

# Board of Directors and Corporate Auditors

As of June 23, 2017



## Satoshi Seino

Chairman  
Number of Company shares owned: 13,100 shares

### Brief Personal Record, Position, and Business in Charge

Apr. 1970 Entered Japanese National Railways  
Apr. 1987 Entered the Company  
Jun. 1991 General Manager of Administration Department  
May 1992 General Manager of Finance Department  
Jan. 1994 General Manager of Personnel Department  
Jun. 1996 Director and General Manager of Personnel Department and Human Resources Development Department  
Jun. 1997 Director and General Manager of Personnel Department  
Jun. 2000 Executive Director  
Jun. 2002 Executive Vice President and Representative Director and Director General of Corporate Planning Headquarters  
Apr. 2006 President and Representative Director  
Apr. 2012 Chairman and Director (continuing to the present)



## Masaki Ogata

Vice Chairman, Technology and Overseas Related Affairs  
Number of Company shares owned: 8,400 shares

### Brief Personal Record, Position, and Business in Charge

Apr. 1974 Entered Japanese National Railways  
Apr. 1987 Entered the Company  
Jun. 1998 General Manager of Transport Safety Department, Railway Operations Headquarters  
Jun. 2000 General Manager of Public Relations Department  
Jun. 2002 Director and General Manager of Transport & Rolling Stock Department, Railway Operations Headquarters  
Jun. 2004 Executive Director and Deputy Director General of Railway Operations Headquarters  
Jun. 2006 Executive Director and Director General of IT Business Development Headquarters and Deputy Director General of Railway Operations Headquarters  
Jul. 2007 Executive Director and Director General of IT & *Suica* Business Development Headquarters and Deputy Director General of Railway Operations Headquarters  
Jun. 2008 Executive Vice President and Representative Director and Director General of Railway Operations Headquarters; Director General of IT & *Suica* Business Development Headquarters  
Jun. 2009 Executive Vice President and Representative Director and Director General of Railway Operations Headquarters  
Jun. 2010 Executive Vice President and Representative Director  
Jun. 2011 Vice Chairman and Director  
Jun. 2012 Vice Chairman and Director, Technology and Overseas Related Affairs (continuing to the present)



## Tetsuro Tomita\*1

President and CEO  
Number of Company shares owned: 8,300 shares

### Brief Personal Record, Position, and Business in Charge

Apr. 1974 Entered Japanese National Railways  
Apr. 1987 Entered the Company  
Jun. 1998 General Manager of Life-Style Business Development Headquarters  
Jun. 2000 Director and General Manager of Management Administration Department, Corporate Planning Headquarters  
Jun. 2003 Executive Director and Deputy Director General of Corporate Planning Headquarters  
Jul. 2004 Executive Director and Deputy Director General of Corporate Planning Headquarters and General Manager of IT Business Department, Corporate Planning Headquarters  
Jun. 2005 Executive Director and Deputy Director General of Corporate Planning Headquarters  
Jun. 2008 Executive Vice President and Representative Director and Director General of Life-Style Business Development Headquarters  
Jun. 2009 Executive Vice President and Representative Director and Director General of Corporate Planning Headquarters  
Apr. 2012 President and Representative Director and Director General of Corporate Planning Headquarters  
Jun. 2012 President and Representative Director (continuing to the present)

## Executive Directors



## Takao Nishiyama

Deputy Director General of International Affairs Headquarters  
Number of Company shares owned: 3,800 shares



## Masao Hino

Deputy Director General of Railway Operations Headquarters; In charge of Marketing Department, Railway Operations Headquarters; In charge of Tourism; In charge of Olympics and Paralympics  
Number of Company shares owned: 2,200 shares



## Tadao Maekawa

General Manager of Tokyo Branch Office  
Number of Company shares owned: 5,100 shares



## Akihiko Ishikawa

Director General of Corporate Planning Headquarters; In charge of Personnel Department; In charge of Health & Welfare Department  
Number of Company shares owned: 1,400 shares

## Directors



## Tomokazu Hamaguchi\*2

Number of Company shares owned: 1,100 shares



## Motoshige Itoh\*2

Number of Company shares owned: 0 shares



## Reiko Amano\*2

Number of Company shares owned: 0 shares

**Yuji Fukasawa\*1**

Executive Vice President  
 Assistant to President; In charge of Indian High-Speed Railway  
 Number of Company shares owned: 5,000 shares

