

Top Management (As of March 23, 2022)

Katsumi Kitagawa

Chairman and Representative Director

Born September 26, 1953 (age 68)
 April 1977 Joined our company
 March 2020 Chairman and Representative Director

Number of the Company's shares owned 44,499 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)
 Member of Advisory Committee on Appointment and Remuneration
 Attendance rate at Advisory Committee on Appointment and Remuneration in 2021 100% (1/1)

Satoru Takashima

President and Representative Director, Group CEO

Born April 18, 1960 (age 61)
 April 1984 Joined our company
 March 2020 President and Representative Director
 March 2022 Group CEO

Number of the Company's shares owned 21,825 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)
 Chairman of Board of Directors
 Member of Advisory Committee on Appointment and Remuneration
 Attendance rate at Advisory Committee on Appointment and Remuneration in 2021 100% (1/1)

Hiroya Aoyama

Senior Managing Director, CFO
 in charge of Human Resources, Finance & Accounting,
 General Affairs, and Internal Audit Department

Born April 2, 1956 (age 65)
 April 1979 Joined our company
 July 2011 In charge of Human Resources, Finance & Accounting, General Affairs, Corporate Communication and Internal Audit Department
 June 2015 Senior Managing Director
 March 2022 In charge of Human Resources, Finance & Accounting, General Affairs and Internal Audit Department

Number of the Company's shares owned 21,720 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)

Hiroyuki Hamada

Managing Director
 in charge of Corporate Planning, Legal Affairs,
 and Investor Relations

Born July 19, 1958 (age 63)
 April 1981 Joined our company
 March 2019 Managing Director
 March 2021 In charge of Legal Affairs
 March 2022 In charge of Corporate Planning, Legal Affairs, and Investor Relations

Number of the Company's shares owned 6,403 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)

Shingo Kaneko

Outside Director

Born November 25, 1950 (age 71)
 April 1973 Joined Toppan Printing Co., Ltd.
 June 2019 Chairman and Representative Director of Toppan Printing Co., Ltd. *1
 March 2020 Outside Director of our company

Number of the Company's shares owned 2,000 shares
 Attendance rate at Board of Directors meetings in 2021 88% (15/17)

Chise Onodera*2

Independent Outside Director

Born January 2, 1966 (age 56)
 April 2018 Professor of College of Law, Nihon University
 March 2019 Outside Audit & Supervisory Board member (part-time) of our company
 March 2021 Outside Director of our company

Number of the Company's shares owned 1,500 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)
 Attendance rate at Audit & Supervisory Board meetings in 2021 100% (3/3 *3)
 Member of Advisory Committee on Appointment and Remuneration
 Attendance rate at Advisory Committee on Appointment and Remuneration in 2021 100% (1/1)

Jusuke Ikegami

Independent Outside Director

New

Born August 4, 1966 (age 55)
 June 2015 Outside Audit & Supervisory Board member (part-time) of our company
 April 2017 Professor of Graduate School of Business Administration, Waseda University
 March 2022 Outside Director of our company

Number of the Company's shares owned 3,200 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)
 Attendance rate at Audit & Supervisory Board meetings in 2021 92% (12/13)

Toshiaki Hirakawa

Director
 Audit and Supervisory Committee member
 (full-time)

New

Born September 13, 1958 (age 63)
 April 1982 Joined our company
 March 2021 Audit & Supervisory Board member (full-time)
 March 2022 Director (Audit & Supervisory Committee member (full-time))

Number of the Company's shares owned 12,800 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)
 Attendance rate at Audit & Supervisory Board meetings in 2021 100% (10/10 **)
 Chairman of Audit & Supervisory Committee

Yutaka Yokoi

Leading Independent Outside Director
 Audit and Supervisory Committee member

New

Born January 10, 1955 (age 67)
 April 1979 Joined the Ministry of Foreign Affairs of Japan
 August 2013 Ambassador Extraordinary and Plenipotentiary of Japan to Turkey
 March 2016 Ambassador Extraordinary and Plenipotentiary of Japan to the People's Republic of China
 December 2020 Retired from the Ministry of Foreign Affairs of Japan
 March 2021 Outside Director of our company
 March 2022 Outside Director of our company (Audit & Supervisory Committee member)

