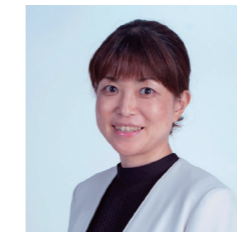
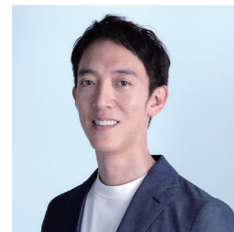


Directors



| Name | Chika Terada | Kei Tomioka | Kenji Shiomi | Yuta Ohma | Muneyuki Hashimoto | Maki Suzuki | Toru Akaura | Toko Shitsuki | Taro Saito |
|--|--|---|--|---|--|--|---|---|---|
| Position | Representative Director & CEO ^{*1} | Director, Executive Officer, CRO ^{*2} , Managing Executive (Business Division) | Director, Executive Officer, CISO ^{*3} , DPO ^{*4} , Managing Executive (Engineering Division, Eight Division) | Director, Executive Officer, CHRO ^{*5} , Managing Executive (Human Resources Division) | Director, Executive Officer, CFO ^{*6} , Managing Executive (Corporate Division) | Outside Director, Audit & Supervisory Committee Member Outside Independent | Outside Director, Audit & Supervisory Committee Member Outside | Outside Director, Audit & Supervisory Committee Member Outside Independent | Outside Director, Audit & Supervisory Committee Member Outside Independent |
| Responsibilities and significant concurrent position at outside company | — | Outside Director of Unipos Inc. | — | — | Outside Director of Unipos Inc. | Attorney at Shintaro Sato Law Office | Outside Director of S-Pool, Inc. Representative Director of Incubate Fund KK Outside Audit & Supervisory Board Member of Double Standard Inc. | Director (Full-time Audit and Supervisory Committee member) of CyberAgent, Inc. | Representative Director of dof Inc. Outside Director of CARTA HOLDINGS Inc. Director of CC Corporation Outside Director of for Startups, Inc. Outside Director of ZOZO, Inc. |
| Profile | Chika began his career with Mitsui & Co., Ltd. After moving to the IT Marketing Division, he relocated to Silicon Valley to work with local venture companies to develop their Japan-focused businesses. After returning to Japan, Chika launched an internal venture and worked for an affiliated company, after which he founded Sansan, Inc. in 2007. | Kei began his career with Oracle Corporation Japan, and was based in Shanghai and Bangkok, taking charge of market development across Greater China (China, Hong Kong, Taiwan), Southeast Asia, and India. In 2007, Kei co-founded Sansan, Inc. and led business efforts for Sansan, the sales DX solution. Now as CRO, he oversees company-wide operating revenue. | Kenji co-founded Sansan, Inc. in 2007, after working with Bussan System Integration Co., Ltd. (now Mitsui Knowledge Industry Co., Ltd.), where he designed and developed mail systems for major mobile carriers. Since 2012, he has been in charge of the Eight B2C contact and career management app. Now as Engineering Division Head, he oversees the company-wide technology strategy and strengthens its engineering group. | Yuta began his career at a human resources company, where he helped launch a consulting service. He then went independent and served as a director for a venture firm in recruitment. Yuta joined Sansan, Inc. in 2010 as a Manager in sales and later became the head of HR. As CHRO, he leads strategies for optimizing the value and productivity of Sansan's workforce. | Muneyuki worked for foreign securities companies in Tokyo and New York for nearly 9 years, providing M&A and financing advisory services. He then moved to a group company of the Development Bank of Japan to work in private equity. He joined Sansan, Inc. in 2017, and was appointed CFO in 2018 to lead the company's financial strategy. | Maki, an attorney at law, was admitted to the New York State Bar Association after working since 2003 at TMI Associates. She joined the Shintaro Sato Law Office in 2017 and has been a member of the Dai-Ni Tokyo Bar Association since 2021. She became an Outside Director of Sansan, Inc. in August 2022. Her expertise is in corporate legal affairs and compliance, and she provides recommendations from a legal and diversity perspective. | Toru is a General Partner at Incubate Fund. Following his involvement in investment development tasks at Japan Associated Finance Co., Ltd. (now JAFCO Group Co., Ltd.), he founded his own venture capital company. Having become an Outside Director of Sansan, Inc. in August 2007, he makes general management recommendations. | Toko is a Director at CyberAgent, Inc., a Junior Accountant, and a Juris Doctor. After working with Japan Airlines Co. Ltd., she joined CyberAgent as a Standing Auditor, and in 2017 became a Director. Toko became an Outside Director of Sansan, Inc. in August 2021. She gives guidance on auditing and diversity, applying accounting and legal knowledge along with corporate experience. | After working with DENTSU Inc., Taro founded dof inc. in 2009 and became its CEO. He is also working as a Communication Designer. He became an Outside Director of Sansan, Inc. in August 2022. He provides recommendations on general management issues based on his extensive experience as a communication designer and the insights he has acquired as a board member of several companies. |
| Date of appointment as director | June 2007 | June 2007 | June 2007 | August 2019 | August 2020 | August 2022 | August 2007 | August 2021 | August 2022 |
| Number of shares held^{*7} | 41,432,920 | 4,160,000 | 2,320,000 | 88,000 | 67,200 | 0 | 1,720,000 | 0 | 0 |
| Attendance at Board of Directors meetings | | | | | | | | | |
| FY2021 | 17 of 17 times | 17 of 17 times | 17 of 17 times | 17 of 17 times | 17 of 17 times | — | 17 of 17 times | 13 of 13 times | — |
| Skills, diversity | | | | | | | | | |
| Corporate management | ● | ● | ● | ● | ● | | ● | ● | ● |
| Data, information security | ● | ● | ● | | | | | | |
| Finance, accounting, legal | | | | | ● | ● | | ● | |
| Personnel, HR development | | | | ● | | ● | | | |
| Global-mindedness | ● | ● | ● | | ● | ● | ● | | ● |
| Sustainability | ● | | | | | | | | |
| Primary reasons for above designation | <ul style="list-style-type: none"> - Founder - Representative Director - Worked in the U.S. - Chairperson, Kamiyama Marugoto College of Design, Technology, and Entrepreneurship | <ul style="list-style-type: none"> - Co-Founder - Director - Worked for a company focused on Asia | <ul style="list-style-type: none"> - Co-Founder - Director - Launch of services - CISO, DPO, and leads the Engineering Division - Worked in the U.S. | <ul style="list-style-type: none"> - Director - CHRO - Director at another company | <ul style="list-style-type: none"> - Director - CFO - M&A and financing advisory services in Japan and the U.S. | <ul style="list-style-type: none"> - Attorney in Japan and New York - Legal expertise in corporate law, compliance, and labor matters | <ul style="list-style-type: none"> - Representative director of a venture capital company operating domestically and internationally | <ul style="list-style-type: none"> - Full-time auditor at a company - Assistant public accountant - Doctor of Jurisprudence | <ul style="list-style-type: none"> - Representative director of a company - Has lived in the U.S. |

*1 Chief Executive Officer *2 Chief Revenue Officer *3 Chief Information Security Officer *4 Data Protection Officer *5 Chief Human Resources Officer *6 Chief Financial Officer *7 As of May 2022