Brief Personal Record, Position, and Business in Charge

Apr. 1978 Entered Japanese National Railways  
 Apr. 1987 Entered the Company  
 Jun. 2003 General Manager of Investment Planning Department,  
 Corporate Planning Headquarters  
 Jun. 2006 Director and General Manager of Personnel Department and  
 Director of JR East General Education Center  
 Jun. 2008 Executive Director  
 Jun. 2012 Executive Vice President and Representative Director  
 Jun. 2016 Executive Vice President and Representative Director  
 Assistant to President; In charge of Indian High-Speed Railway  
 (continuing to the present)

**Osamu Kawanobe\*1**

Executive Vice President  
 Assistant to President; Director General of Railway Operations Headquarters  
 Number of Company shares owned: 3,900 shares

Brief Personal Record, Position, and Business in Charge

Apr. 1979 Entered Japanese National Railways  
 Apr. 1987 Entered the Company  
 Jul. 2005 General Manager of Public Relations Department  
 Jun. 2008 Director and General Manager of Transport & Rolling Stock  
 Department, Railway Operations Headquarters  
 Jun. 2010 Director and General Manager of Administration Department  
 Jun. 2012 Executive Director and Deputy Director General of Railway  
 Operations Headquarters  
 Jun. 2014 Executive Director and Director General of Railway Operations  
 Headquarters  
 Jun. 2016 Executive Vice President and Representative Director  
 Assistant to President; Director General of Railway Operations  
 Headquarters (continuing to the present)

**Masahiko Nakai\*1**

Executive Vice President  
 Assistant to President; Director General of International Affairs Headquarters  
 Number of Company shares owned: 3,600 shares

Brief Personal Record, Position, and Business in Charge

Apr. 1979 Entered Japanese National Railways  
 Apr. 1987 Entered the Company  
 Jun. 2006 General Manager of Tokyo Construction Office  
 Jun. 2008 Executive Officer and General Manager of Morioka Branch Office  
 Apr. 2009 Executive Officer and General Manager of Shinanogawa Power  
 Station Improvement Department, Railway Operations  
 Headquarters  
 Apr. 2012 Executive Officer and General Manager of Shinanogawa Power  
 Station Improvement Department and General Manager of  
 Construction Department, Railway Operations Headquarters  
 Jun. 2013 Executive Director and Deputy Director General of Railway  
 Operations Headquarters  
 Jun. 2017 Executive Vice President and Representative Director Assistant  
 to President; Director General of International Affairs  
 Headquarters (continuing to the present)

**Tomomichi Ota**

Deputy Director General of Railway Operations  
 Headquarters; In charge of Transport Safety  
 Department, Railway Operations Headquarters;  
 In charge of Transport & Rolling Stock Department,  
 Railway Operations Headquarters  
 Number of Company shares owned: 1,300 shares

**Kenichiro Arai**

Director General of Life-style Business Development  
 Headquarters; In charge of Customer Service  
 Quality Reformation Department,  
 Railway Operations Headquarters  
 Number of Company shares owned: 2,500 shares

**Shigeru Matsuki**

In charge of Inquiry & Audit Department; In charge of  
 Public Relations Department; In charge of Finance  
 Department; In charge of Legal Department; In charge  
 of Administration Department  
 Number of Company shares owned: 1,200 shares

**Full-Time  
Corporate Auditors****Shigeo Hoshino\*3****Hajime Higashikawa\*3****Auditors****Yoshio Ishida****Seishi Kanetsuki\*3****Kimitaka Mori\*3**

(Certified Public Accountant)

\*1 Representative director

\*2 Outside director

\*3 Outside corporate auditor

# Corporate Governance

## JR East's Basic Corporate Governance Philosophy

### Corporate Governance Guidelines (Article 2)

The Company aims to meet the expectations of its stakeholders, including shareholders, customers, and communities, by making transparent, fair, and prompt decisions in addressing its challenges, such as ensuring safe and reliable transportation services and implementing service quality reforms. JR East thereby works toward its goals of achieving sustainable growth in its business centered on train stations and railway facilities and improvements in corporate value over the medium-to-long term.

