金子清代太	取取御御役	大一二　四二〇	昭一九　四二九
森　賢蔵	取取御御役	昭一二　四二九	昭一九　二一二
藤井光蔵	取御御役役	昭一二　二二四	現　在
三宮治雄	取御御役役	昭一四　二一〇	昭一八　二二六
安田治五郎	取監取御査役役	大一一　一四二　大四二　二九二	昭一一　二〇六　一二二　一〇六
上田信司	取常取御御取御御社役役役役役	昭一一　二九四　四五六　二二二	昭一一　二九四　四五六　二二二
安田一	取御御役役	昭一九　六二二	昭二〇　一二一〇
井上英雄	代常取御御取役役役	昭一二　二一九　六二二　二五二	昭二二　二二四　四二二　五四
山口利一郎	取御御役役	昭一九　六二二	昭二二　四二〇
渡辺一治	取御御役役	昭二〇　六二八	昭二二　四二四
小林治	事常取御御取御御役役役役役	昭二〇　六二二　四六八　二五八	昭二二　四二四　四二四　五四
白石元治郎	取御御役	大元一〇　四	昭二〇一　四二四
藤崎成三	取御役	大一四　四二〇	昭二〇一　四一一

松尾正彦	取締役常務取締役	昭二七、四、二七	昭二七、七、一五	現任
谷口稱	取締役常務取締役	昭二七、四、二七	昭二七、七、一五	現任
平岡譲助	取締役常務取締役	昭二七、四、二七	昭二七、七、一五	現任
三谷峰吉	取締役	昭二七、四、二七	現	現任
奥野智行	取締役	昭二七、四、二七	現	現任
澁澤武之助	監査役	昭一七、七、二七	昭二七、六、四	
尾高豊作	監査役	大一四、七、二一	昭一九、七、四	
德川誠	監査役	昭八、七、二八	現	任
齋藤辰三	監査役	昭一七、六、四	昭二七、一〇、一五	
大塚利雄	監査役	昭二〇、一二、二四	昭二七、一、二七	

以上

Yoshio TOKUNE
Former President, Japan Cement Co., Ltd.

List of Stockholders Owing 10 Per Cent or More of Total Stocks of Company, Requested by Questionnaire No.10, Note 3 a.

As At	Name	Number of Stock Held	Number of Total Stocks (Capital)	Percentage
10 Jan. 1942 (Date office assumed)	Asano Family & Co., Ltd. President Soichiro ASANO	389,597	2,466,200 (¥123,310,000)	15.79 %
25 June 1947 (Date Retired)	Asano & Co.Ltd. President Soichiro ASANO	499,412	2,520,200 (¥126,010,000)	19.81 %

Note: Asano Family & Co., Ltd. reorganized itself to Asano & Co., Ltd.

List of Other Executives during the Period the Subject Person Assumed the Position, Requested by Questionnaire No.10, Note 3 b.

Name	Position	Assumption and Resignation	
		Date of Assumption	Date of Resignation
Soichiro ASANO	President (Second time)	25 Feb. 1944	26 April 1946
Hachiro ASANO	Managing Director	8 Dec. 1941	11 Dec. 1945
Shigeo OTOTAKE	Standing Director	28 July 1931	26 May 1942
Sakuzo SAITO	Standing Director	10 Jan. 1942	3 May 1944
	Director	3 May 1944	28 June 1945
	Auditor	28 June 1945	11 Dec. 1945
Sonosuke HATA	Standing Director	10 Jan. 1942	3 May 1944
	Director	3 May 1944	28 June 1945
	Director, Chairman	27 April 1946	30 April 1947
Motojiro SHIRAISHI	Director	7 Oct. 1912	24 Dec. 1945
Ryozo ASANO	Director	20 July 1923	11 Dec. 1945
Kiyota KANEKO	Director	20 July 1923	29 July 1944
Kozo MORI	Director	29 July 1936	12 Jan. 1944
Mitsuzo FUJII	Director	27 Jan. 1937	Up to present, still in position
Yuzo NINOMIYA	Director	10 Jan. 1942	26 Feb. 1943
Zengoro YASUDA	Auditor	29 July 1922	26 May 1942
	Director	22 June 1942	10 Dec. 1945
Kenshi UYEDA	Director	22 June 1942	3 May 1944
	Standing Director	3 May 1944	27 April 1946
	Vice-president	27 April 1946	30 April 1947
Hajime YASUDA	Director	22 June 1944	10 Dec. 1945
Hidehiro INOUYE	Director	22 June 1944	27 April 1946
	Standing Director	27 April 1946	15 July 1947
	Authorized Representative Managing Director	15 July 1947	Up to present, still in position

Riichiro YAMAGUCHI	Director	22 June 1944	30 April 1947
Kazuharu ASANO	Director	28 June 1945	27 April 1946
Yoshiharu KOSUGI	Director	28 June 1945	27 April 1946
	Standing Director	27 April 1946	15 July 1947
	Managing Director	15 July 1947	Up to present, still in position
Masahisa MATSUO	Director	27 April 1946	15 July 1947
	Standing Director	15 July 1947	Up to present, still in position
Shigeshi TANIGUCHI	Director	27 April 1946	15 July 1947
	Standing Director	15 July 1947	Up to present, still in position
Jyosuke HIRAOKA	Director	27 April 1946	15 July 1947
	Standing Auditor	15 July 1947	Up to present, still in position
Minekichi MITANI	Director	27 April 1946	Up to present, still in position
Chiko OKUNO	Director	27 April 1946	Up to present, still in position
Takenosuke SHIBUSAWA	Auditor	27 Jan. 1937	4 June 1946
Hosaku ODAKA	Auditor	21 July 1925	4 Jan. 1944
Makoto TOKUGAWA	Auditor	28 Jan. 1933	Up to present, still in position
Junzo SAITO	Auditor	4 June 1942	15 Oct. 1947
Toshio OTSUKA	Auditor	24 Dec. 1945	17 Dec. 1946

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APPROVED July 26, 1948
承　認　昭和23年7月26日

淺野

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June, 1948

APPLICATION:

Misao Ueda

TO : MR. ASHIDA HITOSHI
PRIME MINISTER

FROM : TOKUNE Yoshio
Former President of Japan Cement Co., Ltd.
(Former Asano Cement Co., Ltd.)

No.10-5, 1-chome, Marunouchi,
Chiyoda-ku, Tokyo-to.

SUBJECT : Application for Approval of Not Being the Appointee Pursuant to Article 6 of the Law for Termination of the Zaibatsu Family Control.

Dear Sir:

The appellant falls under Article 3, para. 2, item 1-2 of the Law for Termination of the Zaibatsu Family Control since he was appointed a director of the Japan Cement Co., Ltd. (Former Asano Cement Co., Ltd.) on 10 January, 1942, and was promoted to the position of standing director of the same firm on 26 July, 1943.

The appellant has been appealing for the rescission of the designation as falling under the memorandum of the Imperial Ordinance relating to removal and exclusion from public offices and was granted the same on 10 May, 1948. Thus, pursuant to Article 6, para. 1 of the Law for Termination of the Zaibatsu Family Control, an Application for Approval of Not Being the Appointee, together with the Questionnaire and documents concerned, is filed that the appellant may return to his former position.

Signed on this Day of June, 1948

Yoshio Tokune
Yoshio TOKUNE

REASONS FOR APPLICATION FOR APPROVAL OF NOT BEING THE APPOINTEE PURSUANT TO ARTICLE 6, PARA. 1, ITEM 2.
(Item No.11 - "2" of the Questionnaire)

I am qualified under the provision of Article 6, para. 1 of the Law in that I can produce satisfactory evidence that I come under the item 2.

Recantly my designation as a purgee was rescinded because the fact, that my wartime position of a standing director was a merely nominal one given to senior engineer, was recognized by the authorities concerned. It is my firm belief that the same fact is of the significance in filing the application for Approval of Not Being the Appointee of the Law.

My appointment as the official of the Japan Cement Company was not made for the purpose of handling the policy matters of the company, representing the interest of the Zaibatsu as explained in detail, hereinbelow, but was made as a honorary title grant, like any other honorary degrees are conferred, because I was the top ranking engineer. Thus, although appointed an official, I was managers of engineer department and research department as well, and my work was confined solely in the technical fields. I was given no part in the general management policy of the company.

