

Materiality
Strengthen governance
Thorough compliance

### Basic approach

Strengthening and enhancing our corporate governance is one of our top management priorities. We take steps to make management more efficient and robust while working to increase management transparency by disclosing information to shareholders and investors in a prompt and accurate manner.

We made a transition from a Company with a Board of Company Auditors to a Company with a Nominating Committee, etc. in June 2019 with the aim of establishing a prompt decision-making structure and operational execution organization, strengthening the supervision of management, and improving management transparency and fairness. Under this structure, we will work on further improvement of corporate value over the medium- and long-term.

### Members composing Board of Directors, Nominating Committee, Compensation Committee, and Audit Committee

Fiscal year ending March 31, 2024 (As of June 27, 2023)			
Board of Directors	Nominating Committee	Compensation Committee	Audit Committee
Eiichi Ukai	○	○	
Hideaki Miyazawa			
Masaki Egami			
Masaaki Yamamoto		○	
Shumpei Kinoshita			
Isao Ozako	○		○
Ryo Kawakami ★ (Non-standing)	○		○
Tomonori Nishimura ★ (Non-standing)		◎	○
Yuriya Komatsu Chairperson ★ (Non-standing)		○	
Akira Murakoshi ★ (Non-standing)	◎	○	
Yasuo Kitani ★	○		◎

\*Please note that persons with ★ are Outside Directors, persons with ◎ are Chairpersons of committees, and persons with ○ are members of committees.

### 5 Management Meeting

The Management Meeting discusses important matters relating to operational execution, as a supporting body for decision making of President, Executive Officer. The meeting is composed of President, Executive Officer, and Executive Officers who are designated by him, and held twice a month in principle.

### 6 Executive Officers Meeting

The Executive Officers Meeting is held by President, Executive Officer under the attendance of all Executive Officers. Matters resolved at the Board of Directors are instructed, and each Executive Officer reports about the status of operational execution. This meeting is held once a month in principle, to make operational execution more efficient and effective by sharing information among Executive Officers.