Because of the special characteristics of JR East's mainstay railway transportation operations, the Company emphasizes making management decisions based on a long-term perspective. Accordingly, JR East believes the most appropriate course is to enhance corporate governance based on its current auditor system of governance.

Corporate Governance Guidelines (Established November 25, 2015)  
[http://www.jreast.co.jp/e/data/pdf/20151125\\_guidelines.pdf](http://www.jreast.co.jp/e/data/pdf/20151125_guidelines.pdf)

## Current Status of Corporate Governance Systems

### Reason for Adopting Current Corporate Governance System

#### Corporate Governance Guidelines (Article 16)

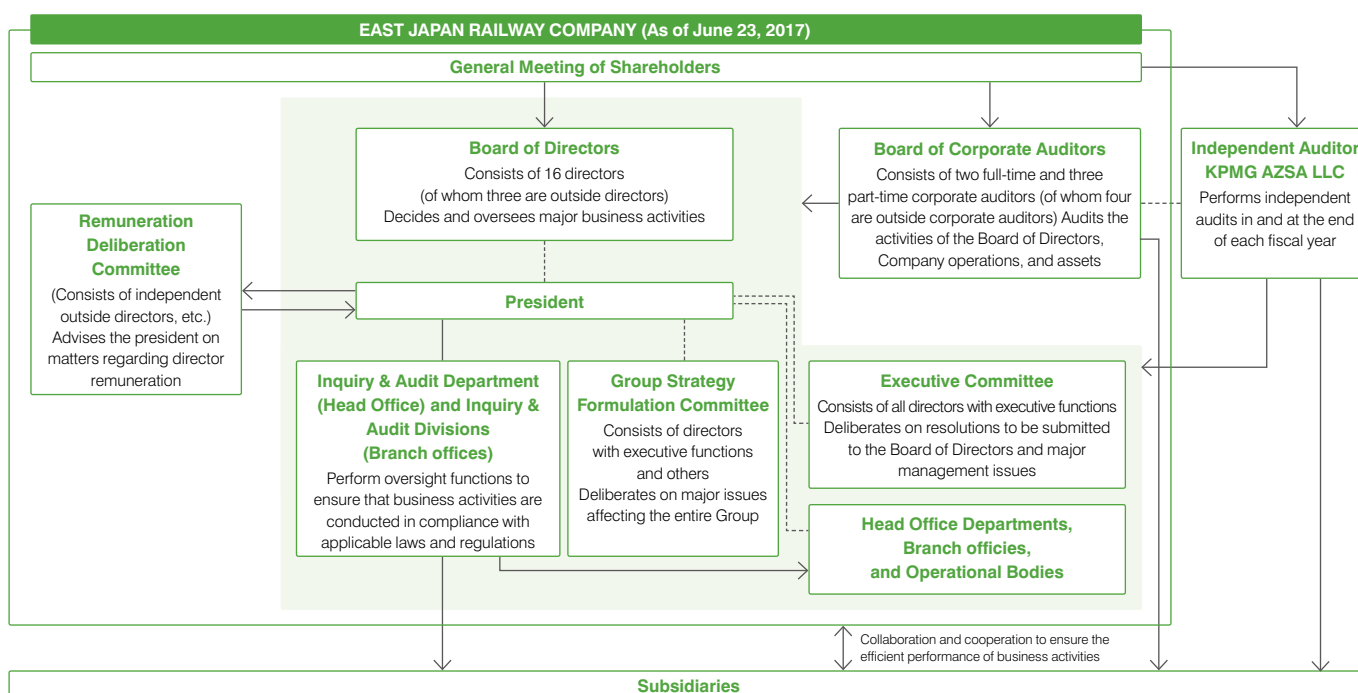
As a range of knowledge and experience on safety maintenance and other matters, combined with decision-making from a medium- to long-term perspective, is necessary for JR East's primary business—railway transportation operations—the Company has established a Board of Directors and also a Board of Corporate Auditors composed of auditors that are independent from the Board of Directors.

