

Skills matrix

No	Name	Position and area they are in charge of	Corporate management	Technologies and R&D	Sales and marketing	IT and digital technologies	ESG and sustainability	Personnel affairs, labor, and human resource development	Legal affairs and risk management	Finance, accounting, and tax affairs
1	Yoshichika Hemmi	Representative Director and Chairman Overall management	●	●	●	●	●	●	●	
2	Kenji Miura	Representative Director and President Overall management	●	●	●	●	●	●	●	
3	Takafumi Kai	Managing Director in charge of finance and accounting	●						●	●
4	Shinichiro Kawachi	Managing Director Managing Director overseeing Headquarters and also in charge of branding strategy and the Administrative Division	●	●		●	●	●	●	
5	Makoto Taguchi	Director General Manager of the Business Solution Group	●		●	●		●		
6	Hiroyuki Fujii	Director General Manager of the IT Management Business Group	●		●	●		●		
7	Shingo Hemmi	Director General Manager of the Solution Design Group and the DX Design Group	●	●	●	●		●	●	
8	Hiroshi Kotani	Director General Manager of the Finance & Accounting Group	●						●	●
9	Yukio Suzuki	Outside Director	●			●	●		●	●

10	Kouichi Ogawa	Outside Director	●		●			●	●	●
11	Mari Itoh	Outside Director							●	
12	Toru Hishida	Full-time Outside Audit & Supervisory Board Member							●	●
13	Yoshihiro Nakamura	Outside Audit & Supervisory Board Member							●	
14	Hiroshi Adagawa	Outside Audit & Supervisory Board Member								●
15	Nobushige Tokuono	Outside Audit & Supervisory Board Member								●

Note: The above skills matrix does not show all of the knowledge and experience of the Directors and Audit & Supervisory Board Members.