment of Independent Committee

The Independent Committee will be established to secure the objectiveness, fairness and reasonableness of decisions made by the board of directors with respect to this Plan.

2. Composition of Independent Committee

The Independent Committee will comprise at least three members. The members are elected, through a resolution at the board of directors, out of outside directors, outside auditors, or well-informed outsiders and others (including attorneys, certified public accountants, business managers with proven records, academic experts, or those with equivalent qualifications as the above) who are independent from the management engaged in the execution of duties of the Company, in order to make it possible to render fair and reasonable judgments.

3. Term of Independent Committee members

The term of office of the Independent Committee members will be from the time of election until the time of the conclusion of the board of directors meeting held for the first time after the conclusion of the ordinary general meeting of shareholders relating to the last fiscal year that ends within one year following the election. Members may be re-elected.

4. Convocation Procedures for the Independent Committee

The Independent Committee will be convened by a representative director of the Company or each Independent Committee member.

5. Resolution Method by the Independent Committee

The recommendation by the Independent Committee will be issued by the majority of the members, with all the members present in principle.

6. Authority of Independent Committee

The Independent Committee is authorized for the matters described in any one of the following. Each member of the Independent Committee shall deliberate and discuss any of the following, from the perspective of securing and enhancing the corporate value of the Company and the interests common to shareholders.

- (1) To deliberate and discuss whether or not to take countermeasures in this Plan and issue a recommendation to the board of directors;
- (2) To deliberate and discuss whether or not to discontinue or withdraw from the countermeasures taken in this Plan and issue an recommendation to the board of directors;
- (3) To deliberate and discuss whether or not the Large-Scale Relevant Information submitted by a Large-Scale Purchaser is necessary and sufficient;
- (4) To request the Large-Scale Purchaser, directly or through the board of directors, to submit additional information;
- (5) To agree with any modification or amendment to this Plan to the extent not to cause any disadvantage to shareholders;
- (6) To deliberate and discuss any other matters the board of directors of the Company voluntarily consulted with the Independent Committee

relating to this Plan.

7. Attendants at Independent Committee

The Independent Committee may cause the directors, auditors or employees of the Company to be present at the Independent Committee, as appropriate, and may request them to submit information necessary for the Independent Committee.

8. Advice from Third Party Organizations

In deliberating and discussing, the Independent Committee may receive advice from third party organizations including financial advisors, certified public accountants, attorneys, consultants, etc., at the cost of the Company.

End

Exhibit 3

Profile of Independent Committee Members

Name: Mitsuo Kobayashi

Date of Birth: August 13, 1941

Career Summary: April 1998 – Counselor of Asset Management Administration, Yasuda Life Insurance Company
June 1998 – Full-time Outside Auditor, Yasuda Life Insurance Company (to date)

Name: Michinobu Yamachika

Date of Birth: January 11, 1937

Career Summary: April 1986 – Vice President, Tokyo Bar Association
April 2000 – Executive Governor, Japan Federation of Bar Associations
June 2003 – Outside Auditor, Japan Federation of Bar Associations (to date)

Name: Nobutaka Tanaka

Date of Birth: March 2, 1971

Career Summary: April 1996 – Registered as a lawyer, joined OH-EBASHI LPC & PARTNERS
September 2001 – Joined Nagashima Ohno & Tsunematsu
January 2007 – Inaugurated to be a partner, Nagashima Ohno & Tsunematsu
November 2007 – Joined OH-EBASHI LPC & PARTNERS as a partner (to date)

End

Exhibit 4

Summary of Share Subscription Rights

1. Shareholders subject to the allotment and the number of share subscription rights to be allotted to shareholders

The share subscription rights will be allotted gratis to the shareholders who are stated or registered on the latest list of shareholders or list of beneficial shareholders as of the record date determined by the board of directors of the Company, at the rate of one unit of rights per share held by them (excluding the common stock of the Company held by the Company).

2. Type and number of shares subject to share subscription rights

The type of shares subject to the share subscription rights will be the common stock of the Company, and the number of shares of the common stock of the Company issued by exercise of one unit of the share subscription rights will be one share; however, the number of shares will be adjusted as necessary if the Company conducts a stock split or reverse stock split.

3. Effective date for gratis allotment of share subscription rights

The above will be separately determined by the board of directors of the Company.

4. Value of assets contributed in connection with the exercise of each share subscription rights

When exercising each share subscription rights a person will be given shares and in exchange will pay a sum of money; and the value of the assets contributed in connection with the exercise of the share subscription

rights will be at least one yen per share of the common stock of the Company, and be determined by the board of directors of the Company.

5. Limitation on transfer of share subscription rights

The acquisition by way of transfer of the share subscription rights requires approval of the board of directors of the Company.

6. Acquisition of share subscription rights by the Company

The Company may acquire all the share subscription rights that have not been exercised by the day previous to the acquisition day determined by the board of directors of the Company (the "Acquisition Day") at the time of the Acquisition Day (excluding the share subscription rights held by any person who cannot exercise the rights due to the exercise conditions determined in accordance with the provisions in 7 below), and in exchange for the above, may issue one share of the common stock of the Company per unit of the share subscription rights.

7. Exercise condition for share subscription rights

The Large-Scale Purchasers and the Specified Share Holders, etc., and the persons who acquired or assumed the share subscription rights from the Large-Scale Purchasers and the Specified Share Holders, etc., without approval of the board of directors of the Company may not exercise the share subscription rights. Any other exercise conditions will be determined by the board of directors of the Company.

8. Exercise period of share subscription rights, etc.

The exercise period of the share subscription rights and other necessary matters will be separately determined by the Board of Directors of the Company.

End