## Overview of Corporate Governance Units

JR East's Board of Directors comprised 16 directors, including three outside directors, as of June 23, 2017. Meeting once a month in principle, the Board of Directors decides on key operational issues relating to statutory requirements and other matters and supervises overall operations. Created by the Board of Directors, the Executive Committee includes all directors with executive functions. Meeting once a week in principle, the Executive Committee deliberates on matters to be decided by the Board of Directors and other important management issues. In addition, the Group Strategy Formulation Committee, which mainly consists of directors with executive functions, convenes as required and considers management strategy for respective operational areas and other significant Group issues with a view to developing the JR East Group as a whole.

Meeting once a month in principle, the Board of Corporate Auditors comprises five corporate auditors, including two full-time and three part-time corporate auditors, of whom four are outside corporate auditors. In accordance with guidelines established by the Board of Corporate Auditors, the corporate auditors supervise the directors' implementation of operations by attending meetings of the Board of Directors, the Executive Committee, and other committees as well as by making inquiries regarding JR East's operations and assets.

## Conceptual Diagram of Corporate Governance



## Evaluation of the Effectiveness of the Board of Directors

### Corporate Governance Guidelines (Article 25)

An analysis and evaluation of the effectiveness of the Board of Directors was conducted at a meeting of the Board of Directors convened on April 19, 2017. The results were as follows.

The Board of Directors is sufficiently fulfilling its role and duties and has been judged to be effective. Specifically, the Board of Directors conducts appropriate discussions regarding agenda items and makes reports sufficient for use in supervising the execution of

business duties. In addition, it was confirmed that compliance and other systems had been effectively put in place.

With a view to further enhancing the effectiveness of the Board of Directors, JR East will concentrate efforts on having more-lively discussions in relation to medium-to-long-term strategy and enhancing the training for directors through such measures as providing outside directors with opportunities for on-site visits.

### Basic Internal Control Policy for Financial Reports

JR East's basic internal control policy for financial reports is as follows:

- 1) JR East will establish and operate systems required to ensure the appropriateness of documents relating to the financial statements and other information.
- 2) Regarding the establishment and operation of the systems indicated in the previous item, JR East will adhere to generally accepted standards for the evaluation of internal controls in relation to financial reports and evaluate internal controls each fiscal year.

### Current State of Risk Management Systems

JR East has established the Transportation Operations Center, which operates 24 hours a day and has the task of ensuring rapid and appropriate responses in the event of an accident or disaster affecting railway operations. JR East has also established two specialized internal committees, the Railway Safety Promotion Committee and the Customer Comments Committee. The former stresses the prompt review, effective formulation, and promotion of measures for preventing railway operation accidents and accidents involving injury and death. The latter focuses on the effective formulation and promotion of measures for preventing the malfunction of railway cars, facilities, and equipment, and improving the response to service disruptions once a transportation malfunction occurs, with the aim of enhancing transportation service quality. In addition, JR East pursues higher levels of transportation safety and reliability through measures to prevent reoccurrence of transportation-related accidents and disruptions and to avoid such incidents altogether by maintaining an understanding of the risks and vulnerabilities faced by the Company.

With regard to the risk of a significant adverse influence on corporate operations due to such incidents as external offenses or internal misconduct and legal violations by JR East or its subsidiaries, all JR East departments undertake risk management activities. In addition, JR East has established the Crisis Management Headquarters based around departments responsible for risk management, as well as implemented crisis management-related internal regulations. In the event of a problem,

JR East's crisis management system calls for top management to participate in the immediate establishment of a preliminary task force that rapidly undertakes such actions as gathering the relevant information and implementing countermeasures.

### Current State of Internal Audits, Corporate Audits, and Accounting Audits (Systems for Internal Audits, Corporate Audits, and Accounting Audits)

Regarding internal audits, JR East has established an internal auditing system involving approximately 100 full-time employees in the Inquiry & Audit Department at the Head Office and Inquiry & Audit divisions at branch offices, and together they work to ensure that corporate operations are executed lawfully and efficiently. Audits of the business execution status of the Head Office, branch offices, operational bodies, and other entities are performed according to an audit plan, and requests are made for the submission of progress updates for items requiring improvement. The audit results are reported to representative directors at the end of each accounting period and at other times deemed necessary. In addition, the Inquiry & Audit Department audits subsidiaries.