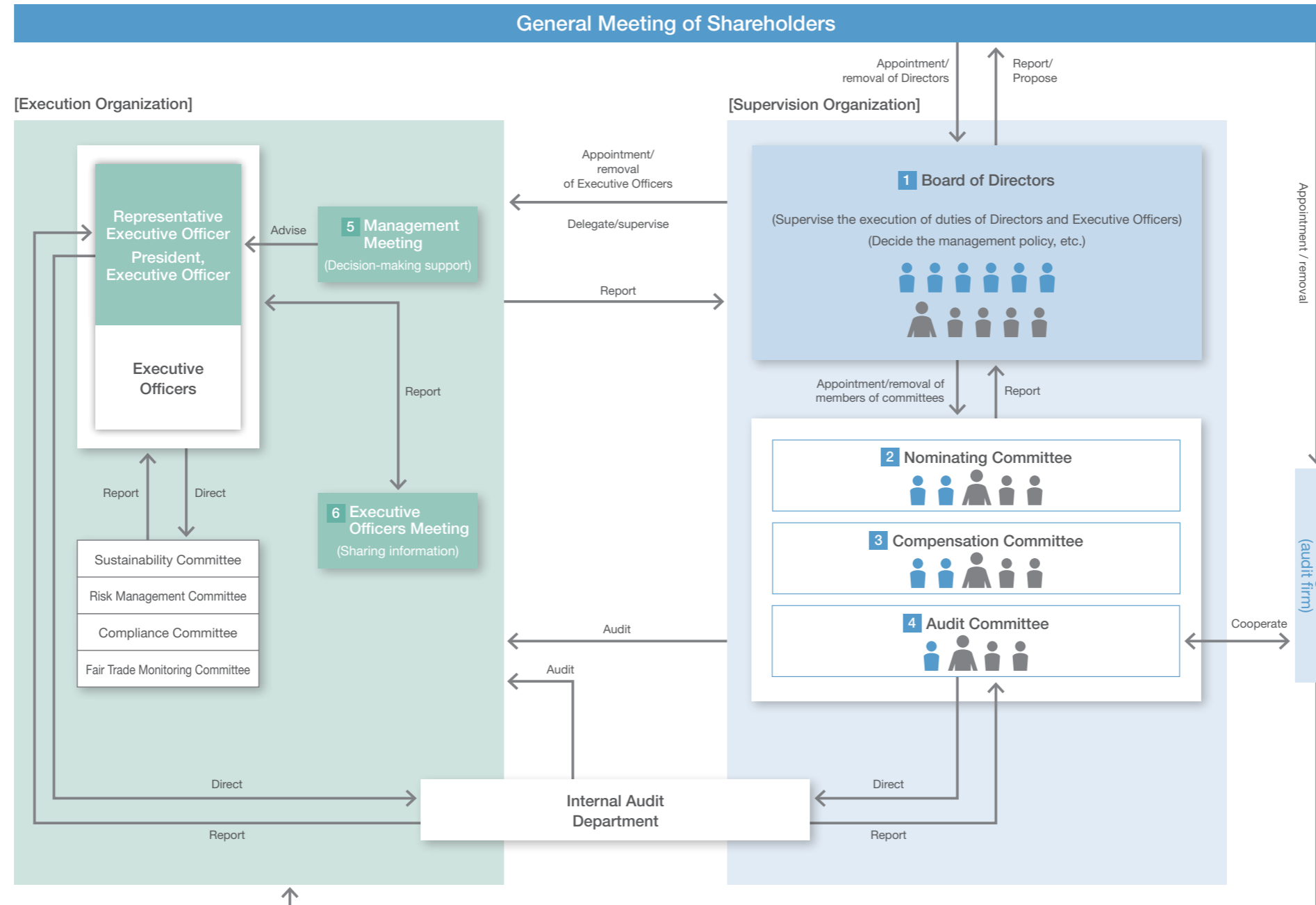
### Executive Officers

Executive Officers are elected by the resolution of the Board of Directors, and are in charge of executional decision making and execution of operations delegated by the Board of Directors. Its term of office is specified as a year by the Articles of Incorporation. The number of Executive Officers is 11 as of June 27, 2023.

### Basic information

Organizational design	Company with Nominating Committees, etc.
Directors	11
Of those, independent Outside Directors	5
Term of office of Directors	1 year
Executive Officers	11
Of those, Executive Officers who have the authority of representation	2
Executive Officers concurrently serving as Directors	5
Structure to support duties of Audit Committee	Available (Internal Audit Department)
Accounting auditor	Ernst & Young ShinNihon LLC

Corporate governance structure (as of June 27, 2023)



### 1 Board of Directors

The Board of Directors decides the basic management policies, and supervises the execution of duties of Directors and Executive Officers. Except matters stipulated by laws and regulations or the Articles of Incorporation to be resolved at the Board of Directors, the Board of Directors delegated substantial authority to Executive Officers with the aim to strengthen the supervision of management, and make decisions more promptly.

The Board of Directors is held once a month in principle, but it is also held flexibly as needed.

The Articles of Incorporation specify that the term of office of Directors shall be one year, and the number of Directors shall be within 15.

The number of Directors is 11 as of June 27, 2023, and five of them are Outside Directors. The Board of Directors is chaired by an Outside Director.

### 2 Nominating Committee

The Nominating Committee decides on the content of a proposal regarding appointment/removal of Directors, which is submitted to the General Meeting of Shareholders. The number of members is five as of June 27, 2023, and three of them are Outside Directors. The committee is chaired by an Outside Director.

### 3 Compensation Committee

The Compensation Committee decides on the policy for determining details of compensation for Directors and Executive Officers, and determines details of compensation for individual persons. The number of members is five as of June 27, 2023, and three of them are Outside Directors. The committee is chaired by an Outside Director.

### 4 Audit Committee

The Audit Committee audits the execution of duties of Directors and Executive Officers, and decides on the content of a proposal regarding appointment/removal of the accounting auditor, which is submitted to the General Meeting of Shareholders. The duties of the Audit Committee are supported by the Internal Audit Department, and the Secretariat of Audit Committee, etc. are staffed by persons holding different posts as well. These persons, who have proper capacity and experience for supporting the Audit Committee, are appointed by the manager of the Internal Audit Department, with the approval from the Internal Audit Committee. Regarding matters related to personal relocation, disciplinary punishment, evaluation, etc. of such persons, the approval from the Audit Committee shall be required for decision.

The number of members is four as of June 27, 2023, and three of them are Outside Directors. The committee is chaired by an Outside Director.