Although the Asano Zaibatsu is called a Zaibatsu, it is nothing but a network of the enterprizes built, in his lifetime, by Soichiro Asano I's personal efforts. Thus he exercised absolute power, such as that the head of the family in the feudalistic Japan wielded, over this network. As a result there was no one who were permitted to participate in the company's management policies other than his family members or capitalists who had assisted his enterprises. This fact was made clear to, and recognized by, the authorities concerned in the recent screening of the employee officials of the company, Fujii Director, my senior, and Managing Directors Messrs. Inouye and Kosugi for approval of not being the appointee, and they were all given approval. The circumstance under which I was appointed and the actual fields of activities in executing my duties were absolutely the same as those of the officials, mentioned above.

Detailed explanation and documentary evidences justifying the application are submitted hereinbelow.

I. Circumstance Under Which I Was Appointed An Official.

A. General Standards for Appointing the Company Officials.

1. Company Officials Prior to 1936.

Until 1936, the officials of the company were comprised of out and out Zaibatsu, persons related to the Zaibatsu by blood or marriage, and large shareholders. (Evidence No.1)

2. Company Officials from 1937 & 1940.

In 1937 the company, for the first time, opened a way for the appointment of officials from its employees, following the example then commonly prevailing. The first to be appointed were Messrs. Mitsuzo Fujii and Yonetaro Takiyama. Mr. Fujii had been director and chief engineer of the Aichi Cement Co., Ltd., director of Fujii Lense Manufacturing Co., and is the authority in the ceramic engineering world. Mr. Takiyama's business talent had been recognized from the time he was the president of the Takiyama & Company, which was the sole agency of our slate products. They joined the company in 1924 and 1925 respectively, and they were appointed directors representing technical and clerical fields respectively. Since then no changes has been made in the Board to 1926. (Evidence No.2)

3. Company Officials Since December, 1940 to the Present.

In 1940, undesirable incident involving the company officials occured. That was the violation of the Sept. 18, 1939 Price Control Ordinance by Mr. Yonetaro Takiyama, then Sales Dept. Manager and Director. Being questioned as to his responsibility, as the Managing Director in charge of the business aspects of the firm, by the staff employees of the company, Mr. Kiyota Kaneko was demoted to the post of ordinary director, and in July 1944, he also resigned from the latter post. The requests then made by the staff employees were:

(1) That, immediately remove from the office, the official in question and the official believed to have been involved in the case,

(2) That the officials resign from the offices they hold concurrently and concentrate their services solely upon that of the company.

(3) That, in the future, elect the company officials from the employees of the firm.

This incident becoming the direct motive, the appointments of the officials from the company employees become to be the set custom as the company was unable to reject the requests of the staff employees and as then prevailing custom called for such a practice. (Evidences No.3, 4, and 5.)

B. Differences of Circumstances Under Which the Zaibatsu Officials and Employe Officials were Appointed.

1. Career Records of the Zaibatsu Official:

a. 7 years after joining the company as a staff member, Mr. Soichiro Asano II became the director; 10 years later he became the managing director; 4 years later he became the Vice-president; and 3 years later he became the president.

b. Without going through the career of the staff member, Mr. Ryozo Asano (younger brother of Mr. Soichiro Asano) became the director, and president seven years later.

c. Mr. Hachiro Asano (younger brother of Mr. Soichiro Asano), like Mr. Ryozo Asano, became the director without going through the career of the staff member, and became the managing director 13 years later.

d. Mr. Kazuharu Asano (the heir to Mr. Soichiro Asano) was appointed the director after being a staff member for only two years.

As stated above, the Zaibatsu Officials do not have the career record as the staff member, or if they had, it was for a very short period and they advanced immediately to the executive capacity from apprentice-ship, without touching almost no actual clerical works. (Evidence No.6)

2. General Career Records of the Employee-Officials:

The Employee Officials, unless they go through the following qualifications, step by step as the employee, were not able to obtain the appointment.

Clerical Group		Technical Group	
Employee:	2nd class	Employee:	2nd class
	1st class		1st class
Secretary		Assistant Engineer	
Staff clerk:	5th class	Staff Engineer:	5th class
	4th class		4th class
	3rd class		3rd class
Staff member:	2nd class	Staff member:	2nd class
	1st class		1st class

Appointments were made in the order of the seniority according to the following general standards, equal numbers appointed from the technical and clerical fields to maintain the equilibrium of the both groups.

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Employee:	2nd class	Employee:	2nd class
	1st class		1st class
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Staff clerk:	5th class	Staff Engineer:	5th class
	4th class		4th class
	3rd class		3rd class
Staff member:	2nd class	Staff member:	2nd class
	1st class		1st class

Appointments were made in the order of the seniority according to the following general standards, equal numbers appointed from the technical and clerical fields to maintain the equilibrium of the both groups.

(a) Employees with college, or similar, education and who is in office more than 20 years.

(b) Department manager of the head office, or factory manager of the first class factory, and who is the top ranking staff employee.

(c) Employee with recognized character and experiences, and against whom the staff employees (after the war, the labour union) do not object to his assumption of the office. (Evidence No.6)

3. Discrimination Made in the Appointment of the Company Officials.

Even after the establishment of the policy to appoint officials from the employees, several appointments of Zaibatsu Officials were made from the Asano family member and Yasuda Zaibatsu as exceptions. Although it is a common trait of capitalist-officials, the above Messrs. Zengoro and Hajime Yasuda (directors), Junzo Saito and Toshio Otsuka (auditors) showed almost no interest in the actual business of the company prior to their assumption of the offices. Mr. Kazuharu Asano, the heir to Mr. Soichiro Asano, was appointed director when he was only 29 years old, and his career in the company was only 2 years. He was exceeding younger than the other officials. This appointment was made in June 1945, the year in which the prospect of losing the war became stronger and stronger, due to the anticipation that the U.S. Army will no doubt land the Japan proper and due to the prevailing danger from the air raid, which assured no one of the safety of his life. Under these circumstances Mr. Soichiro Asano, with the desire to quickly make his heir officials of his network concerns, appointed his heir an official of the company inspite of the fact that the time was not yet mature.

Circumstance under which I was appointed differs greatly with those just mentioned above.

C. Appointment as Official and My Standpoint.

1. Outline of my career prior to my appointment as official.

Immediately after graduating from the college of engineering, Kyushu Imperial University (applied chemistry major), I joined the Hokkaido Cement Factory of the company as ¥80 per month chemical analyst. Since then, I have served in Nishitama, Hokkaido, and Kawara Factories as chief engineer and factory manager. In 1939, I was appointed assistant manager of the head office engineering department. This was followed by the appointment as the managers of the engineering and research departments and later ~~made~~ a director, the posts of department managers held concurrently.

During this period I studied high class cement (from Sept. 1926 -- Dec. 1928) at the Zement Institute of Technische Hoch Shule in Berlin, Germany, under Dr. Kühl.

After returning to Japan, I succeeded in the production of High Early Strengths Cement (Trade Name -- Asano Velo Cement) by the first wet-process system in Japan at the Nishitama Factory. This wet-system process was later adopted by the company at Hokkaido, Osaka and Kawara Factories. At the Kawara factory I again succeeded in the production of Low Heat Cement (Trade Name -- Asano Mascon Cement) for the construction of dams for water power stations, etc. Because these were the first successful productions in Japan, and because the other firms were unable to produce cement which can compete with them, they were acclaimed highly by both cement engineering and construction enterprise circles. (Evidence No.7)

2. Circumstances under which I was Appointed.

As stated above, after serving the company for 21 years starting as a factory testing clerk, I was appointed director on 10 January 1942 together with Mr. Yuzo Nonomiya of the clerical field. This was because I clearly qualified the General Standard for the Appointment of Officials from the Employees stated above.

It is needless to say that, I am not a spouse, parent, child, brother or sister including a spouse of such persons, of persons belonging to the Zaibatsu or their family members, That, with reference to any appointment to the position of official which I occupied, there has never existed an arrangement with the Zaibatsu, the direct Zaibatsu affiliate, that their previous approval should be obtained, and
That I, on the occasion of my appointment, did not in fact, obtain the previous approval of the Zaibatsu or the direct Zaibatsu affiliate.

Even after the appointment as a director, I was the managers of engineering and research departments and my service was confined solely in the technical fields.
I was not permitted to participate in the company management policies. (Evidences No.8, 9, 10 and 11.)