Number of the Company's shares owned 200 shares
 Attendance rate at Board of Directors meetings in 2021 100% (13/13 **)
 Chairman of Advisory Committee on Appointment and Remuneration
 Attendance rate at Advisory Committee on Appointment and Remuneration in 2021 100% (1/1)

Keiko Kimura

Independent Outside Director
 Audit and Supervisory Committee member

New

Born October 13, 1959 (age 62)
 October 2002 Registered with Daiichi Tokyo Bar Association
 October 2002 Joined Anzai & Sotoi Law Offices (currently Anzai Law Offices)
 June 2016 Outside Director of our company
 June 2017 Outside Director (Audit and Supervisory Committee member) of Yashima & Co., Ltd.
 March 2022 Outside Director of our company (Audit & Supervisory Committee member)

Number of the Company's shares owned 1,300 shares
 Attendance rate at Board of Directors meetings in 2021 100% (17/17)
 Member of Advisory Committee on Appointment and Remuneration
 Attendance rate at Advisory Committee on Appointment and Remuneration in 2021 100% (1/1)

Minoru Matsumoto

Independent Outside Director
 Audit and Supervisory Committee member

New

Born February 16, 1957 (age 65)
 March 1987 Registered as a Certified Public Accountant
 October 2013 Established Minoru Matsumoto CPA Office
 June 2015 Outside Director of Foster Electric Co., Ltd.
 February 2016 Outside Director (Audit and Supervisory Committee member) of JASTEC Co., Ltd.
 March 2021 Outside Audit & Supervisory Board member (part-time) of our company
 March 2022 Outside Director of our company (Audit & Supervisory Committee member)

Number of the Company's shares owned 0 shares
 Attendance rate at Board of Directors meetings in 2021 100% (13/13 **)
 Attendance rate at Audit & Supervisory Board meetings in 2021 100% (10/10 **)

*1 Mr. Shingo Kaneko concurrently holds the position of Representative Director of Toppan Inc. Although there is no special interest between the Company and Toppan Inc. transactions exist between the Company and the Toppan Group, including the purchase and sale of manufactured products.

*2 The legal name (name in family register) of Ms. Chise Onodera, an outside director, is Chise Sakai.

*3 Ms. Chise Onodera resigned as an Audit & Supervisory Board member at the 183rd Annual General Shareholders' Meeting held on March 24, 2021. Accordingly, the number of Audit & Supervisory Board meetings she attended differs from that of other members.

*4 Mr. Toshiaki Hirakawa and Mr. Minoru Matsumoto were appointed as a full-time / part-time Audit & Supervisory Board members at the 183rd Annual General Shareholders' Meeting held on March 24, 2021. Accordingly, the number of Audit & Supervisory Board meetings they attended differs from that of other members.

*5 Mr. Minoru Matsumoto and Mr. Yutaka Yokoi were appointed as an Audit & Supervisory Board member and a Director at the 183rd Annual General Shareholders' Meeting held on March 24, 2021. Accordingly, the number of Board of Directors meetings they attended differs from that of other Audit & Supervisory Board members and Directors.

* Mr. Kimito Amari retired as an Outside Director on March 23, 2022. His attendance at Board of Directors meetings was 100% (17/17 times).

* Mr. Toshihiko Nobe retired as a full-time Audit & Supervisory Board member on March 23, 2022. His attendance at Audit & Supervisory Board meetings was 100% (13/13 times).

* Mr. Hidetaka Kakiya retired as a full-time Audit & Supervisory Board member on March 23, 2022. His attendance at Audit & Supervisory Board meetings was 92% (12/13 times).

