

Skills of Board of Directors

Based on the Company's corporate philosophy and management policy, the Company has specified the skills (experience, expertise, etc.) that the Board of Directors of the Company should have in order to appropriately exercise its decision-making function and management supervision function, with the aim of realizing the vision of "a Multi & Hybrid Material Company that co-creates new value that is friendly to people and the Earth" "presented in the 11th management plan" "NIPPON KINZOKU 2030." ""

At the Ordinary General Meeting of Shareholders held on June 27, 2025, the composition of the Board of Directors, which was elected and approved in consideration of diversity and balance of skills, and the skills of each Director are as follows:

Name and Position in Company	Area of responsibility	Independence	Gender	As of conclusion of General Meeting of Shareholders, June 27, 2025		Major experience, specializations, etc.								Qualifications, Ph.D.
				Age	Year as Director	Corporate Management	Finance & Accounting	Production & Quality	Technology, R&D	Sales & Marketing	Legal & Marketing	Global Business	Personnel, Labor, HR Development	
Yasushi Shimokawa President & Representative Director	Administration Division		Male	68	11	○	○			○	○	○	○	
Yoshihiro Harada Senior Managing Director	Manufacturing & Sales Division		Male	65	8	○		○	○	○		○		
Osamu Yamazaki Managing Director	Technology Division		Male	63	5	○		○	○					PhD (Engineering)
Kazuhiro Ogawa Outside Director		Independent	Male	66	10	○	○							Certified Public Accountant Certified Public Tax Accountant
Yoshitomo Nagatsuka Outside Director		Independent	Male	60	4	○					○			Attorney
Yuko Kariya Outside Director		Independent	Female	65	3	○		○						Pharmacist
Number of Directors with skills						6	2	3	2	2	2	2	1	

※ The above list does not represent all the experience, expertise, etc. of each candidate.