3. Circumstances under which I was Appointed Standing Director.

1 and a half years after the appointment as a director, I was promoted to standing director. But even then the posts of engineering and research department managers were held concurrently. The reason for my appointment as standing director was that the full-time Zaibatsu Official, Managing Director Mr. Hachiro Asano, Standing Directors Messrs. Sonosuke Hata and Sakuzo Saito (employee officials) were all

in charge of the clerical fields, and it became necessary to have a nominal standing directors from the technical field. For this reason, the duties entrusted was that of cement engineering entrusted to engineering and research department managers and was given no authority to participate in the management policies. Standing Director was in name only. Actually I was a mere department manager. Detailed explanation of this fact will be made later under the title of "Execution of Duties and Powers as Official".

II. Circumstances Under Which My Duties As Officials Were Executed.

A. The circumstances under which the officials of our company executed their duties.

(a) The Zaibatsu Officials.

It is already stated that the Asano Zaibatsu had specially the pre-capitalistic character. Mr. Soichiro Asano, head of the Zaibatsu, was called the "Socho" which means something greater than an ordinary president of a company, and a group consisting of relatives of his disposed all the affairs under his halo. This is the fact well known to all and which requires no further explanation.

(b) The officials promoted from employees.

As is already stated, since 1940 the replenishment of the vacancies of officials has principally been executed by promoting employees under the influence of the general social trend and the special company's internal circumstances. However, the actual power of managing the company was still completely in the hands of the Zaibatsu and the appointment of officials from employees was made only to show that the senior competent employees were treated courteously.

Accordingly, the official promoted from employee, even if he was called director or standing director, solely engaged in the business in charge as department heads and were no different in power with other ordinary managers. As to the only previlege bestowed to him of attending the Directors' Meeting, he was scarcely allowed to express his opinion except when explaining occasionally the state of the business in his charge by the order of his seniors.

B. Actual circumstances of my executing duties and the substance of my authority.

(a) Circumstances of my executing duties as Director and Standing Director.

During the period of one year and half of my assuming the office of Director, I concurrently held the posts of the Managers of Technical and Researches Departments and had no occasion at all to speakup as Director on the general sphere of management. My efforts were concentrated only on the execution of the above actual duties.

On 26 July, 1943 I assumed the post of the Standing Director and at that time I was still holding the additional posts of Managers of Technical and Researches Departments. Meanwhile, as a suitable person to succeed me was found in October, I offered the post of the Manager of Researches Department to him, but I still continued to hold the post of the Manager of Technical Department.

On Aug. 1 of the following year 1944, a large scale revision of the office organization was carried out, by which the Technical Dept. was merged into the Business Department (in charge of sales and purchase of materials) and classification were made according to the places of operations. Accordingly Production First, Second and Third Depts., Southern Dept. Mining Dept., Iron and Steel Dept. and Light Metal Dept. were newly established. With the above changes the post of Manager of Technical Dept. was naturally dissolved. I, however, specially engaged in the technical researches on cement. To enumerate the chief theses which I proposed or suggested and studied in the cement technical field during this period are:

(i) The method for producing masonry mixed cement which does not require fuel for its production by adding blast furnace slag to cottrel dust, which is the waste of cement factory,

(ii) The method for producing oil well cement,

(iii) The method for producing chemical fertilizer by changing insoluble potassium into soluble potassium, sulphate, roasting "Kali-Orthoclase" in the presence of lime and adding gypsum,

(iv) Research on special clinker for blast furnace slag cement,

(v) Study on the method of producing iron from copper slag using rotary kiln,

(vi) Pacey method of manufacturing iron, and

(vii) Simple method for producing cement without the use of coal.

(b) My Duties as Standing Director.

It is a fact well known that the officials appointed from the rank of employee, like myself, were actually given no privilege of participating in the management policy of the company. This fact can be also noted in the company regulation covering the functions and authorities of the officials of that time (Evidence No.13). Brief comparisons of the functions and authorities of the Zaibatsu and Employee officials are as follows:

a. Determination of Management Policies.

High management policies of the company were determined by the president, managing director, etc., who were the Zaibatsu members, and standing directors appointed from the employees were not permitted to participate, other than answering the president's questions concerning the matters which they are directly in charge. Thus, my opinion was never asked, and the questions were always confined to the facts concerning the fields of my speciality.

b. Approval on Project Plans.

Approvals on the project plans submitted by the operating units were made or denied by the group of Zaibatsu officials at the meetings presided by the president. Employee standing directors were given no authority whatsoever in this field.

During my stay in the office as standing director, 665 cases of request for approval on the planned projects, the total sum amounting to ¥116,000,000, were forwarded to the head office from the operating units of the company. But, there were not a single case which I was authorized to act upon. Documentary evidences for all of the 665 cases are available, but here I submit a copy of the document for the most insignificant case involving mere ¥1,500, "Donation to Moji-City" as an evidence. (Evidence No.14).

c. Authorities Concerning the Personnel Affairs.

It was determined by the Zaibatsu officials centering the president and managing director based on the opinions they obtained from the President's Secretary, who was also the Manager of the Personnel Department. Standing directors appointed from the employees were given no part in this matter.

DECLASSIFIED AND RELEASED PER SEC. 3(E) AND 3(D) OR (E) (NOW) 115012

d. Authorities on Official Documents.

Official document to be dispatched to the outside must be always approved by the Zaibatsu president or managing director. Standing directors were permitted to act only on the intra-company documents.

e. Salaries and Wages.

Although the salaries of the officials were fixed, Zaibatsu officials took big portion of bonus and huge secret funds asides from the considerable incomes from the concurrent positions held in the affiliate concerns. Against this, employee officials' incomes were confined to the small official compensation, an additional salaries given for the qualification as employee, and a small portion of the bonus.

f. Discrimination in the Daily Treatment.

Even if they were standing directors, employee officials were treated the same as ordinary employees. To give an example: when employee officials desire to visit the President Soichiro Asano, they, even if they were standing directors, were required, on every occasion, to fill out the visitor's card stating the business matters of the visit and obtain his prior permission even if the visit concerns the business of the company. Unless this is done they were not allowed to visit him. However, the Zaibatsu officials and capitalist officials were not required to follow such cumbersome procedures. Moreover, even when employee officials were already speaking with the president, if Zaibatsu officials enter the room, employee-officials were required to leave the office. This was done to keep high management policy secret from employee officials.

In regards to this fact the statement of Mr. Watanabe, who was then attached to the president's secretary's office, is attached as evidence. (Evidence No.16)

g. Holding of the company stocks.

It is needless to say that Zaibatsu officials are large stockholders, but almost no employee officials held any shares. I did not own even one stock of the company.

h. Control Over Zaibatsu Concerns.

It was a custom for real Zaibatsu officials to hold concurrently officials positions in these few designated Zaibatsu firms.

It was very seldom, however, for employee officials to hold concurrent positions in the Zaibatsu firms. As for me, it was even not imaginable to hold even one position in the designated Zaibatsu firm.

It is clear from the activities of the company officials, above, that although I was conferred a title of standing director I was given no authority or power which usually accompanys the title, and that I was, in fact, given only those duties given to a department manager or a mere employee.

As to the authority and power granted to me as an employee standing director, I inclose affidavit of Mr. Hachiro Asano, then managing director (Zaibatsu Family Member), as an evidence. (Evidence No.17)

III. Conclusion.

I have submitted evidences, above, pursuant to article 6, para. 1, item 2 of the law, that it is clearly unjust to consider me a Zaibatsu appointee on the ground that I was appointed standing director prior to the war end.

If the object of the law is for the termination of the Zaibatsu family control, it is impossible that I, who started as a rank and file employee of ¥80 salary, who labored day and night as a cement engineer, and who completely lacks the Zaibatsu color would be considered the appointee. Moreover, there is no one, within or without the company, who would consider me as the appointee. To state further, although I was designated as a purgee as falling under the Memorandum for the reason that I was standing director of the Asano Cement Co., Ltd. during the war, the designation was rescinded on the ground that my standing director was a merely nominal one and in reality I was a mere department manager and an employee, and on the recognization of the fact that I am the cement engineer indispensible to the cement industry of Japan. In consideration of the above fact it is my firm belief that it is the will of the Lord and the intent of the authorities who has rescinded the purge designation that I dedicate the remainder of my life to the advancement and improvement of the cement engineering.