Top Management

Reasons for Appointing Directors

Name and position	Reasons for Appointing
Katsumi Kitagawa Chairman and Representative Director	After holding key positions in the production and corporate planning divisions, he assumed the position of President and Representative Director of the Company in 2011, demonstrating strong leadership. He is responsible for executive and supervisory functions with regard to all aspects of the Company's management and the entire Toyo Ink Group. He has been appointed as a Director without membership of the Audit & Supervisory Committee, with expectations that his supervisory function with regard to all aspects of the Company's management as well as he will be a driving force in enhancing the Group's corporate value.
Satoru Takashima President and Representative Director, Group CEO	After holding key positions in the corporate planning division and major affiliate companies both in Japan and overseas, he assumed the position of President and Representative Director of the Company in 2020, demonstrating strong leadership. He is responsible for executive and supervisory functions with regard to all aspects of the Company's management. He has been appointed as a Director without membership of the Audit & Supervisory Committee, with expectations that his supervisory function with regard to all aspects of the Company's management as well as he will be a driving force in enhancing the Group's corporate value.
Hiroya Aoyama Senior Managing Director, CFO in charge of Human Resources, Finance & Accounting, General Affairs, and Internal Audit Department	After holding key positions primarily in the human resources division, since assuming the position of Director in 2009, he has supervised the management of the Company and executed business with a high level of competence and expertise relating to HR and financial strategies. He has been appointed as a Director (who is not a member of the Audit & Supervisory Committee) in the hope that he will utilize his knowledge of the relevant fields in supervising the Company's management.
Hiroyuki Hamada Managing Director in charge of Corporate Planning, Legal Affairs, and Investor Relations	After holding key positions mainly in the Corporate Administration division and at overseas representatives, since assuming the position of Director in 2016, he has supervised the management of the Company and executed business with a high level of competence and expertise relating to corporate strategy. He has been appointed as a Director (who is not a member of the Audit & Supervisory Committee) in the hope that he will utilize his knowledge of the relevant fields in supervising the Company's management.
Shingo Kaneko Outside Director	After his long service as a director at Toppan Inc., he was appointed President and Representative Director of the company in June 2010. He has an abundance of experience and broad-ranging insights in corporate management and various other areas. Although he does not meet the independence criteria set by the Company for Outside Directors, he has been appointed as a Director without membership of the Audit & Supervisory Committee, for the purpose of receiving advice and guidance on the Company's general management from an objective perspective, with a view toward the business environment surrounding the Group from an expert with seasoned knowledge of the industry.
Chise Onodera Independent Outside Director	Although she has never been involved in corporate management in the past other than by becoming an outside audit & supervisory board member or an outside director, she has a high degree of expertise in Insurance Act and Companies Act and high-level insights as a legal scholar, and has therefore been appointed as a Director who is not an Audit & Supervisory Committee member, to fulfill a management supervisory function from an impartial standpoint.
Jusuke Ikegami Independent Outside Director	In addition to a high level of specialized knowledge as a researcher of corporate strategy and marketing, he also has management experience at other companies outside the Group. Based on his past experience as a member of the Company's Outside Audit & Supervisory Board, he can oversee management from an impartial perspective, and for that reason he has been appointed as a Director without membership of the Audit & Supervisory Committee.
Toshiaki Hirakawa Director Audit and Supervisory Committee member (full-time)	He has considerable knowledge in finance and accounting based on his extensive experience fulfilling financial and accounting duties and subsequent service as a Director and head of Finance & Accounting Department. He has been appointed as a Director and Audit & Supervisory Committee member, with the expectation that he will execute his duties appropriately, in light of his specialist knowledge and broad-ranging insights in the relevant fields.
Yutaka Yokoi Leading Independent Outside Director Audit and Supervisory Committee member	Although he has never been involved in corporate management in the past other than by becoming an outside director, he has an international perspective and broad insight into world affairs cultivated through foreign diplomacy and many years of experience in key positions at Japan's Ministry of Foreign Affairs. He has therefore been appointed as a Director and Audit & Supervisory Committee member, to fulfill a management supervisory function from an impartial standpoint.
Keiko Kimura Independent Outside Director Audit and Supervisory Committee member	Although she has never been involved in corporate management in the past other than by becoming an outside director, she is a certified lawyer with advanced knowledge and extensive insight particularly regarding labor law and personnel and labor affairs. She has therefore been appointed as a Director and Audit & Supervisory Committee member, to fulfill a management supervisory function from an impartial standpoint.
Minoru Matsumoto Independent Outside Director Audit and Supervisory Committee member	Although he has never been involved in corporate management in the past other than by becoming an outside audit & supervisory board member or an outside director, he has extensive experience in accounting audits as a certified public accountant and considerable knowledge in finance and accounting. He has therefore been appointed as a Director and Audit & Supervisory Committee member, to fulfill a management supervisory function from an impartial standpoint.