

List of Directors

(As of June 2, 2025)

Directors		Executive Officers	
Representative Director	Masanori Okuda	President & CEO	Masanori Okuda
Representative Director	Tadahiro Kiyosu	Senior Managing Executive Officer & COO & CSO	Tadahiro Kiyosu
Director	Takeshi Nagata	Senior Managing Executive Officer	Takeshi Nagata
Director	Hideki Gohara	Managing Executive Officer	Hideki Gohara
Director	Katsuhisa Morino	Managing Executive Officer & CFO	Katsuhisa Morino
Director	Tetsuji Kawakami	Managing Executive Officer	Kouji Ueda
Director	Masatoshi Maki	Managing Executive Officer	Masaki Kaneda
Director	Yasuhiro Takahashi	Executive Officer	Kei Ito
Audit & Supervisory Board Members		Executive Officer	Minoru Endo
		Executive Officer & CHRO	Tomoyo Sawada
		Executive Officer & CAO	Tetsuji Kawakami
		Executive Officer	Naoto Teraoka
		Executive Officer & CMO	Nobuyuki Koroyasu
Audit & Supervisory Board Member (Full-Time)	Koshin Nomura	Executive Officer & CTO	Akihiro Takehara
Audit & Supervisory Board Member (Full-Time)	Masahide Ito	Executive Officer	Toshinori Kamimoto
Audit & Supervisory Board Member	Toshifumi Iwamura		

Compliance/Risk management

We established the group corporate philosophy and the group conduct guidelines, which are the axes of compliance, and been proactively putting effort into management to eliminate various risks that have an influence on corporate management and to maintain continuous development.

■ Formulation of the Compliance Code of Conduct

In October 2020, for the purposes of fulfilling our social responsibility and gaining trust from stakeholders by enhancing all group employees' awareness and understanding of compliance, we formulated the compliance code of conduct. This code of conduct specifically stipulates how each and every group employee should act in daily operations and activities. By the in-house training based on this code of conduct, we will fulfill our social responsibility as a company trusted by stakeholders.

■ Promotion structure



Risk and Compliance Management Committee

Chairperson: Executive Officer in Charge of Crisis Management (Senior Managing Executive Officer & COO)
Secretariat: Corporate Planning Department, Corporate Affairs Department, Legal Affairs Office, and Investment Credit Management Department

■ Number of committee meetings convened in fiscal 2025: 4 times

■ Key deliberation items

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|-----------------|--|
| Risk management | <ul style="list-style-type: none"> ● Important risk management status ● Important purchased goods/raw material procurement status |
| Compliance | <ul style="list-style-type: none"> ● Payment of an allowance to the persons engaged in whistle-blowing ● Personal information management status ● Results of the Survey on the compliance nsciousness degree ● Compliance education plan |

■ Whistle-blowing structure

The DAIKEN Group has improved the whistle-blowing structure in April 2013 to appropriately process whistleblowing and consultations on organizational or personal fraudulent acts from the directors and employees (including temporary/contracted employees, dispatched workers, and part-timers), been ensuring the prevention, early detection, and correction of fraudulent acts, and been striving to enhance compliance management. Our whistle-blowing structure is as follows.

The diagram of the whistle-blowing structure