For the reasons above, I firmy maintain that I am not the appointee of the Law.

Yoshio TOKUNE

(Evidence No.1)

Statement on List of Executives before 1936

TO WHOM IT MAY CONCERN:

I hereby certify that the names of executives, and the informations concerning Zaibatsu and capitals of the Japan Cement Co., Ltd. before 1936 are true and correct as listed hereinbelow;

Name	Information on Zaibatsu and Capital
Soichiro ASANO	Soichiro Asano the first
Heizaburo OHKAWA	Representative of capital of Ohkawa Tanaka lineage
Zenzaburo YASUDA	Representative of Yasuda Zaibatsu
Chikanori YASOSHIMA	Interest representative of capital of Shibusawa lineage
Motojiro SHIRAISHI	Son in law of Soichiro Asano, the first
Taijiro ASANO	Eldest son of Soichiro Asano, the first (later Soichiro Asano, the second)
Kogoro ODAKA	Representative of capital of Odaka lineage
Zennosuke YASUDA	Representative of Yasuda Zaibatsu (later Zenjiro Yasuda, the second)
Shin TOYOSAKI	Interest representative of capital of Tokugawa lineage
Sei KATSU	Replaced Shin Tokugawa. Interest representative of capital of Tokugawa lineage
Takenosuke SHIBUSAWA	Replaced Chikanori Yasoshima. Representative of capital of Tokugawa lineage
Zenjiro YASUDA	Replaced Zenzaburo Yasuda. Representative of Yasuda Zaibatsu
Zengoro YASUDA	Assumed position of director as substitute, when Zenjiro Yasuda, the first, died
Eihachiro TANAKA	Representative of capital of Ohkawa and Tanaka lineage
Ryozo ASANO	Second son of Soichiro Asano, the first

Kiyota KANEKO	Relative of Soichiro Asano, the first
Hosaku ODAKA	Replaced Koshiro Odaka. Representative of capital of Odaka lineage
Yoshio SAKATANI	Representative of capital of Shibusawa lineage and manager in financial circle
Kamekichi KURATA	Came from Iwaki Coal Mining Co., Ltd. of Asano lineage and relative of Asano Family
Monjiro SUZUKI	Son-in-law of Soichiro Asano, the first
Teizaburo TAKEUCHI	Replaced Zenjiro Yasuda, the second. Interest representative of Yasuda Zaibatsu
Hachiro ASANO	Third son of Soichiro Asano, the first
Shigeo OTOTAKE	Representative of Transacting banks with this company (Daiichi Bank, Yasuda Bank, Japan Industrial Bank)
Makoto TOKUGAWA	Replaced Sei Katsu. Representative of capital of Tokugawa lineage
Takahide SHIJO	Replaced Teizaburo Takeuchi. Interest representative of Yasuda Zaibatsu
Kozo MORI	Replaced Takahide Shijo. Interest representative of Yasuda Zaibatsu

1 June, 1948

Shigeshi Taniguchi

Shigeshi TANIGUCHI
Managing Director,
Japan Cement Co., Ltd.

(Evidence No.2)

Schedule Showing the Officials
from 1937 to 1940

I was the chief of the Secretary Section from 1930 to 1940 During my stay in this office, the officials of the Japan (Formerly Asano) Cement Co., Ltd. were as hereunderstated.

Name	Position	Appointed	Resigned	Reason
Soichiro ASANO	President	2 Dec. 1930	10 Jan. 1942	Appointed President of Cement Control Association
Kiyota KANEKO	Managing Director	26 Feb. 1927	24 Dec. 1940	Demoted
Hachiro ASANO	Standing Director	21 July 1930	8 Dec. 1941	Promoted
Shigeo OTOTAKE	"	28 July 1931	26 May 1942	Resigned
Motojiro SHIRAISHI	Director	7 Oct. 1926	24 Dec. 1945	Died
Ryozo ASANO	"	20 July 1923	11 Dec. 1945	Resigned
Eihachiro TANAKA	"	20 July 1923	16 Mac. 1941	Died
Yoshio SAKATANI	"	26 Feb. 1927	14 Oct. 1941	Died
Kozo MORI	"	29 July 1936	12 Jan. 1940	Died
Mitsuzo FUJII	"	27 Jan. 1937	To Date	
Yonetaro TAKIYAMA	"	27 Jan. 1937	28 Aug. 1940	Resigned
Zengoro YASUDA	Auditor	20 Jan. 1922	26 May 1942	Appointed Director
Hosaku OTAKA	"	21 July 1925	4 Jan. 1944	Died

Makoto TAKUGAWA	Auditor	28 Jan. 1933	To Date	
Takenosuke SHIBUSAWA	"	27 Jan. 1937	4 Jun. 1946	Died

1 June, 1948

Shigeshi Taniguchi

Shigeshi TANIGUCHI
Standing Director
Japan Cement Co., Ltd.

(Evidence No.3)

STATEMENT

I became director and general manager of the Asano (Present Japan) Cement Co., Ltd. in 1929, promoted to standing director in 1930 and resigned in December, 1945.

In 1940, when I was in charge of the personnel and general affairs as standing director, Mr. Yonetaro TAKIYAMA, director and concurrently business manager, faced court trial for violating the Price Control Ordinance of September 18th, 1939. The verdict returned was that Mr. Takiyama guilty and the company not guilty. The employees, however, voiced strong opinion that Mr. Kiyota KANEKO, managing director, who was then chiefly supervising business aspects of the company, should take the responsibility of this case. The SHISEI KAI, a group of approximately 60 composed of the head office section chiefs, branch office managers, factory managers, etc. proposed clean-up and democratization of the company and as the first step it submitted the following requests, signed by all its members, to the president in September 1940.

1. That immediately remove from office the official in question and the official believed to have been involved in this case;

2. That standing executives resign from the offices they hold concurrently and concentrate their service solely to this firm.

3. That in the future elect officials from the employees of the firm.

Prior to 1940 there were appointments of two non-Zaibatsu official. The one is the previously quoted Mr. Yonetaro Takiyama, and the other Mr. Mitsuzo Fujii. Mr. Takiyama's, who was operating the Asano Slate Company, appointment was made because his special business ability was recognized; and Mr. Fujii's, because he is an excellent cement engineer. Thus, the opening made for out and out employees to become company officials was from December, 1940. This was because the SHISEI-KAI's requests were adopted by the Board, and a general rule whereby directorial candidates shall be selected in order of the employee's seniority, equal ratio from clerical and technical fields, was established.

Mr. Soichiro Asano II, then the president of the company, is well informed on this subject, but as he unfortunately passed away on 29 November, 1947, I have prepared this written statement to clarify how the general principle of appointing company officials from the employees came to be established.

1 June, 1948

Hachiro Asano

Hachiro ASANO
No.13, Azabu Higashi Toriizaka-machi, Minato-ku, Tokyo-to.

(Evidence No.4)

List of Officials Appointed from the Employees since December, 1940 to the Present.

I held the posts of Assistant Manager and Manager of the General Affairs Department and was in charge of secretarial work during the period in the offices.

I certify that the names, careers, etc. of the officials of the Japan (Formerly Asano) Cement Co., Ltd. appointed from the employees during the above period are as per attached schedule.

1 June, 1948

Shigeshi Taniguchi

Shigeshi TANIGUCHI
Standing Director,
Japan Cement Co., Ltd.

List of Officials Appointed from the Employees
since December, 1940 to the Present.

