Regulations on Remuneration of Trustees and Officers of the Institute for Global Environmental Strategies

Article 1 (Purpose)

These regulations establish the matters concerning the remuneration of Trustees and officers (hereinafter referred to as "officers") based on Articles 21 and 40 of the Articles of Incorporation for the Institute for Global Environmental Strategies (hereinafter, the Institute).

Article 2 (Definition)

The definition for the terms used in these Regulations shall be determined for said terms according to the following list.

(1) Trustees shall be those Trustees as determined in Article 19 of the Articles of Incorporation.

(2) Officers shall be Directors and Auditors as determined in Article 34, paragraph 1 of the Articles of Incorporation

(3) Officers with full-time responsibilities shall be those whose main place of work is the Institute.

(4) Part-time officers shall be those officers other than those with full-time responsibilities.

(5) Remuneration shall be remuneration, bonuses and other property benefits to the value of the duties accomplished, as well as retirement allowance, as determined by Article 5 paragraph 13 of the Act on Authorization of Public Interest Incorporated Associations and Public Interest Incorporated Foundations

(6) Expenses shall be expenses such as transportation costs for implementing duties, commuting costs, travelling expenses (including hotel charges) and other fees.

Article 3 (Amount of remuneration)

(1) Trustees shall be paid JPY20,000 per day for attendance at Board of Trustees meetings and responding to enquiries.

(2) Directors with full time responsibilities shall be paid a fixed annual remuneration as stipulated by the Chair of the Board of Directors within the limit of the amount shown in the table below.

(3) Part time officers shall be paid JPY20,000 per day for attendance at Board of Directors meetings, auditing duties and responding to enquiries

Article 4 (Payment of remuneration of officers)

1. Remuneration of officers with full time responsibilities shall be paid in twelve equal

parts, and on the same date as payment of employees.

2. Remuneration shall be calculated on a daily basis in the case that officers with full time responsibilities are inaugurated in the middle of a month, resign halfway through the year or in the case of the death of an officer.

Article 5 (Expenses)

1. The Institute shall pay any expenses that arise in the course of the officers implementing their duties.
2. A commuting allowance and travelling expense shall be paid to officers according to the regulations on remuneration and on travelling expenses.

Article 6 (Public disclosure)

The Institute shall make public these regulations in accordance with Article 20, paragraph 2 of the Act on Authorization of Public Interest Incorporated Associations and Public Interest Incorporated Foundations.

Article 7 (Amendments)

Any amendments to these regulations shall be decided by a meeting of the Board of Trustees.

Article 8 (Mandate)

Necessary matters in connection with the enforcement of these regulations shall be prescribed separately by the Chair, having gained the approval of the Board of Directors.

Supplementary Provisions

These regulations shall take effect from the day of registration of the establishment of the Public Interest Incorporated Foundation, the Institute for Global Environmental Strategies.

Official title	Limit of annual remuneration
Chair of the Board of Directors	JPY19,800,000
President	JPY19,000,000
Vice President , Managing Director	JPY17,000,000