

Directors, Audit & Supervisory Board Members (as of June 25, 2025)



Hajimu Yoshimura

Representative Director & President

Born on January 10, 1954

Has rich experience cultivated as the president of a group company of a major Japanese electronics manufacturer and vice president of an overseas subsidiary in the same group, among other positions. Since assuming his position as our company's Representative Director & President in 2018, he has been using his rich experience, broad knowledge, and strong leadership to drive the growth strategy and managerial reforms.



Hajime Katsushima

Director, Managing Operating Officer

Executive General Manager of Engineering Research and Development Division and responsible for product planning, quality and the environment

Worked for many years in research and development to develop products in the new energy sector. He became involved in business management due to his appointment as a representative director of a group company in November 2016. He then served in a post where he was responsible for controlling the power supply business and the semiconductor business before he was appointed as Executive General Manager of Engineering Research and Development Division in April 2023. Since April 2025, he has also been responsible for product planning, quality and the environment.



Hiroshi Zumoto

Director and Senior Managing Operating Officer COO of Power Supply System Executive General Manager of Power Supply System Manufacturing Division

Born on April 18, 1959

Has been engaged in productivity improvement and the strengthening of the production system for many years as a person responsible for production technologies. He began to hold important positions in the semiconductor business in 2012. He has been controlling the semiconductor business since his appointment as Director in June 2021 and controlling the power supply business since April 2023.

Significant concurrent positions

Chairman of the Board, SANREX LIMITED
Chairman of the Board, SANSHA ELECTRIC MFG. (GUANGDONG) CO., LTD.



Independent

Akira Uno

Independent Outside Director

Chairman of the Nomination and Compensation Committee

Has advanced knowledge of financial affairs due to his work experience at a financial institution. In addition, he is an outside director at a listed company. It is expected he will provide commentary and advice on the Group's growth strategy and managerial reforms at the meetings of our Board of Directors leveraging his wealth of experience and advanced knowledge to assist the Board of Directors in its fulfillment of its decision-making and supervisory duties.

Significant concurrent positions

Fellow, School of Business at Graduate School of Economics, Kyoto University (Doctor of Economics), a Special Assistant to the President, Kyoto University, Senior Executive Fellow, DMG Ltd.MORI CO., LTD.



Tokushi Yamauchi

Director and Senior Managing Operating Officer Executive General Manager of Corporate Planning Division, and Member of the Nomination and Compensation Committee

Born on January 29, 1967

Started his career as a power electronics engineer in the field of lighting. He accumulated global business experience through M&A transactions and formulated and implemented management strategies in different positions. He has an abundance of experience as a business manager. His achievements are particularly notable in the areas of corporate planning and business practices and he has an international perspective. In view of his experience and achievements, he was appointed Executive General Manager of the Corporate Planning Division in April 2025 and additionally appointed Director in June 2025.



Independent

Koichi Ina

Independent Outside Director

Member of the Nomination and Compensation Committee

Possesses advanced knowledge of production technology and research and development due to his work as a part of the management team of a leading automobile manufacturer in Japan and an engineer involved in factory management. It is expected he will provide commentary and advice regarding the Group's growth strategy and managerial reforms at the meetings of our Board of Directors leveraging the above knowledge to assist the Board of Directors in its fulfillment of its decision-making and supervisory duties.



Independent

Eriko Nashioka

Independent Outside Director
Member of the Nomination and Compensation Committee
Born on February 13, 1967

Has great experience and advanced knowledge about finance and accounting as a certified public accountant. She is also a licensed tax accountant. She also has experience and a high level of knowledge related to sustainability, including environmental accounting. In addition, it is expected that she will help improve the functionality of the Board of Directors and participate in the making of significant decisions leveraging her four years of experience as an outside member of our Audit & Supervisory Board.

Significant concurrent positions

Outside Director (Audit and Supervisory Committee Member), GALILEI CO. LTD., Outside Director (Audit & Supervisory Committee Member), OSAKA GAS Co., Ltd., Representative Director, Institute for Environmental Management Accounting, Head of Nashioka Accounting Office, Lecturer (part-time lecturer), Faculty of Commerce, Doshisha University

**Ichiro Kitano**

Audit & Supervisory Board Member (Full-Time)
Born on July 21, 1959

He has an abundance of working experience and knowledge after long serving as a person responsible for product design and the manufacturing of power supplies. Since being appointed an Audit & Supervisory Board Member in June 2016, he has been making appropriate suggestions based on his experience and knowledge and conducting on-site inspections to help improve the effectiveness of the Audit & Supervisory Board's auditing as a whole.



Independent

Maiko Ueda

Independent Outside Audit & Supervisory Board Member
Born on August 2, 1969

Has significant experience as a certified public accountant and advanced knowledge in finance and accounting. She is also a certified tax accountant. It is believed she will use the above knowledge to fulfill her duties as an Outside Audit & Supervisory Board Member. In particular, it is expected that she will help improve our corporate governance by providing specialist advice regarding the evaluation of our financial position and the strengthening of internal control.