Name	Position	Date of Assumption	Age when Appointed	Tenure of Office	Last Post as Employee	Date of Joined	Education
Sakuzo SAITO	Director	Dec. 1940	59	14 years & 9 months	Manager of Supplies Dept.	Aug. 1926 Had been with Toyo Steamship Co., Ltd. for 14 years before he joined this company.	Toyo Kyokai University (Present Koryo Univ.)
Hiroshi NAKAGAWA	"	"	54	27 years & 9 months	Manager of Research Dept.	Nov. 1927	Chemical Dept. of Kyoto Imperial Univ.
Tomishi ATOMI	"	"	52	17 years & 9 months	Manager of Business Dept.	April 1923	Economic Dept. of Tokyo Imp. Univ.
Sonosuke HATA	"	Dec. 1941	62	24 years & 8 months	Manager of General Affairs Dept.	May 1917	Jurisprudence Dept. Tokyo Imp. Univ.
Yuzo NINOMIYA	"	Jan. 1942	58	33 years & 6 months	Manager of Slate Dept.	Nov. 1906	Economic Dept. of Keio Univ.
Yoshio TOKUNE	"	"	47	21 years & 6 months	Technical & Research Dept.	Aug. 1920	Applied Chemical Dept. of Kyushu Imp. Univ.
Kenshi UEDA	"	June 1942	57	15 years & 6 months	Manager of Business Dept.	Jan. 1927 Had been with Toyo	Tokyo Foreign Language

Sonosuke HATA	"	Dec., 1941	62	24 years & 8 months	Manager of General Affairs Dept.	May 1917	Jurisprudence Dept. Tokyo Imp. Univ.
Yuzo NINOMIYA	"	Jan. 1942	58	33 years & 6 months	Manager of Slate Dept.	Nov. 1906	Economic Dept. of Keio Univ.
Yoshio TOKUNE	"	"	47	21 years & 6 months	Technical & Research Dept.	Aug. 1920	Applied Chemical Dept. of Kyushu Imp. Univ.
Kenshi UEDA	"	June 1942	57	15 years & 6 months	Manager of Business Dept.	Jan. 1927 Had been with Toyo Steamship Co., Ltd for 16 years before he joined this company	Tokyo Foreign Language College
Riichiro YAMAGUCHI	"	June 1944	46	21 years & 3 months	Manager of Personnel Dept.	April 1923	Economic Dept. of Kyoto Imp. Univ.
Hidehiro INOUYE	"	"	"	"	Manager of Southern Dept. & Temporary Construction Office	"	Machine Dept. of Tokyo Imp. Univ.
Yoshiharu KOSUGI	"	June 1945	51	22 years & 3 months	Manager of Slate Dept.	"	Jurisprudence Dept. of Tokyo Imp. Univ.

Name	Position	Date of Assumption	Age when Appointed	Tenure of Office	Last Post as Employee	Date of Joined	Education
Masahisa MATSUO	Director	April 1946	49	23 years & 1 month	Manager of Moji Factory	April 1923	Machine Dept. of Tokyo Imp. Univ.
Shigeshi TANIGUCHI	"	"	48	22 years & 1 month	Manager of General Affairs Dept.	Feb. 1924	Political Dept. of Tokyo Imp. Univ.
Minekichi MITANI	"	"	47	21 years & 2 months	Manager of Kamiiso Factory	June 1924	Electric Dept. of Kyoto Imp. Univ.
Chigyo OKUNO	"	"	46	21 years & 9 months	Manager of Kawara Factory	Sept. 1924	Applied Chemical Dept. of Kyushu Imp. Univ.
Josuke HIRAOKA	"	"	56	32 years & 9 months	Manager of Accounting Dept.	Aug. 1914	Economic Dept. of Keio Univ.
Tatsui MAJIMA	"	July 1947	50	23 years & 8 months	Manager of Material Dept.	Dec. 1923	Economic Dept. of Keio Univ.
Hosaku TAKAKURA	"	"	52	24 years & 4 months	Chief Technician	April 1923	Mining Dept. of Tokyo Imp. Univ.
Chuji EGAMI	"	"	49	23 years & 3 months	Manager of Accounting Dept.	May 1924	Economic Dept. of Tokyo Imp. Univ.
Shigeyoshi TANAKA	"	"	47	21 years & 5 months	Manager of Personal Dept.	March 1926	Economic Dept. of Kyoto Imp. Univ.
Junzo HOSOI	"	"	47	21 years & 4 months	Manager of Nishitama	April 1926	Applied Chemistry of

Tatsui MAJIMA	"	July 1947	50	23 years & 8 months	Manager of Material Dept.	Dec. 1923	Economic Dept. of Keio Univ.
Hosaku TAKAKURA	"	"	52	24 years & 4 months	Chief Technician	April 1923	Mining Dept. of Tokyo Imp. Univ.
Chuji EGAMI	"	"	49	23 years & 3 months	Manager of Accounting Dept.	May 1924	Economic Dept. of Tokyo Imp. Univ.
Shigeyoshi TANAKA	"	"	47	21 years & 5 months	Manager of Personal Dept.	March 1926	Economic Dept. of Kyoto Imp. Univ.
Junzo HOSOI	"	"	47	21 years & 4 months	Manager of Nishitama Factory	April 1926	Applied Chemistry of Kyushu Imp. Univ.
Giichi NAITO	"	"	50	26 years & 4 months	Formal Manager of Slate Dept. & Present Assistant Manager of Production Dept.	April 1921	Ceramics Dept. of Tokyo Industrial College.

(Evidence No. 5)

STATEMENT

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY THAT it is true and correct that I am with the Asano Cement (Present Japan Cement) Co., Ltd. as an Auditor (KANSAYAKU); that in 1937 the firm, for the first time, elected two officials from the rank of employees for the purpose of creating an impression that staff members will be treated considerately; that since then whenever there were occassions for the election of substitute or new officials they were elected almost all from the competent staff members (with the exceptions of Messrs. Hajime and Zengoro YASUDA, who representated financial organization, and Mr. Kazuharu ASANO, the heir to Mr. Soichiro ASANO)

1st June, 1948

Makoto Tokugawa

Makoto TOKUGAWA
Auditor, Japan Cement Co., Ltd.

(Evidence No.6)

Statement on Career Comparison of Zaibatsu Executive and Junior Executives Promoted from Employees

TO WHOM IT MAY CONCERN:

We hereby certify that matters concerning the caption stated on the "Application for Approval of Not Being Appointee" are all true and correct.

1 June, 1948

Shigeyoshi Tanaka

Shigeyoshi TANAKA
Director and Manager of Personnel Affairs Department,
Japan Cement Co., Ltd.

K. Funada

Kenjiro FUNADA
Manager of General Affairs Dept.,
Japan Cement Co., Ltd.

(Evidence No.7)

Certification on Achievements of
Mr. Yoshio TOKUNE as A Technician

I, who in 1943 succeeded Mr. Yoshio TOKUNE in assuming the position of the Manager of Researches Dept. and has been with it up to the present, hereby certify that there existed not a single error in the attached self-written article "Achievements of Yoshio TOKUNE as A Technician" and it is true and correct in every particular.

1 June, 1948

Bunji KATO
Manager of Researches Dept.
Japan Cement Co., Ltd.

(Evidence No.8)

STATEMENT

TO WHOM IT MAY CONCERN:

I had been with the Asano Cement (Present Japan Cement Co., Ltd.) from 1929 to 1945 as its director. During this period, however, with reference to any appointment to the position of director of the Asano Cement Co., Ltd., there has never existed an arrangement with the Asano Zaibatsu that its approval should be obtained. And Mr. Yoshio TOKUNE being one of the execellent technicians in the cement world of our country, was appointed Director in 1942 as a heighest technical leader who had, since his entrance, greatly contibuted to the conspicuous improvement of the technical side of our company, such as the manufacture of the high-early-strength cement and elevation of cement quality, etc. Even on this occasion there existed not a single fact that he had obtained any previous approval of the Asano Zaibatsu concerning his very assumption.

1 June, 1948

Hachiro Asano

Hachiro ASANO
No.13, Higashitoriizaka-machi,
Minato-ku, Tokyo-to.

DECLASSIFIED E.O. 12958 SEC. 3(E) AND 3(D) OR (E) NNDG # 775012

(Evidence No. 9)

STATEMENT

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY THAT, with reference to any appointment to the position of director of Asano Cement Co., Ltd., there has never existed an arrangement with the K.K. Asano Honsha, which is the direct Zaibatsu affiliate, that its approval should be obtained; and that Mr. Yoshio TOKUNE, on occasion of his appointment, did not in fact, obtain the approval of the direct Zaibatsu affiliate, K.K. Asano Honsha.

