

Directors and Executive Officers

The following is the list of our directors and executive officers, whose duty is to drive the sustainable growth and corporate value improvement of Daiseki.

Directors (as of May 22, 2025)



April 1989
October 1989
March 1995

May 1995
March 2000
March 2001
May 2006
May 2009

March 2015
May 2020

May 2022

Joined Hitachi, Ltd.
Joined the Company
General Manager, Technology
Development Department
Director
Managing Director
General Manager, Nagoya Works
Senior Managing Director
General Manager, Headquarters of
Business Generalization
Director Vice President
Director Vice President Executive
Officer
Representative Director President
Executive Officer (current position)

Tetsuya Yamamoto

Representative Director



February 1996
March 2010
May 2010
May 2013
March 2015
March 2018

May 2020

May 2020

May 2022

May 2022

Joined the Company
General Manager, Nagoya Works
Director
Managing Director
Senior Managing Director
Headquarters of Business
Generalization
Director Senior Managing Executive
Officer
General Manager, Corporate Planning
Office, Headquarters of Business
Generalization (current position)
Representative Director Vice President
Executive Officer (current position)
General Manager, Headquarters of
Business Generalization
(current position)

Yasuo Ito

Representative Director



June 1985
September 2000
May 2003
September 2003
May 2013
March 2015
March 2015

September 2019
May 2020

Joined the Company
General Manager, Kyushu Works
Director
General Manager, Kanto Works
Managing Director
Senior Managing Director
Deputy General Manager,
Headquarters of Business
Generalization (current position)
General Manager, Kansai Works
Director Senior Managing Executive
Officer (current position)

Koji Amano

Director



April 1982
June 2012

October 2013

June 2018

October 2022

May 2023

[Significant concurrent position]
Part-time Director, E-PACK CO., LTD.

Joined Furukawa Electric Co., Ltd.
President and Chief Executive Officer,
Furukawa-Sky Aluminum Corp.
Representative Director & President,
UACJ Corporation
Advisor, UACJ Corporation
Part-time Director, E-PACK CO., LTD.
(current position)
External Director, the Company
(current position)

Mitsuru Okada

External Director



April 1987

May 2005

July 2011

May 2012

May 2016

Elected as a Member of the Nagoya
City Assembly, followed by six more
consecutive elections
The 80th Chairperson of the Nagoya
City Assembly
Part-time position in charge of liaison,
Administration Division, TOAGOSEI
CO., LTD. (current position)
Corporate Auditor, the Company
External Director, the Company
(Audit and Supervisory
Committee Member) (current position)

Norikazu Sahashi

External Director (Audit and Supervisory Committee Member)



April 2011

April 2016

March 2018

April 2018

June 2023

May 2024

Director, Education and Planning
Office, Aichi Prefectural Board of
Education
Director, Department of the Environment,
Aichi Prefectural Government
Retired from the Aichi Prefectural
Government
President, Aichi Prefectural Cultural
Promotion Agency
President, Aichi Prefectural Female
Welfare Organization (currently Aichi
Prefectural Women's Welfare
Organization) (current position)
External Director, the Company (Audit
and Supervisory Committee Member)
(current position)

Ayako Suganuma

External Director (Audit and Supervisory Committee Member)

Executive Officers (as of May 22, 2025)

Tetsuya Yamamoto

President Executive Officer

Yasuo Ito

Vice President Executive Officer

Koji Amano

Senior Managing Executive Officer

Toshiyasu Isaka

Managing Executive Officer

Hideki Katase

Managing Executive Officer

Tatsuya Yasunaga

Managing Executive Officer

Takashi Kai

Executive Officer

Katsuaki Minami

Executive Officer

Directors Skill Matrix

The skill matrix of directors ensures an appropriate number of members for accurate and prompt decision-making by the Board of Directors and balances knowledge, experience, and abilities and considers diversity. Individual directors are selected based on their reputation, insight to ensure compliance with laws, regulations, and corporate ethics, as well as excellent judgment, decision-making ability, achievement-oriented ability, and self-control.

Name	Age	Years served	Committee	Corporate management	Industry knowledge	Business strategy	Global	Sales and marketing	Administrative risk	Finance and accounting	Sustainability	Technological innovation	Human resources, education, and diversity
Tetsuya Yamamoto Representative Director	60	30	○	●	●					●	●	●	
Yasuo Ito Representative Director	52	15	○	●		●	●	●					
Koji Amano Director	64	22			●			●					●
Mitsuru Okada Independent External Director	68	2	○	●		●	●						
Norikazu Sahashi Independent External Director	66	9	○		●				●		●		
Masaki Maeda Independent External Director	50	1	○			●	●		●	●			
Ayako Suganuma Independent External Director	67	1	○			●			●				●

(as of May 22, 2025)

Reasons for selection of necessary skills

Corporate management	As we face major changes in the business environment as an environmental value-creation company, Directors need to make appropriate decisions on the Group's overall management and medium- to long-term business strategy, based on their foresight and insights gained through experience in corporate management. Therefore, "corporate management" is identified as a key skill.
Industry knowledge	Directors should have broad knowledge and experience needed for the Group's overall management and medium- to long-term management, and "industry knowledge" is identified as a key skill for making appropriate business decisions.
Business strategy	For purpose-driven management, Directors must excel in abilities such as information gathering, information analysis, and logical thinking, and need to develop business strategies aligned with the vision for growth for the entire Group and changes in the market. Therefore, "business strategy" is identified as a key skill.
Global	Directors need to reflect global perspectives into the development of the Group's medium-term business strategy to cope with rapid changes in global society and economies. Therefore, "global" is identified as a key skill.
Sales and marketing	For the Group's sustainable growth and enhanced branding, Directors need to gather, analyze, and utilize various information on products and services demanded by the market and clients, and develop and implement relevant projects and plans. Therefore, "sales and marketing" is identified as a key skill.
Administrative risk	Appropriate advice based on a wealth of knowledge and experience is essential for strengthening the governance system through appropriate risk management for the sustainable growth of the Group and enhancement of the Group's corporate value over the medium to long term. Therefore, "administrative risk" is identified as a key skill.
Finance and accounting	Knowledge of finance and accounting, as well as financial knowledge and experience for planning and implementing corporate restructuring, M&A, etc., is needed to build a system for accurate financial reporting and a solid financial base and to seek sustainable growth and enhancement of corporate value. Therefore, "finance and accounting" is identified as a key skill.
Sustainability	Directors are expected to possess the knowledge needed for sustainable corporate management and seek management that enhances the sustainability of the Group's overall businesses so that the Group can contribute to the creation of a circular economy-based society and a sustainable society. Therefore, "sustainability" is identified as a key skill.
Technological innovation	Promoting technological innovation is essential so that the Group can continue sustainable development and contribute to the creation of a circular economy-based society. Therefore, "technological innovation" is identified as a key skill.
Human resources, education, and diversity	In order to achieve sustainable growth, the Group's employees need to be able to grow and demonstrate their abilities according to their personal strengths and in their own working styles. Therefore, "human capital, education, and diversity" are identified as key skills for developing and training employees in a manner that can fully unleash the potential of employees and for implementing initiatives to promote diversity.