

Articles of Incorporation of Academy for Gender Parity General
Incorporated Association

Approved on March 8, 2018.
Partially revised on October 30, 2019.
Partially revised on August 1, 2020
Partially revised on June 19, 2022.

Chapter 1: General Provisions

(Name)

Article 1 : Our corporation will be called Parity Academy General Incorporated Association and will be written as **Academy for Gender Parity** in English.

(Main office)

Article 2: Our corporation's main office will be located at **Nihonjoshikaikan, 2-6-8 Shibakoen, Minato-ku, Tokyo.**

(Purpose)

Article 3: Our corporation is based on the concept of inclusion, respect and justice, and aims to increase the number of women who participate in decision-making, cultivate women's leadership, and promote gender equality in politics by ensuring equal participation of women and minorities in politics.

(Business)

Article 4 : Our corporation will carry out the following activities In order to contribute to the objectives set out in the preceding article: Development and implementation of training programs for developing female leaders. Research and surveys on female leaders and women's participation in politics. Consultation regarding training female leaders. Activities related to or incidental to research, study, and education on policies concerning women.

(Method of Public Announcement)

Article 5: The corporation's public announcements will be posted in a place at the corporation's main office that is easily accessible to the public.

Chapter 2: Employees

(Joining the Company)

Article 6: Those who agree with the purpose of our corporation and join the company will become employees.

2. An application must be submitted using a form designated by the corporation to become an employee, and approval must be obtained from the representative director.

(Expenses Bearing)

Article 7: Employees are obligated to pay any necessary expenses to achieve the corporation's objectives.

2. Employees must pay the admission fee and the membership fee separately, which are determined at the General Meeting of Employees.

(Resignation)

Article 8: Employees may resign at any time. However, they must provide a notice to the Corporation at least one month in advance.

(Expulsion)

Article 9: If an employee of the corporation harms the corporation's reputation, acts against the corporation's purpose, or violates their duties as an employee, and if there are other legitimate grounds for expulsion, the employee will be expelled by the decision of the General Meeting of Employees as provided for in Article 49, Paragraph 2 of the Act on General Incorporated Associations and General Incorporated Foundations. (hereinafter referred to as the "General Corporation Act").

(Disqualification of an Employee)

Article 10: If an employee falls under any of the following items, they will lose their eligibility.

- (1) They resign.
- (2) They become an adult ward or be under curatorship.
- (3) They die, is declared missing, or is dismissed.
- (4) They haven't paid membership fees for three years or more.
- (5) They get expelled.
- (6) When it is decided by all employees.

Chapter 3: General Meeting of Employees

(Holding the Meeting)

Article 11: The fixed General Meeting of Employees will be held in June every year, and a special General Meeting shall be held when necessary.

(Convocation)

Article 12: The General Meeting of Employees shall be convoked by the representative director based on the decision of the majority of the directors.

2. Employees shall be given a notice of the convocation of the General Meeting of Employees one week prior to the date of the meeting.

(Method of Resolution)

Article 13: Unless specifically stipulated otherwise by laws and regulations, the resolution at a General Meeting of Employees shall be made in the presence of employees holding a majority of the voting rights of all employees, and with a majority of the voting rights of the employees in attendance.

(Voting rights)

Article 14: Each employee shall have one voting right.

(Chairperson)

Article 15: The representative director shall act as the chairperson of the General Meeting of Employees. In the event of an accident occurring to the representative director, an appropriate chairperson shall be elected at the General Meeting of Employees.

(Minutes of Meeting)

Article 16: Minutes of proceedings of the General Meeting of Employees shall be prepared in accordance with laws and regulations, and the chairperson and any directors in attendance shall sign and affix their names and seals to them.

Chapter 4: Executives

Executives

Article 17: The Corporation shall have the following executives:

- (1) More than 3 and less than 10 directors
 - (2) One auditor
2. At least one of the directors shall be a representative director.

(Assignments)

Article 18: Directors and auditors shall be selected from among the employees by the vote of the General Meeting of Employees. However, this shall not preclude the selection of persons other than employees when necessary.

2. The representative director shall be elected by mutual vote of the directors.

(Term of office)

Article 19: The term of office of the directors shall end at the conclusion of the fixed General Meeting related to the last business year ending within two years from the date of their election.

2. The term of office of the auditors shall end at the conclusion of the fixed General Meeting related to the last business year ending within four years from the date of their election.
3. The term of office of a director or auditor selected to replace a directors or auditors who stepped down before the expiration of their term of office shall be the same as the remaining term of the predecessor.

(Duties and Authorities of Directors)

Article 20: Directors shall execute their professional duties in accordance with laws and regulations and these Articles of Incorporation.

2. The representative director represents the corporation and controls its operations.

(Duties and Authorities of Auditors)

Article 21: The auditors inspect the execution of professional duties by the directors and prepares audit reports in accordance with the laws and regulations.

2. Auditors can request business reports from the directors and employees at any time and are able to investigate the status of the corporation's operations and assets.

(Dismissal)

Article 22: Directors and auditors can be dismissed by the vote of the General Meeting of Employees. However, the vote to dismiss an auditor must be passed by a majority vote of at least half of the total number of employees, representing two-thirds or more of the voting rights of all employees.

(Remuneration, etc.)

Article 23: Remuneration for directors will be determined by the vote of the General Meeting of Employees.

Chapter 5: Calculation

(Fiscal year)

Article 24: The corporation's fiscal year shall run from April 1st of each year to March 31st of the following year.

(Business Plan and Estimate of Income and Expenditure)

Article 25: The corporation's business plan and estimate of income and expenditure shall be created by the representative director by the day before the start of each fiscal year and shall be approved at the most recent General Meeting of Employees. The same shall apply if this is changed.

(Surplus)

Article 26: The corporation cannot make distributions of surplus.

(Attribution of Residual Assets)

Article 27: In the event of liquidation of this corporation, following the vote of the General Meeting of Employees, the remaining assets shall be donated to a corporation listed in Article 5, Paragraph 17 of the Act on Certification of Public Interest Incorporated Associations and Public Interest Incorporated Foundations, or to the state or local government.