Regarding corporate audits, corporate auditors exchange information at monthly meetings of the Board of Corporate Auditors, and they also exchange auditing information with corporate auditors of subsidiaries at liaison meetings held at regular intervals. The audits of corporate auditors are supported by approximately 10 specialized staff. The system for the oversight of the implementation of operations by directors, carried out in accordance with the rules established by the Board of Corporate Auditors, centers on full-time corporate auditors who attend meetings of the Board of Directors, the Executive Committee, and other important in-house meetings as well as investigate financial situations and other items. Further, corporate auditor Kimitaka Mori is a certified public accountant and has extensive expertise with regard to finance and accounting.

Regarding accounting audits, the consolidated accounts of JR East are audited under contract by an independent auditor (accounting auditor), KPMG AZSA LLC, in and at the end of each fiscal year. The following is a

## Corporate Governance

breakdown of the certified public accountants who conducted accounting audits in the fiscal year under review as well as their auditing assistants.

- Designated certified public accountants:  
Shozo Tokuda, Kazuhiko Azami, and Mamoru Ando
- Breakdown of auditing assistants:  
Certified public accountants 18  
Other 19

JR East facilitates coordination and information sharing to promote efficient and effective auditing. For example, full-time corporate auditors and the director responsible for internal auditing units hold liaison meetings, and corporate full-time auditors receive regular updates on audit implementation from the accounting auditor five times a year and at any other time deemed necessary.

### Outside Directors and Outside Corporate Auditors

#### Corporate Governance Guidelines (Article 17)

The Company has three outside directors and four outside corporate auditors.

There is no conflict of interest between these outside directors, outside corporate auditors, and JR East with regard to personal relationships, capital relationships, business relationships, or other potentially conflicting interests the Company is obliged to disclose.

In addition to overseeing the business from an independent perspective, outside directors will be appointed with the goal of taking advantage of their significant knowledge and experience in the Company's business. The Company will appoint such directors from a variety of areas in the interest of management diversity.

In order for corporate auditors to audit the execution of duties by directors from a perspective independent from that of the Board of Directors, the Company will nominate corporate auditors that have significant knowledge and experience in a variety of areas, including one or more persons that have expert knowledge in financing and accounting. Of the Company's five corporate auditors, four are outside corporate auditors.

### Principal Activities of Outside Directors and Outside Corporate Auditors

Title	Name	Principal activities
Outside Director	Tomokazu Hamaguchi	Attended 15 meetings out of all 16 meetings of the Board of Directors held during this fiscal year (attendance rate 94%) and spoke on the Company's management issues based on his broad experience as a top executive.
Outside Director	Motoshige Itoh	Attended 15 meetings out of all 16 meetings of the Board of Directors held during this fiscal year (attendance rate 94%) and spoke on the Company's management issues based on his broad experience as an academic expert.
Outside Director	Reiko Amano	Attended all 12 meetings of the Board of Directors held while in office during this fiscal year (attendance rate 100%) and spoke on the Company's management issues based on her broad experience in the private sector and other organizations.
Outside Corporate Auditor	Shigeo Hoshino	Attended 12 meetings out of all 16 meetings of the Board of Directors held during this fiscal year (attendance rate 75%) and 11 meetings out of all 14 meetings of the Board of Corporate Auditors held during this fiscal year (attendance rate 79%) and spoke on the Company's management issues based on his broad experience in the government.
Outside Corporate Auditor	Hajime Higashikawa	Attended 15 meetings out of all 16 meetings of the Board of Directors held during this fiscal year (attendance rate 94%) and all 14 meetings of the Board of Corporate Auditors held during this fiscal year (attendance rate 100%) and spoke on the Company's management issues based on his broad experience in the government.
Outside Corporate Auditor	Toshiaki Yamaguchi	Attended all 16 meetings of the Board of Directors held during this fiscal year (attendance rate 100%) and all 14 meetings of the Board of Corporate Auditors held during this fiscal year (attendance rate 100%) and spoke on the Company's management issues based on his broad experience as a certified public accountant.
Outside Corporate Auditor	Seishi Kanetsuki	Attended all 12 meetings of the Board of Directors held while in office during this fiscal year (attendance rate 100%) and all 9 meetings of the Board of Corporate Auditors held while in office during this fiscal year (attendance rate 100%) and spoke on the Company's management issues based on his broad experience as a judge.