1 June, 1948

Ryozo Asano

K.K. ASANO HONSHA

DECLASSIFIED AND NOT THOSE SEC. 3(E) AND 3(D) OR (E) NNGB # 775012

C O P Y

(Evidence No.10)

To : CENTRAL LIAISON OFFICE

SUBJECT: Relation Between K.K. Asano Honsha and Its Related Companies

K.K. Asano Honsha was established not for the purpose of controlling the related companies from the first, but for the integrity and preservation of the private properties possessed by Soichiro Asano. So it has no explicit regulations nor implicit rules concerning the appointments, removals and changes of executives of its related companies, but it only aimed at the acquisition and utilization of the stocks of the companies. Accordingly there is not any fact that K.K. Asano Honsha directed the appointments, removals and changes of executives of related companies. As each related company was conducting its executive personnel affairs at its own independent standpoint, there was no connection in fact. Furthermore, each company was not requested to present any report or to ask ex post facto approval concerning these affairs. Matters are as such, K.K. Asano Honsha did not enjoyed any personnel contorolling rights but also it was utterly unconcerned with the matters on management, especially matters concerning business and finances. There was not a single instance that it used any right on such matters.

DECLASSIFIED E.O. 12958 SEC. 3(E) AND 3(D) OR (E) NNDG # 775012

(Evidence No.11)

Articles of K.K. Asano Honsha (Excerpts)

Chapter I. General Provisions

Article 1. This company shall be named "K.K. Asano Honsha."

Article 2. The object of this company is to manage the following businesses and their collaterals.

a. Acquisition and utilization of immovables, securities and mining rights and investments in various enterprises.

b. All businesses collateral to the business stated in above "b"

Article 3. This company shall place its head office in Kojimachi-ku, Tokyo Prefecture.

Article 4. The capital of this company shall be ¥ 15,000,000 in total.

Article 5. The public notice of this company shall be announced in the official gagette.

Chapter II. Stocks

Article 6 -- 12 Abbreviated

Article 13. The stocks of this company shall not be transfered by the endorsement not shall be sold, bought or disposed in other way without the unanimous consents of all the stock-holders.

Chapter III. General Meeting of Stock-Holders

Chapter IV. Executives

Chapter V. Accounts

Supplements

Article 27. The following matters may be performed by the resolution of the directors' meeting. However,

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the approval of the auditor shall be required for the decision stated in Item 5.

Item I. The alteration of the articles concerning the location of branches due to the establishment, abolition and removal of branches.

Item II. Transference of a portion of business by the price not exceeding one-twentieth of capital.

Item III. Purchase of entire business of other company by the price not exceeding one-twentieth of capital.

Item IV. The act of the director to be an official with unlimited responsibilities or a director in other company with the object of business same in kind with this company.

Item V. Decision of remunerations to be received by the directors and auditors.

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

(Evidence No.12)

STATEMENT

TO WHOM IT MAY CONCERN:

In the directors' meeting before the termination of War, the executives related with Zaibatsu even if they were ordinary directors, always led the meeting with their powerful speeches, and the employee-officials (SHIYONIN JYUYAKU) promoted from the employees, even if they were standing directors, could not fully express their opinions, except in case they were consulted with the matters they specially took charge of.

1st June, 1948

Makoto Tokugawa

Makoto TOKUGAWA
Auditor, Japan Cement Co., Ltd.

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

(Evidence No.13)

Schedule Showing the Organization of the Officials of the Asano Cement Co., Ltd., the Functions and Authorities of the Officials, and Those of Mr. Yoshio TOKUNE.

I. Organization of the Officials.

A. January 1937 to December 1941:

President (Director with Representation Right)	1
Vice President	1
Managing Directors	Few (1)
Standing Directors	Few (2)
Director	Few (7)
Auditor	Few (4)

B. January 1942 to January 1944:

Managing Director (with Representation Right)	1
Standing Director	Few (3)
Director	Few (10)
Auditor	Few (4)

C. February 1944 to April 1946:

President (Director with Representation Right)	1
Managing Director	1
Standing Director	Few (3)
Director	Few (7)
Auditor	Few (4)

D. May 1946 to Present:

Chairman of the Board of Directors	1
President (Director with Representation Right)	1
Vice President	1
Standing Director	Few (2)
Director	Few (8)
Auditor	Few (4)

Note: Figures in parentheses denotes actual numbers in office.

II. Functions of the Officials.

A. The President shall represent the company and supervise the management of the company.

B. The Vice President and the Managing Director shall assit the President and manage parts of business assigned to them respectively.

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

C. The Standing Director shall assist the President, the Vice President, and the Managing Director, and partake business assigned to him.

D. During the period from January 1942 to January 1944, the Managing Director shall represent the Company.

E. The Chairman of the Board of Directors shall convene the Meeting of the Board of Directors, and shall preside over the meeting.

F. One of the Standing Director shall partake the management of business department (General Affairs, Accounting, Sales, and Raw Materials and Supplies),and the other Standing Director shall partake the management of technical department of the company.

III. Authorities:

A. Authorities concerning the personnel matters:

There was "President's Office" during the wer to look over the personnel affairs. Personnel Department Manager was under direct control of the President. Personnel affairs concerning clerk (Shoki) and assistant engineer (Gite), and up, were acted directly by the President through the Personnel Department Manager. Employment, discharge and transfer of assistant clerk (Koin, who has education equivalent to middle school graduate), temporary employee (Yoin, who are janitors and typists), and factory and quarry workers were authorized to the factory manager. Thus the Standing Director and Sirector or below, were given no suthority over the personnel affairs.

B. Salary, wage, and bonus:

As in the case of the personnel affairs, matters concerning salary, wage and bonus were acted upon by the President through the Personnel Department Manager. The Standing Director and Director or below, were not authorized to act upon in this field.

C. Authority on new fields of business, repair and improvements projects, and purchase of supplies:

Factory manager was authorize to act upon the projects in new fields of business, repair and improvement whose budget is under ¥3,000 per project (increased to ¥10,000 per project since May 1946), and purchase of supplies which is under ¥10,000 per case. Projects and purchase

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

over above amounts are required to be submitted to the head office for consideration and must be acted upon by the President or Managing Director. The Standing Director and Director or below, were given no authority to act upon.

D. Authority on official documments:

Official documents must be alway approved by the President, and his seal is required before dispatching. It is very seldom that the Standing Director acts in this field.

E. Check:

Checks are always made under the name of the President. The Standing Director, factory manager, and below merely signs them in behalf of the President. The Standing Director, Director or below, have no authority to issue checks in their official capacity.

Shigeshi Taniguchi

Shigeshi TANIGUCHI
Standing Director
Japan Cement Co., Ltd.

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

(Evidence No.14)

Request for Action of the Board
of Directors on Planned Projects

ASAMOKORIN No.3

SUBJECT: Donation to the City of Moji

¥1,500 to be donated to Moji City as a part of the city expense for the year of 1939.

For the reasons stated below, it has been a custom of the Moji Factory in the past to donate above amount yearly, as a part of the city expense, to Moji City. Recently the city officials concerned requested that the donation be continued stating the reasons thereof. Under the circumstances we feel that this donation is unavoidable. It is requested that the matter be given a special and favorable consideration.

Reasons

Ever since 1915, when Chimney Tax was abolished, the factory has been donating ¥4,000 (equivalent to the amount of Chimney Tax), at that time, annually as a part of the city expense to the Moji City, a financial contribution to the city. Since then, because of the depression in the industry, the amount was gradually reduced, and recently annual contribution of ¥1,500 is being continued. With the nearing of the city's budget session, the city officials concerned approached us that the amount of contribution be increased for the following reasons: That the subsidy to the local government was reduced, that the local tax income has decreased as the result of increased evacuation of the citizens, that the special expenses required for the war-time facilites are annually increasing: and thus the city is unable to meet the situation financially as in the past. We have succeeded in dissuading the increase in the amount of our contribution, explaining that the company is still suffering from the depression. However, we are of the opinion that the contribution of ¥1,500 is unavoidable. For the reasons above, the explanation of the circumstance is hereby of ered that the request be given your approval.

Seals of Executives

Soichiro ASANO

Hachiro ASANO

Kenji UYEDA

Yoshio TOKUNE

Seals of Employees in Charge

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

Explanation of Seals Impressed on the Request for Action of the Board of Directors on Planned Projects.

1. Action on the Requests were not made effective without the seals of Messrs. Soichiro and Hachiro ASANO.

2. Messrs. UYEDA and TOKUNE impressed seals on the documents to indicate that they have no objection on the subject. However, even when they have objections, if the president and managing director give decision in favor, seals were impressed to complete the formality of the documents. Thus, when Messrs. UYEDA and TOKUNE were not present, their seals were impressed after the actions were taken for the sake of formality. On the other hand actions were not permitted to be taken in behalf of Messrs. Soichiro and Hachiro ASANO when they were absent, even if the Seals of Messrs. UYEDA and TOKUNE are impressed, until their return.

