

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	Director and President Representative Operating Officer Overall management	●	●	●	●	●	●	●	
3	Shingo Hemmi	Senior Managing Director Overall management	●	●	●	●	●	●	●	
4	Hiroshi Kotani	Executive Managing Director Finance & Accounting	●						●	●
5	Makoto Taguchi	Director and Senior Operating Officer General Manager of the Business Solution Group and Sales Supervising Advisor of All Divisions	●		●	●		●		
6	Hiroyuki Fujii	Director and Senior Operating Officer General Manager of the IT Management Business Group and DX & IT Service Business Promotion Advisor	●		●	●	●	●		
7	Kouichi Ogawa	Outside Director	●		●			●	●	●
8	Mari Itoh	Outside Director							●	
9	Keirou Hemmi	Outside Director	●		●	●				●
10	Rikizou Kurosaki	Outside Director	●		●	●				●
11	Toshiji Arita	Full-time Outside Audit & Supervisory Board Member							●	●
12	Yoshihiro Nakamura	Outside Audit & Supervisory Board Member							●	
13	Hiroshi Adagawa	Outside Audit & Supervisory Board Member								●
14	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.