In order to enable outside directors to effectively fulfill their roles, the Company provides the following support:

[Corporate Governance Guidelines \(Article 23\)](#)

- (1) Opportunities for independent outside directors to mutually exchange opinions
- (2) Opportunities for independent outside directors to exchange opinions with the representative director and other individuals
- (3) Opportunities for independent outside directors to exchange opinions with corporate auditors
- (4) Opportunities for independent outside directors to exchange opinions with the independent auditor (accounting auditor)
- (5) Provision of sufficient information to independent outside directors such as by supplying them with explanations of agendas of Board of Directors' meetings in advance

#### Appointment Status of Outside Directors (As of July 2017)

Name	Positions at Other Entities	Reasons for Election
Tomokazu Hamaguchi	Director of IHI Corporation Director of KURARAY CO., LTD. Director of FPT CORPORATION	Mr. Tomokazu Hamaguchi has experience as President and Representative Director of NTT DATA Corporation among other experiences. He is suitable as an outside director based on his sound judgment and insight necessary for company management and his ability to supervise and advise on the Company's management.
Motoshige Itoh	Professor of Gakushuin University, Faculty of International Social Sciences	Mr. Motoshige Itoh has experience as Dean of the Graduate School of Economics and Faculty of Economics of the University of Tokyo. After transferring to The Gakushuin School Corporation (Gakushuin University), he continued to serve as a member of government councils. He is suitable as an outside director based on his sound judgment and insight necessary for company management and his ability to supervise and advise on the Company's management.
Reiko Amano	Executive Director of National Research Institute for Earth Science and Disaster Resilience	Ms. Reiko Amano held important offices at Kajima Corporation and the National Research Institute for Earth Science and Disaster Resilience. She is suitable as an outside director based on her sound judgment and insight necessary for company management and her ability to supervise and advise on the Company's management.

## Compensation of Directors and Corporate Auditors

### JR East's Total Remuneration of Directors and Corporate Auditors by Classification, Total Remuneration by Type, and Number of Directors and Corporate Auditors Receiving Remuneration

Position	Total Amount of Remuneration (Millions of Yen)	Total Amount of Remuneration by Type (Millions of Yen)			Number of Recipients
		Basic Remuneration	Bonuses		
Directors (not including outside directors)	688	524	163	17	
Corporate auditors (not including outside corporate auditors)	11	11	—	1	
Outside directors and outside corporate auditors	114	114	—	8	
Total	813	649	163	26	

The amount of remuneration, etc., includes the amount paid to five directors (including one outside director) that resigned as of the conclusion of the 29th Ordinary General Meeting of Shareholders held on June 23, 2016.

#### Total Remuneration of Individual JR East Directors

Not recorded because no individual received total consolidated remuneration of ¥100 million or more.

### Policies for Determining Remuneration and Calculation Method for Remuneration of Directors and Corporate Auditors

#### Corporate Governance Guidelines (Article 18)

The Company pays directors other than outside directors, as consideration for their daily execution of business, monthly remuneration based on their positions, within the limit on remuneration as determined by resolution of the general meeting of shareholders. In addition, the Company pays such directors performance-based remuneration, upon consideration of the operating results, dividends paid to shareholders and directors' contribution to the results for the applicable term as well as the degree of directors' contribution toward the achievement of targets established in the medium-term management plan and other factors. The Company pays outside directors and corporate auditors, as consideration for their execution of business, monthly remuneration within the limit on remuneration as determined by resolution of the general meeting of shareholders, but no performance-based remuneration due to the nature of their position.

To ensure the transparency and fairness of the decision-making procedures for director remuneration, a remuneration deliberation committee composed of outside directors and other directors discusses remuneration levels prior to the finalization of decisions.

