

– Skills Matrix

Name										
	Chika Terada	Kei Tomioka	Kenji Shiomi	Yuta Ohma	Muneyuki Hashimoto	Tohru Akaura	Shigemiki Komori	Maki Suzuki	Toko Shiotsuki	Tsunehiro Shirota
Position	Representative Director & CEO, *1 CPO *2	Director, Executive Officer, COO, *3 Managing Executive (Sansan Division, Bill One Division, Contract One Division)	Director, Executive Officer, CISO, *4 DPO, *5 Managing Executive (Engineering Division, Eight Division)	Director, Executive Officer, CHRO, *6 CAXO, *7 Managing Executive (Human Resources Division)	Director, Executive Officer, CFO, *8 Managing Executive (Corporate Division)	Outside Director Outside Independent	Outside Director Outside Independent	Outside Director, Audit & Supervisory Committee Outside Independent	Outside Director, Audit & Supervisory Committee Outside Independent	Outside Director, Audit & Supervisory Committee Outside Independent
Corporate management	●	●	●	●	●	●	●		●	●
Data domain/ AI/Information security	●	●	●	●			●			●
Finance & accounting					●				●	●
Legal					●			●	●	
Personnel/ Human resources development				●				●		
International experience	●	●	●		●	●		●		●
Primary reasons for above designation	• Founder • Representative Director • Worked for another company in the U.S. • Chairperson, Kamiyama Marugoto College of Design, Technology, and Entrepreneurship	• Co-founder • Director • COO and CEO of a group company which oversees the business divisions • Worked for another company focused on Asia	• Co-Founder • Director • CISO, DPO, and leads the Engineering Division • Group company Representative Director • Worked for another company in the U.S.	• Director • Director of another company • CHRO • CAXO	• Director • CFO • M&A and financing advisory services in Japan and the U.S.	• Representative director of a venture capital company operating domestically and internationally	• Representative Director at multiple operating companies • Sales strategy, organizational management, and promotion of sales digital transformation (DX) at multiple IT companies	• Attorney in Japan and New York • Legal expertise in corporate law, compliance, and labor matters	• Director and auditor at another company • Assistant public accountant • Doctor of Jurisprudence	• Vice President of another company in the U.S. • M&A deals, fundraising, and startup investments services at U.S. securities firms and global funds

*1 Chief Executive Officer *2 Chief Product Officer *3 Chief Operating Officer *4 Chief Information Security Officer *5 Data Protection Officer *6 Chief Human Resources Officer *7 Chief AI Transformation Officer *8 Chief Financial Officer