Skills Matrix of Directors and Audit & Supervisory Board Members

			Corporate management/ Group strategy	Sales/ marketing	Transformation /innovation	Safety/operation	ESG	Finance/accounting	Human resources management	Legal affairs/ risk management
Hirobumi Koga	Representative Director and President President Executive Officer & CEO	CEO of the Group Chairman of the Board of Directors	○	○	○		○	○	○	○
Nobuo Nakayama	Representative Director Senior Managing Executive Officer	In charge of finance, accounting Chief Financial Officer	○		○		○	○		○
Takeshi Gohara	Director Managing Executive Officer	In charge of legal and general affairs, risk management, and responsible for compliance	○	○	○	○				○
Takeshi Nishimura	Director Managing Executive Officer	In charge of Strategic Planning, Public Relations, ESG, and Operation Management	○		○	○	○	○	○	
Taizaburo Nakano	Outside Director Independent Director		○	○				○		
Takashi Hirai	Outside Director Independent Director		○	○	○					
Maoko Kikuchi	Outside Director Independent Director		○				○			○
Takashi Tsukioka	Outside Director Independent Director		○				○	○	○	
Junko Kai	Outside Director Independent Director						○			○
Hiroshi Kino	Senior Standing Audit & Supervisory Board Member		○	○		○			○	
Fumio Misuge	Standing Audit & Supervisory Board Member									○
Hidetaka Miyake	Outside Audit & Supervisory Board Member							○		○
Ken Kawamura	Outside Audit & Supervisory Board Member							○		○
Masafumi Nakada	Outside Audit & Supervisory Board Member			○				○		○

(Note) The table is not indicative of all the expertise and experience possessed by the Directors and Audit & Supervisory Board Members.