

Executive Management

Members of the Board



Hiroyoshi Ninoyu
President

BOD attendance rate: 10 times / 10 times (100%)

April 1984 Joined Toyota Motor Corporation
April 2017 Managing Officer
Jan. 2020 Executive Vice President, Tokai Rika Co., Ltd.
June 2020 President, Tokai Rika Co., Ltd., to the present

[Reason for appointment]

Mr. Hiroyoshi Ninoyu has experience in overseas production and production control fields at Toyota Motor Corporation, and has also been involved in the operation of automobile production plants. Utilizing his abundant experience and perception, he has been leading our management as President since June 2020; therefore we have appointed him as a director.



Koki Sato
CEO

BOD attendance rate: 12 times / 12 times (100%)
NC attendance rate: 4 times / 4 times (100%)

April 1982 Joined Tokai Rika Co., Ltd.
Jan. 2006 General Manager, Safety Engineering Div., Safety Business Group
June 2008 Executive Vice President, Quality Safety Systems Company (currently TRQSS, Inc)
Director
June 2010 Corporate Officer
June 2011 Managing Director, Managing Officer
June 2013 Senior Managing Director, Senior Managing Officer
June 2016 Executive Vice President, to the present

[Reason for appointment]

Mr. Koki Sato has wisdom as a manager through his experience and achievements in business operations centered on the sales and safety business fields and overseas production bases at Tokai Rika Co., Ltd. We have appointed him as a director so that he can contribute his abundant experience, perception, and wisdom to the management of our company.



Yoshihiro Tanaka
Director

April 1981 Joined Toyota Motor Co., Ltd. (currently Toyota Motor Corporation)
Sep. 2006 General Manager, Logistics Planning Div.
Jan. 2011 Associate Director, Tokai Rika Co., Ltd.
June 2011 Corporate Officer
June 2013 Managing Director, Managing Officer, General Manager, Otowa Plant
June 2016 Senior Managing Director (retired in June 2020), Senior Managing Officer
June 2020 Corporate Officer, to the present
June 2021 Director, to the present

[Reason for appointment]

Mr. Yoshihiro Tanaka has experience and achievements mainly in the logistics, production, procurement, and information system fields at Toyota Motor Corporation and Tokai Rika Co., Ltd., and has wisdom in those fields as a manager. We have appointed him as a director so that he can contribute his abundant experience, perception, and wisdom to the management of our company.



Hiroshi Nishida
Director

BOD attendance rate: 10 times / 12 times (83%)
NC attendance rate: 4 times / 4 times (100%)
CC attendance rate: 2 times / 2 times (100%)

April 1983 Joined Toyota Motor Corporation
Jan. 2011 Senior Vice President, Toyota Motor Sales, USA, Inc.
Jan. 2015 Associate Director, Tokai Rika Co., Ltd.
June 2015 Corporate Officer
June 2018 Director, to the present
April 2019 Managing Officer
Jan. 2020 Corporate Officer, to the present

[Reason for appointment]

Mr. Hiroshi Nishida has gained deep perception in the accounting and finance, and other business management fields at Toyota Motor Corporation and Tokai Rika Co., Ltd., as well as experience and achievements in the entire business of our Company. We have appointed him as a director so that he can contribute his abundant experience, perception, and wisdom to the management of our company.



Kei Fujioka
External Director

BOD attendance rate: 12 times / 12 times (100%)
NC attendance rate: 4 times / 4 times (100%)
CC attendance rate: 2 times / 2 times (100%)

April 1977 Joined Mitsui-Soko Co., Ltd.
June 2012 President
Oct. 2014 President & CEO, Mitsui-Soko Holdings Co., Ltd.
June 2017 Director, Tokai Rika Co., Ltd., to the present
June 2017 Corporate Advisor, Mitsui-Soko Holdings Co., Ltd.

[Reason for appointment]

Mr. Kei Fujioka has abundant knowledge in a variety of fields such as corporate management, and abundant experience in the logistics field through having worked for Mitsui-Soko Holdings Co., Ltd. We have appointed him as an independent officer in the hope that we can receive supervision, advice etc. on business execution from a professional perspective, regarding overall management centered on the logistics field, making use of his abundant experience, perception, and wisdom.



Shoji Tsuzuki
External Director

April 1983 Joined Nihon Denso Co., Ltd. (currently Denso Corporation)
April 2008 General Manager, Human Resources Div.
June 2010 Executive Director
June 2018 Director, Senior Executive Director
June 2020 Senior Executive Officer, to the present
June 2021 Director, Tokai Rika Co., Ltd., to the present

[Reason for appointment]

Mr. Shoji Tsuzuki has a wealth of knowledge in a variety of fields such as sales, human resources, procurement, and IT through his experience at DENSO Corporation. We have appointed him as an independent officer in the hope that we can receive supervision and advice on overall management from a professional perspective, making use of his abundant experience, perception, and wisdom.