### Remuneration for Auditing Services

#### Remuneration for Independent Auditors

(Millions of Yen)

Classification	Fiscal 2016		Fiscal 2017	
	Remuneration for Auditing Services	Remuneration for Non-Auditing Services	Remuneration for Auditing Services	Remuneration for Non-Auditing Services
JR East	245	2	245	6
Consolidated subsidiaries	466	1	467	7
Total	711	3	712	13

### Message from an Outside Director



Tomokazu Hamaguchi

As well as being the JR East Group's core business, railways are an integral part of day-to-day life and indispensable for local communities and society. Given the resulting obligation to serve the public interest, the JR East Group must give priority to ensuring the safety of railways and providing customers with reliable transportation services. Other priorities include easing congestion during commuting hours and enhancing services for customers.

On the other hand, as a listed company the JR East Group is expected to increase corporate value and grow. Japan is entering an era of declining population, and the number of railway passengers is unlikely to rise over the long term. Therefore, while maintaining railways as its core business, the Group needs to expand non-transportation businesses, such as the life-style service business, and develop businesses globally.

At meetings of the Board of Directors, I have stated opinions as an outside director when participating in discussions concerning the Group's basic strategies, safety measures, and service-improvement measures as well as the technological development and personnel development required to underpin these strategies and measures. Going forward, the Group needs to sustain efforts to have livelier discussions about its future direction. As an outside director, I would like to fulfill my role by continuing to offer advice from an external perspective.



# Compliance

## The JR East Group's Basic Approach to Compliance

The JR East Group has established the “Policy on Legal and Regulatory Compliance and Corporate Ethics” to provide guidelines on corporate conduct. Accordingly, in compliance with the Railway Business Act and other relevant laws and regulations and based on sound corporate ethics, the Group conducts a wide variety of businesses, including railway operations, the life-style service business, and *Suica* operations. In addition, the Group advances compliance initiatives. As well as educating its employees, the Group has established Compliance Hotlines internally and externally.

## The “Policy on Legal and Regulatory Compliance and Corporate Ethics” and the “Compliance Action Plan”

The “Policy on Legal and Regulatory Compliance and Corporate Ethics” establishes the JR East Group’s approach to compliance and corporate ethics based on the Group Philosophy and Basic Principles. To heighten the policy’s effectiveness and explain desirable employee conduct, the Group prepared the “Compliance Action Plan” and distributed a handbook based on it to all Group employees. Further, given its stepped-up overseas business development, the Group prepared and announced the “Basic Policy Aimed at Preventing Bribery in Relation to Non-Japanese Civil Servants.”

## Advancement of Compliance

To further each employee’s understanding of the importance of compliance and the meaning of the “Policy on Legal and Regulatory Compliance and Corporate Ethics,” the JR East Group conducts an

annual compliance education program that targets all Group employees. Initially, the program mainly involved lectures using DVDs as educational material. In recent years, however, the program educates by encouraging employees to consider and discuss issues. In this format, department leaders conduct study groups for each workplace using materials prepared by the Head Office, and the groups focus on case studies taken from operations that are familiar to each set of employees.

Further, for operational management the Group has prepared the “Basic Matter Confirmation Support Sheet,” which lists important basic matters that leaders of each operational department should check regularly. The Group continuously conducts inspections and checks based on these sheets and ensures that its operations are in rigorous compliance with laws and regulations. As part of these efforts, in fiscal 2017 the Group revised the sheets’ questions, and will be checking the effect of this revision during fiscal 2018.

## Main Compliance Seminars in Fiscal 2017

Title	Number of Sessions	Participants	Contents and Objectives	Number of Participants
Compliance Training for All Employees	1	JR East and Group company employees	Rigorous compliance awareness	All employees
New Recruit Training	1	JR East new recruits	Rigorous compliance awareness	All new recruits
Basic Legal Training	1	Group company legal affairs and compliance personnel	Acquisition of basic legal and compliance knowledge	30
Legal Expert Training	1	Legal affairs group leaders, etc., of Head Office and branch offices	Acquisition of advanced legal expertise	20
Legal Skills Training	1	Legal affairs personnel of Head Office and branch offices	Acquisition of legal and compliance knowledge related to duties	20
Legal Seminar	2	JR East and Group company executives and employees	Explanation of new and amended laws Compliance awareness training	500
Compliance Seminar	2	Head Office executives, general managers, etc.	Rigorous awareness of compliance-based business management	180
Group Company Compliance Seminar	1	Group company executives and employees	Rigorous awareness of compliance-based business management	70



# Organization

As of June 23, 2017

