

## General Information



			Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Directors	Internal	Male		5	5	5	5	5
		Female		0	0	0	0	0
		Total		5	5	5	5	5
	External	Male		3	3	3	3	3
		Female		0	0	0	1	1
		Total		3	3	3	4	4
	Total			8	8	8	9	9
Ratio of External Directors			%	37.5	37.5	37.5	44.4	44.4
Ratio of Female Directors			%	0.0	0.0	0.0	11.1	11.1
Average Age of Directors				65.1	67.8	68	65.8	65.2
Board Chairman				President	President	President	Chairman	Chairman
Number of Board Meetings*1				6	7	8	8	10
Average Attendance Rate of Board Meetings			%	100.0	100.0	98.0	98.6	98.9
Director's Term of Office			year	1	1	1	1	1
Number of Auditors	Internal	Male		2	2	2	2	2
		Female		0	0	0	0	0
		Total		2	2	2	2	2
	External	Male		2	2	2	2	2
		Female		0	0	0	0	0
		Total		2	2	2	2	2
	Total			4	4	4	4	4
Ratio of External Auditors			%	50.0	50.0	50.0	50.0	50.0
Average Age of Auditors				67.8	69.5	70.5	71.8	71.3
Number of Audit & Supervisory Board Meetings				6	8	9	9	11
Average Attendance Rate of Audit & Supervisory Board Meetings			%	100.0	97.0	100.0	100.0	100.0
Auditor's Term of Office			year	4	4	4	4	4
Number of Nomination Committee Members	Internal			-	1	1	1	1
	External			-	3	3	3	3
	Total			-	4	4	4	4
Number of Nomination Committee Meetings				-	2	3	1	4
Average Attendance Rate of Nomination Committee Meetings			%	-	100	100.0	100.0	93.8
Chairman of Nomination Committee Meetings				-	External Director	External Director	External Director	External Director
	Internal			-	1	1	1	1

Number of Remuneration Committee members		External	-	3	3	3	3
		Total	-	4	4	4	4
Number of Remuneration Committee Meetings			-	2	1	2	4
Average Attendance Rate of Remuneration Committee Meetings	%	-	100	100.0	100.0	93.8	
Chairman of Remuneration Committee Meetings			-	External Director	External Director	External Director	External Director
Number of Executive Officers			12	15	12	14	14

## Executive Compensation

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Remuneration of Directors (excl. External Directors)	Total Base Salary	Million JPY	170	168	163	159	182
	Performance-linked Compensation	Million JPY	215	182	200	200	220
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	385	350	363	359	402
	Persons		5	5	6	7	5
Remuneration of Auditors (excl. External Members)	Total Base Salary	Million JPY	24	31	29	28	28
	Performance-linked Compensation	Million JPY	-	-	-	-	-
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	24	31	29	28	28
	Persons		2	2	2	2	2
External Directors and Auditors	Total Base Salary	Million JPY	35	36	36	45	50
	Performance-linked Compensation	Million JPY	-	-	-	-	-
	Retirement Benefits	Million JPY	-	-	-	-	-
	Total	Million JPY	35	36	36	45	50
	Persons		5	5	5	6	7

## Compliance

	Unit	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Total Number of Reports to the Internal Hotlines		Consolidated	43	26	27	26	37
Total Corruption-related Fines	JPY	Consolidated	0	0	0	0	0
Total Amount of Political Contributions	JPY	Consolidated	0	0	0	0	0

Tax Payments by Region

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Million JPY	12,438	4,738	830	9,826	13,279
North America	Million JPY	1,264	333	2,154	2,977	4,904
Europe	Million JPY	1,245	653	694	1,258	2,074
Other Asia	Million JPY	1,106	941	918	1,574	1,328
Consolidated	Million JPY	16,056	6,666	4,598	15,637	21,585

Quality Management

	Data Coverage	FY2019	FY2020	FY2021	FY2022	FY2023
Status of QMS (ISO9001) Certified at Manufacturing Sites	in Japan	11	11	11	11	11
	Overseas	14	14	14	14	14

Directors and Auditors

As of June 30, 2024

Name		Gender	Age	Tenure Years	Management	Independent	Current Position	Attendance Rate of Board/Audit & Supervisory Board Meetings*2	Concurrent Positions in Committees		Attendance Rate of Committees		Shares Held 1,000 shares
									Nomination	Compensation	Nomination	Compensation	
Directors	Tsutomu Isobe	Male	63	17	●		Representative Director, Chairman	90.0	Member	Member	100.0	75.0	61
	Takaaki Yamanashi	Male	60	4	●		Representative Director, President	100.0					21
	Masahiko Tadokoro	Male	62	2	●		Director, Senior Executive Officer	100.0					8
	Koji Yamamoto	Male	63	2	●		Director, Senior Executive Officer	100.0					17
	Kazuhiko Miwa	Male	61	6	●		Director, Executive Officer	100.0					18
	Hiroyuki Sasa	Male	68	1		●	External Director	100.0	Chairman	Member	100.0	100.0	0
	Toshitake Chino	Male	77	10		●	External Director	100.0	Member	Chairman	100.0	100.0	0
	Hidekazu Miyoshi	Male	73	9		●	External Director	100.0	Member	Member	100.0	100.0	9
	Harumi Kobe	Female	62	2		●	External Director	100.0					0
Auditors	Kotaro Shibata	Male	71	4			Auditor	100.0					20
	Takashi Fujimoto	Male	67	1			Auditor	100.0					1
	Seiji Nishiura	Male	71	7		●	External Auditor	100.0					0
	Akiko Mochizuki	Female	57	Newly Appointed		●	External Auditor	-					0

**Note**  
\*1 Written resultions are not included.  
\*2 Attendance rate in FY2023