Significant concurrent positions

Director, Ueda Certified Public Accountant
Office Auditor, Kansai Industry Activation Council



Independent

Kazuhiro Egawa

Independent Outside Audit & Supervisory Board Member
Nomination and Compensation Committee Observer (for discussions of officer compensation only)
Born on November 1, 1955

Leverages his many years of experience as a lawyer and the advanced knowledge he has cultivated as a legal professional to advise the Board of Directors from an expert perspective. He also conducts on-site audits of subsidiaries and business facilities. For these reasons, it is expected that he will continue fulfilling his duties to properly audit and oversee the execution of business leveraging his specialist knowledge, including his perspective on legal affairs and risk management.

Significant concurrent positions

Head of Eiwa Law Office

Our criteria for the appointment and dismissal of officers and criteria for independence
<https://www.sansha.co.jp/eng/csr/directors.html>



Skill matrix

| | Name | Attributes | | | Shares owned | Attendance at meetings | | | Knowledge and experience particularly expected by the Company | | | | | |
|-----------------------------|-------------------|------------|------------------|---------------------|--------------|------------------------|---------------------------|--|---|------------------------------|-------------------|--------------------|------------------------|------------------------------|
| | | Gender | Years of service | Independence status | | Board of Directors | Audit & Supervisory Board | Nomination and Compensation Committee | Corporate management and management strategy | Overseas business experience | Business strategy | R&D and production | Finance and accounting | Legal affairs and compliance |
| Directors | Hajimu Yoshimura | Male | 10 years | | 30,600 | 100% (14/14 meetings) | - | 100% (4/4 meetings) | ● | ● | ● | ● | | |
| | Hiroshi Zumoto | Male | 4 years | | 10,300 | 100% (14/14 meetings) | - | - | ● | | ● | ● | | |
| | Tokushi Yamauchi | Male | - | | - | - | - | - | ● | ● | ● | ● | | |
| | Hajime Katsushima | Male | 3 years | | 14,200 | 100% (14/14 meetings) | - | - | ● | | ● | ● | | |
| | Akira Uno | Male | 11 years | ● | 12,600 | 100% (14/14 meetings) | - | 100% (4/4 meetings) | ● | | | | ● | |
| | Koichi Ina | Male | 6 years | ● | 34,800 | 100% (14/14 meetings) | - | 100% (4/4 meetings) | ● | | | ● | | |
| | Eriko Nashioka | Female | 1 year | ● | 1,700 | 100% (14/14 meetings) | 100% (3/3 meetings) | 100% (3/3 meetings) | ● | | | | ● | |
| Audit & Supervisory Members | Ichiro Kitano | Male | 9 years | | 5,700 | 100% (14/14 meetings) | 100% (13/13 meetings) | - | | ● | ● | ● | | |
| | Kazuhiro Egawa | Male | 5 years | ● | 500 | 100% (14/14 meetings) | 100% (13/13 meetings) | 100% (3/3 meetings) *For discussions of officer compensation only | ● | | | | | ● |
| | Maiko Ueda | Female | 1 year | ● | 100 | 100% (10/10 meetings) | 100% (10/10 meetings) | - | | | | | ● | |

(Notes)

1. Years of service is the number of years of service as of the end of the General Meeting of Shareholders on June 25, 2025.

2. Attendance at meetings is the results for FY2024.

| Skills for ensuring the effectiveness of the Board of Directors | | Reasons for selecting skills | | Skill requirements |
|---|--|---|--|---|
| Overall business management skills | Corporate management and management strategy | Requires management experience and achievements in corporate management and the formulation and promotion of management strategies to realize the Group's growth strategy | | Management experience as a representative director or officer in a company |
| | Overseas business experience | Requires overseas business management experience, and knowledge and experience of an overseas business environment to respond to global business development | | Experience as a representative of overseas subsidiary, head of overseas business division, or executive officer |
| Business core skills | Business strategy | As the Company's business area is a niche and highly specialized market based on power electronics technology, this position requires a high level of knowledge in such area as well as experience in executing business strategies | | Executive in charge of business division, head of division and person with equivalent experience as senior management |
| | R&D and production | Requires knowledge and experience to develop safe, secure, and high-quality products and realize integrated production from design to production | | Executive in charge of R&D and production division, head of division and person with equivalent experience as senior management |
| Functional core skills | Finance and accounting | Requires accurate financial reporting, efficient management of invested capital, and knowledge and experience to enhance shareholder returns | | <ul style="list-style-type: none"> • Experience as executive in charge of legal affairs and compliance, head of division, and person equivalent with experience • Person with experience in auditing firm, etc. |
| | Legal affairs and compliance | Requires knowledge and experience in legal affairs and compliance fields to ensure effective corporate governance and improve the effectiveness of the Board of Directors | | <ul style="list-style-type: none"> • Experience as executive in charge of legal affairs and compliance, head of division, and person equivalent with experience • Person with experience in a law firms, etc. |