3. Documents on the Requests were undertaken by the General Affairs Department of the Asano Cement Co., Head Office. In the event it is necessary, it is requested that the explanation be heard from the employee who was in charge at that time.

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

(Evidence No.15)

Statement on the Remuneration for the Officials

TO WHOM IT MAY CONCERN:

I hereby certify that the officials' remuneration (bonus omitted) of the Japan Cement Co., Ltd. just before and after the termination of the War was truly paid as listed hereinbelow:

Position	Name	Monthly Remuneration			Term	Remarks
		Official's Remuneration	Employee's Salary	Total		
President (TORISHIMARI-YAKU SHACHO)	Soichiro ASANO	¥2,500		¥2,500	From: May 1944 To: Apr.1946	Zaibatsu Official
Managing Director (SENMU TORISHI MARIYAKU)	Hachiro	1,400		1,400	- do -	- do -
Standing Director (JYOMU TORI-SHIMARIYAKU)	Yoshio TOKUNE	350	570	920	At the time of the appointment as standing director.	Employee-Official (SHIYONIN JYUYAKU)
		1,000		1,000	From Aug. 1944 when he was relieved from manager of Technical Dept.	
Standing Director & Manager of Business Dept. (JYOMU TORISHI-MARIYAKU EIGYO BUCHO)	Kenji UYEDA	400	730	1,130	From: May 1944 To: Apr.1946	- do -
Director (TORISHIMARI-YAKU)	Kiyota KANEKO	600		600	From: May 1944 To: Aug.1944	Zaibatsu Official
Director & Technical Consultant (TORISHIMARI-YAKU GIJUTSU KOMON)	Mitsuzo FUJII	200		200	From: May 1944 To: Apr.1946	Employee-Official (SHIYONIN JYUYAKU)

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

Director and Manager of Personnel Affairs Dept. (TORISHIMARI-YAKU, JINJI BUCHO)	Riichiro YAMAGUCHI	200	660	860	From: May 1944 To: Apr.1946	Employee-Official (SHIYONIN JYUYAKU)
Director and Manager of Production Dept. (TORI-SHIMARIYAKU, SEISAN BUCHO)	Hidehiro INOUYE	200	673	873	- do -	- do -
Director and Manager of Labor Dept. (TORISHIMARI-YAKU ROMU BUCHO)	Yoshiharu KOSUGI	200	591	791	- do -	- do -
Auditor (KANSAYAKU)	Makoto TOKUGAWA	200		200	- do -	Executive selected from big stock hold-ers

Remarks: 1. The employee's salary above listed is as at 2 Sept., 1945.

2. Because Mr. Tokune did not hold any other position concurrently, his remuneration was confined solely to that of official's. Thus, the total remuneration of Mr. Kenji Uyeda, who became standing director after Mr. Tokune, was greater because Mr. Uyeda received employee's salary concurrently.

1 June, 1948

Chuji Egami.

Chuji EGAMI
Director Manager of
Account Dept.,
Japan Cement Co., Ltd.

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

(Evidence No.16)

STATEMENT

TO WHOM IT MAY CONCERN:

From 1938 to 1945, I was engaging in the clerical work related to the President (late Soichiro ASANO) in the room next to his office as a member of the Personnel Department of the Asano Cement Co., Ltd. The President discriminated the treatment of the so-called Employee-Officials (SHIYONIN JYU-YAKU) who become officials through promotion from, staff members and Capitalist-Officials (SHIHONKA JYUYAKU) who were the members of the Asano Zaibatsu Family and representatives of capitalists (chiefly from Yasuda). One of the examples is how Employee-Officials were treated when they came to see the President for making reports on the matters entrusted them.

Because the President held numerous positions of presidency and other official positions, there were many visitors calling on him every day. Each visitors made out memo stating the purpose of their calls and waited in line for their turn. (I was a receptionist who brought these memos to the president). But the turn did not come so quick-ly, and even when the business was a matter of mere five or ten minutes they were made to wait for two or three hours. It was not seldom that they were unable to see him during that day and returned on the following day. But it was different with Capitalist-Officials. They were free to enter his office. Moreover when it so happened that Employee-Official was in his office and even when his business is not yet through, he had to leave the office and wait until Capitalist-Official, who came after him, was through. In some occassions the President went out of the offfice with Capitalist-Official leaving Employee-Official waiting. I have seen Mr. Tokune treated in this manner frequently even when he was standing director.

I hereby certify that, it is true that the treat-ment of Capitalist-Officials and Employee-Officials were entirely different as stated above: that the position of Employee-Officials were only nominal: and that they were actually no different from general employees.

1 June, 1948

Kinji Watanabe

Kinji WATANABE
Former Secretary to Late President

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(Evidence No.17)

AFFIDAVIT REGARDING STATUS OF MR. YOSHIO TOKUNE DURING THE ZAIBATSU CONTROL OF THE ASANO CEMENT CO.

Mr. Yoshio TOKUNE, the president of the Asano Cement Co., Ltd. joined the company immediately after graduating from the Department of Applied Chemistry of the Kyushu Imperial University in 1920. Thereafter, he devoted his time solely in the technical field of cement production at Hokkaido, Nishitama, Kawara and other Asano Cement factories, and in November 1940 he was appointed the manager of Engineering Department. In 1942 he was made the director in honor of his long years' service, holding the office of Engineering Department Manager concurrently. Promotion to the post of the Standing Director (Jyomu Torishimari-yaku) succeeded in July, 1943.

This promotion was intended as an award on recognition of his engineering ability. After his assumption of this office, he was not given any part in the management of the company, his duty being confined to the technical field of cement production as the top engineer of the company. The management was solely controlled by the members of our Asano Family, namely, Soichiro ASANO, Ryozo ASANO. Kiyota KANEKO and I. I might further add that the very fact that Mr. Tokune's monthly compensation as Standing Director at the end of his term was a mere one thousand yen. This proves that his position was not the same as other standing directors of the firm.

1 June, 1948

Signed: Hachiro Asano
Hachiro ASANO

(Managing Director,
Asano Cement Co., Ltd.
1942 - 1945)

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ACHIEVEMENTS AS AN ENGINEER

YOSHIO TOKUNE

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ACHIEVEMENTS AS AN ENGINEER

YOSHIO TOKUNE

I. Achievements During the Stay in Europe (1926 - 1928)

High early strength cement (Cement Fondu) manufactured from bauxite melted in electric furnace was invented in France about the time of the First World War, and its merits were recognized widely. After the war, researches on the manufacture of high early strength cement by improving portland cement were conducted in various countries, and cements which are much like "Cement Fondu" were produced in rapid succession. In Japan, the Asano Cement Co., Ltd. was the first to plan its production and I was sent abroad to Germany to study its technical aspects. Achievements during my stay in Europe are as follows:

1. Importation of the most new type of cement manufacturing equipments and introduction of the method for manufacturing high early strength cement:-

After visiting Germany, Denmark, Norway, Sweden, England, France, Poland, Austria, Czecho-Slovakia, etc., and making comparative studies, I have decided to purchase the equipments of the F.L. Smith Company of Denmark and manufacture its patented Velo-Cement in Japan. Few years later, by this equipment, the first wet process cement plant for manufacturing high early strength cement was constructed in Nishitama. This contributed greatly to the progress of the cement industry of Japan.

After this mission was completed, I remained in Berlin and entered the Zement Institue of Technische Hoch Shule in Berlin which was then presided by Professor Kühl, well known throughout

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the world as cement researcher. Studies and researches made here are as follows:

2. Employing Kuhl type small scale cement manufacturing method proved the superiority of Velo-Cement through scientific comparative studies of high early strength portland cement of the European countries.

3. Mastered Kühl cement manufacturing method:- Kühl cement, invented by Dr. Kühl, is patented in every countries except Japan. Principal features of Kühl cement are:

i) Because of its high Al_2O_3 and Fe_2O_3, clay which cannot be used for the production of ordinary portland cement can be used.

ii) Coal used for burning cement can be economized because of its burnability.

iii) It has high durability against dilute chemical water.

iv) It is superior in strength than ordinary portland cement, especially in tension strength.

