

Corporate governance

Basic stance

At the Sansha Electric Manufacturing Group, we practice management based on our corporate philosophy to achieve our purpose: Moving society forward through power electronics and creativity. **P02** We will also enhance our corporate value sustainably and contribute to the sustainable development of society by achieving our vision: Global Power Solution Partner. **P14** To achieve this, we have set ensuring compliance **P44** and building a highly transparent, efficient foundation of our business as our basic policies on corporate governance.

Characteristics of the corporate governance system



Outside Directors make up at least one third of the Board with the ratio of women among them at 14.3%



The Nomination and Compensation Committee has been established voluntarily



The maximum number of Directors is eight, and the Directors' term of office is one year

Strengthening corporate governance

2024	<ul style="list-style-type: none"> Female Outside Director elected
2023	<ul style="list-style-type: none"> Purpose established Introduced a performance-based stock compensation plan
2021	<ul style="list-style-type: none"> Whistleblowing contact established at an outside law firm Committee established
2020	<ul style="list-style-type: none"> Outside officers elected to ensure that at least one third of officers are outside officers Female Outside Audit & Supervisory Board Member elected Disclosure of skills matrix
2019	<ul style="list-style-type: none"> Nomination and Compensation Committee established
2018	<ul style="list-style-type: none"> Standards for assessment by outside accounting auditors formulated
2016	<ul style="list-style-type: none"> Assessment of the effectiveness of the Board of Directors begun Risk Management Committee (currently Internal Control Committee) established
2014	<ul style="list-style-type: none"> Outside Directors introduced
2011	<ul style="list-style-type: none"> Directors' term of office shortened to one year
2007	<ul style="list-style-type: none"> Officer retirement benefit system abolished A whistleblowing contact established within the internal audit department
2006	<ul style="list-style-type: none"> Operating Officer system introduced
1984	<ul style="list-style-type: none"> Corporate Planning Conference established