Audit & Supervisory Board Members



Isaki Sugiura
Full-time Audit & Supervisory Board Member

BOD attendance rate: 12 times / 12 times (100%)
ASB attendance rate: 12 times / 12 times (100%)

April 1984 Joined Tokai Rika Co., Ltd.
Jan. 2003 Executive Vice President, TRCZ s.r.o., our overseas business unit
Jan. 2007 General Manager, Corporate Planning Div.
Jan. 2013 General Manager, Business Management Div. No. 1
June 2013 Corporate Officer, General Manager, Switch Business Group
Jan. 2014 General Manager, Electronics Equipment Div.
Jan. 2016 General Manager, Business Management Center
June 2017 Audit & Supervisory Board Member, to the present

[Reason for appointment]

Mr. Isaki Sugiura has abundant experience in the Corporate Planning field, Switch Business Group, Electronics Business Group, and overseas bases; he has held important positions at our company for many years, and has a wealth of experience and perception mainly related to the planning field. We have appointed him as an Audit & Supervisory Board Member so that he can contribute his abundant experience, perception, and wisdom to the auditing of our company.



Masato Hotta
Audit & Supervisory Board Member

BOD attendance rate: 10 times / 10 times (100%)
ASB attendance rate: 10 times / 10 times (100%)

April 1982 Joined Toyota Motor Co., Ltd. (currently Toyota Motor Corporation)
Jan. 2010 General Manager, North America Div.
Jan. 2011 General Manager, Europe Div.
Jan. 2014 Associate Director, Tokai Rika Co., Ltd.
June 2015 Corporate Officer
June 2018 Director
June 2020 Audit & Supervisory Board Member, to the present

[Reason for appointment]

Mr. Masato Hotta has abundant experience in the overseas field and overseas bases at Toyota Motor Corporation; he has held important positions, including a director at our company for many years, and has a wealth of experience and perception mainly related to the business planning field. We have appointed him as an Audit & Supervisory Board Member so that he can contribute his abundant experience, perception, and wisdom to the auditing of our company.



Tadashi Yamashina
External Audit & Supervisory Board Member

BOD attendance rate: 12 times / 12 times (100%)
ASB attendance rate: 12 times / 12 times (100%)

April 1977 Joined Toyota Motor Co., Ltd. (currently Toyota Motor Corporation)
Jan. 2001 President, Toyota Technical Center USA, Inc.
June 2008 Senior Managing Director, Toyota Motor Corporation
April 2014 President, Toyota Housing Corporation
June 2019 Audit & Supervisory Board Member, Tokai Rika Co., Ltd., to the present

[Reason for appointment]

We have appointed him as an independent officer to have his high level of management wisdom contribute to our management. Although he was the business executor of our business partner, as the transaction amount is small there is no risk of a conflict of interest with general shareholders. In addition, he met the independence standards set by the stock exchange. Also, regarding the fact that he was a business executor of our major business partner and a major shareholder, it has been six years since he retired, so there is no problem in appointing him as an independent officer of our company.



Minoru Chida
External Audit & Supervisory Board Member

BOD attendance rate: 10 times / 10 times (100%)
ASB attendance rate: 10 times / 10 times (100%)

April 1993 Joined Toyota Motor Corporation
Jan. 2019 General Manager, Advanced Body Technology Development Div.
July 2019 General Manager, Body Technology Development Div., to the present
June 2020 Audit & Supervisory Board Member, Tokai Rika Co., Ltd., to the present

[Reason for appointment]

Mr. Minoru Chida has no experience of being directly involved in the management of a company, but he has been involved in the field of development and design related to automobile interiors for many years at Toyota Motor Corporation, and has specialized experience, perception, and wisdom in that field. We have appointed him as an external Audit & Supervisory Board Member so that he can contribute his abundant experience, perception, and wisdom to the auditing of our company.



Yoshinori Yamada
External Audit & Supervisory Board Member

BOD attendance rate: 12 times / 12 times (100%)
ASB attendance rate: 12 times / 12 times (100%)
NC attendance rate: 4 times / 4 times (100%)

Oct. 1988 Joined Audit Corporation Ito Accounting Office
Sep. 2006 Rep. Partner, Arata Audit Corporation (currently PricewaterhouseCoopers Aarata LLC)
July 2012 Director, CPA Yoshinori Yamada Office, to the present
Dec. 2012 Director, Tax Accountant Yoshinori Yamada Office, to the present
July 2013 Senior Researcher, JICPA
June 2015 Audit & Supervisory Board Member, Tokai Rika Co., Ltd., to the present

[Reason for appointment]

We have appointed him as an independent officer to have his specialized knowledge, perception, etc. as a certified public accountant contribute to our auditing. Also, he met the independence standards set by the stock exchange and there is no risk of a conflict of interest with general shareholders.

Corporate Officers

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|------------------------|---------------------------|
| Kazuhiro Ikai | Masahiko Sato |
| Toshiki Nogami | Taketoshi Sakurai |
| Toshiki Akita | Motoyasu Makino |
| Koki Imaeda | Katsuyuki Imaeda |
| Yoshihiro Kondo | Koichiro Yamagishi |

BOD = Board of Directors
NC = Nominating Committee
CC = Compensation Committee
ASB = Audit & Supervisory Board