I was taught key points indispensable for the manufacture of this Kuhl cement and conducted its experimental production.

4. Research on New Method in the Analysis of the Fineness of Cement:-

Minute particles which cannot be analysed by wire screen is usually analysed by air elutriators. I, however, studied the method which employes Wiegner Equipment and pure alcohol and published the result in Tonindustrie Zeitung. This aroused a great sensation in the cement academic circles of the world.

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5. In conducting chemical analysis of portland cement, there are considerable inconveniences because it requires great length of time in the filtration of SiO_2. I have studied the method where the filtration can be made speedily with the use of Membrane-filter, and introduced it to Japan.

6. I have studied small scale production method of cement and testing method by the use of the small test apparatus used at the Kühl Research Laboratory, and introduced these methods to the Asano Cement Company. The company has derived, and still is deriving, great benefits out of them in researches of various types of cement.

7. Studies on the Most Modern Type of Shaft Kiln:- Ever since the introduction of rotary kiln, shaft kiln became the thing of the past. However, if its shortcomings are remedied and its abvantages adopted, it still has significant values. Ordinary portland cement which has the same quality as that produced by rotary kiln can be produced by: discontinue the manufacture and drying of briquette, and add and mix well pulverized coal or cokes to the mixed raw materials and make continuous charge: force in the air into the firing zone in the middle of the shaft kiln: make continuous discharge by installing rotating grate at the lower part, etc.

By this shaft kiln method, cement factory will become much more compact than that for rotary kiln and the construction expense will be greatly economized.

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NNDG # 775012

II. Achievements the Nishitama Factory (1929 - 1932)

1. As soon as the construction of the Nishitama Factory was completed, I was made its chief engineer to supervise the production of Velo-Cement. The production of high early strength cement of the chemical composition specified by the F.L. Smith Company was successfuly made. But, I discovered that its setting was too quick (which makes concreting difficult) and that it has a defect of causing hair cracks within a few hours after the concreting. After the researches of several months, I succeeded in removing this defect, and at the same time succeeded in producing cement which is of high early strength and yet which displays extremely superior strength after 28 days. This was marketed as super high class portland cement (Velo-Cement) and was sclaimed highly. Through my efforts, the Asano Company took the leadership in the production of this type of cement and elevated the standard of the Japan made cement to that of the world level.

Because Velo-Cement reaches the strength reached after 28 days by ordinary portland cement in 3 days, it is possible to remove the frame used as form in 2 - 3 days after concreting. Consequently, the time required for construction of buildings and structures can be shortened. Velo-Cement is indispensable for road and subway construction, etc., which require speed. The contributions made by this cement to the construction and general industries were of great value.

In view of the Nishitama's success, factories for manufacturing the same high class cement were newly constructed, or new facilities added, at Hokkaido, Osaka and Kyushu by the Asano Cement Company.

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2. A defect of the wet process method is that, because the water content of slurry, raw material ready for kiln, is great, the quantity for one burning is small. Consequently coal required for one burning is great. In order to remove this defect, I imported Oliver slurry filter from the U.S.A. and succeeded in reducing the water content from 34% to 20% and increased the quantity of a day's burning from 450 tons to 650 tons; and, at the same time, enabled the economization of the coal used for the cement burning.

3. Made factory production of Kuhl Cement:-

In burning Kühl Cement at the dry precess cement plant, there is a defect that the continuous burning cannot be made as its high burnability increases kiln coating. There was also a criticism that the quality of cement produced by dry process is bad because the mixing of raw materials is incomplete. I have ascertained, however, that in wet process factory which I operated there is no tendency of increased coating and smooth running of the factory is possible. Because of the perfect mixing of raw material, the quality of the product is good and it was proved that the product is a high class cement much like Velo-Cement. Moreover, the saving of approximately 10% of coal was made possible.

4. Through numerous experiments I have discovered that the concrete strength within 48 hours is affected greatly if, SO_3 content of high class cement is increased to more than 2%: I have made practical applications of this principle.

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III. Achievements at the Hokkaido Factory (1932 - 1936)

As it was decided to expand the Hokkaido Factory by constructing an additional factory like the Nishitama, I went there to supervise its construction and to produce Velo-Cement.

1. I succeeded in the production of Velo-Cement which is more superior than that of the Nishitama Factory by utilizing the special characteristics of the raw material clay.

2. It is advisable to increase the amount of early heat generation by changing the chemical compound of cement when Velo-Cement is used at the cold weather zone. For this purpose I ordered the research in regards to the chemical compound and the amount of heat generation, and published the result in "Cement Industry" in 1936.

3. I made an address on "The Chemical Compound in Cement Clinker and Its Hydraulic Property" at the Lecture Meeting aponsored by the Cement Engineering Association at the Hokkaido Imperial University in Sapporo.

4. Broadcasted from the Hakodate Broadcasting Station on "Portland Cement".

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IV. Achievements at the Kawara Factory (1936 - 1939)

1. Production of Low Heat Cement for Dam Construction:-

As soon as the new wet process cement factory was constructed at Kawara, Kyushu, I immediately undertook the research and production of the low heat cement for dam construction, not to mention the velo-cement. The products, approximately 100,000 tons of Mascon Cement was supplied for the construction of Tsukahara Dam in Miyagi Prefecture. This project was most successfuly completed using only this cement. This was the first production of low heat cement in our country.

2. In order to make uniform charge of pulverized coal in rotary kiln, I improved the apparatus and increased the burning capacity. This method is now being used by the all of the cement factories in Japan.

3. Supervised the construction of the electric furnace steel mill utilizing electric power generated by the waste heat. Through this facility self supply of cement machinery parts and steel ball for pulverizing was planned.

V. Achievements at the Head Office Engineering Dept. and Research Dept. (1939 -)

As the chief engineer, I have supervised, and guided the following researches:

1. I have supervised the research on the production of masonry mixed cement which does not require fuel for its production by adding blast furnace slag to cottrel dust, which is the waste of cement factory, and obtained considerably favorable result. This is now being produced and marketed by the Nihon Koro Cement Company under the name of "Lasmor".

2. Production of Oil Well Cement:-

When drilling oil well, ordinary portland cement cannot be used as the temperature at 3,000 meters below surface rises over 60°- 80°C and accelerates setting. In response to the request of the Japan Petroleum Company, I succeeded in giving slow setting property at the high temperature to Velo-Cement by adding special ingredients. The Japan Petroleum Company used this cement at Formosa and obtained favorable results.

3. I have made the study of obtaining chemical fertilizer by changing insoluble potassium into soluble potassium, sulphate, roasting "Kali-Orthoclase" in the presence of lime and adding gypsum, the result was published in 1943 issue of the Society of Chemical Industry Magazine, Japan.

4. Research on special clinker for blast furnace slag cement:-

By making clinker high iron alumina type and increasing $3CaOSiO_2$ as much as possible, I have succeeded in making high strength portland blast furnace cement of moderate cost. This research is still being carried on.

5. Study on the method of producing iron from copper slag using rotary kiln:-

Approximated 30% of Fe_2O_3 is contained in copper slag. If appropriate mixture of limestone and cokes is added to this and burnt for reduction in rotary kiln, slag will be reduced to $2CaOSiO_2$. When this is dusted, iron thus obtained will be present in the grain form. Iron is then separated by sieving and by the use of magnet. This method was conducted at the Moji Factory.

6. Pacey Method of manufacturing iron:-

I have made the production of iron by the Pacey method using pyrite cinder as raw material and using rotary kiln of the Kawasaki Factory. Iron manufacturing was possible, but it was difficult to obtain cement from slag.

7. Simple method for producing cement without the use of coal:-

In view of the fact that there is a great demand for cement, that the dearth of coal is critical, and that it is difficult to obtain funds for the construction, it is my belief that it is of critical importance that simple cement manufacturing plants which uses fuels other than coal be established and

supply the cement necessary in that district. Under this belief, I have studied such method and succeeded. Mix charcoal or wood with the blended materials, and charge and burn this by forced dreft in cupola such as that used for blowing cast iron. Continuous operations are possible. It is advisable that the mixed raw materials have high burnability.

This method is now being introduced throught the Diamond Magazine Company, and it is believed that it will be adopted for the practical use in the near future.

Signed: _____

Yoshio TOKUNE
Former President of
Japan Cement Co., Ltd.