

Introducing the Board of Directors and Audit & Supervisory Board Members (As of March 28, 2024)

Directors

* is an independent officer. "Attendance" is the number of Board of Directors meetings attended in the fiscal year ended December 2023. "Company shares held" is current as of December 31, 2023.



Akira Ichikawa
Representative Director, Chairman of the Board
Born Nov. 12, 1954
Attendance: 15/15
Company shares held: 77,000
Apr. 1978 - Joined the Company
Jun. 2007 - Executive Officer
Jun. 2008 - Director
Managing Executive Officer
Apr. 2010 - Representative Director (current position)
President/Director
President and Executive Officer
Apr. 2020 - Chairman of the Board (current position)
Important concurrent jobs
Outside Director of KONICA MINOLTA, INC.
Outside Director of SUMITOMO CHEMICAL COMPANY LIMITED



Toshiro Mitsuyoshi
Representative Director, President
Born Nov. 23, 1962
Attendance: 15/15
Company shares held: 21,000
Apr. 1985 - Joined the Company
Jun. 2010 - Executive Officer
Apr. 2011 - Managing Executive Officer
Jun. 2014 - Director
Apr. 2018 - Senior Managing Executive Officer
Apr. 2020 - Representative Director (current position)
President/Director (current position)
President and Executive Officer (current position)



Tatsumi Kawata
Representative Director
Born Oct. 4, 1962
Attendance: 15/15
Company shares held: 13,000
Apr. 1986 - Joined the Company
Jun. 2016 - Executive Officer
Apr. 2017 - Managing Executive Officer
Jun. 2018 - Director (current position)
Jan. 2022 - Senior Managing Executive Officer
Jan. 2024 - Representative Director (current position)
Executive Vice President (current position)



Atsushi Kawamura
Director
Born Feb. 24, 1965
Attendance: 15/15
Company shares held: 18,000
Apr. 1987 - Joined the Company
Jun. 2016 - Executive Officer
Apr. 2017 - Managing Executive Officer
Apr. 2018 - Deputy Divisional Manager of Overseas Housing and Real Estate Division
Apr. 2020 - Divisional Manager of Overseas Housing and Real Estate Division
Jun. 2020 - Director (current position)
Jan. 2023 - Senior Managing Executive Officer (current position)
Divisional Manager of Global Housing, Construction and Real Estate Division
Jan. 2024 - Divisional Manager of Global Construction and Real Estate Division (current position)



Ikuro Takahashi
Director
Born Oct. 4, 1959
Attendance: 15/15
Company shares held: 13,000
Apr. 1984 - Joined the Company
Oct. 2017 - Deputy Divisional Manager of Housing Division
Jun. 2018 - Executive Officer
Deputy Divisional Manager of Housing and Construction Division
Apr. 2020 - Managing Executive Officer (current position)
Divisional Manager of Housing and Construction Division
Mar. 2022 - Director (current position)
Jan. 2023 - Divisional Manager of Housing Division (current position)



Toshio Kakumoto
Audit & Supervisory Board Member (full-time)
Born April 7, 1964
Attendance: 12/12*4 10/10*4
Apr. 1988 - Joined the Company
Apr. 2017 - General Manager of General Administration Department
Jun. 2020 - Supervisory Officer
General Manager of General Administration Department
Jan. 2023 - Assistant to Officer in Charge of Internal Audits
Mar. 2023 - Audit & Supervisory Board Member (current position)
*4 Since appointed Director on March 30, 2023.



Kazunari Hada
Audit & Supervisory Board Member (full-time)
Born Dec. 4, 1959
Attendance: --*5 --*5
Dec. 1991 - Joined the Company
Apr. 2016 - General Manager of Personnel Department
Jun. 2019 - Supervisory Officer (current position)
General Manager of Personnel Department
Jan. 2024 - Assistant to Officer in Charge of Internal Audits (current position)
Mar. 2024 - Audit & Supervisory Board Member (current position)
*5 Since appointment as Director on March 28, 2024.



Yoshimasa Tetsu*
Outside Audit & Supervisory Board Member
Born Dec. 23, 1948
Attendance: 15/15 14/14
Nov. 1976 - Joined Daiichi Audit Corporation (currently Ernst & Young ShinNihon LLC)
Aug. 1981 - Registered as a Certified Public Accountant
May 1987 - Joined Century Audit Corporation (currently Ernst & Young ShinNihon LLC)
Aug. 1997 - Representative partner of Century Audit Corporation (currently Ernst & Young ShinNihon LLC)
Jun. 2011 - Resigned from ShinNihon LLC (currently Ernst & Young ShinNihon LLC)
Jun. 2018 - Outside Audit & Supervisory Board Member of the Company (current position)
Important concurrent jobs
Certified Public Accountant
Outside Audit & Supervisory Board Member of Daiwa Motor Transportation Co., Ltd.



Nobuyuki Otani
Director
Born May 30, 1971
Attendance: --*1
Company shares held: 0
Apr. 1995 - Joined the Company
Apr. 2015 - General Manager of Overseas Administration Department of Overseas Business Division
Apr. 2018 - General Manager of Management and Administration Department of Overseas Housing and Real Estate Division
Apr. 2021 - General Manager of Corporate Planning Department
Jan. 2022 - General Manager of Corporate Planning Department and Productivity Enhancement Department of Corporate Planning Department
Mar. 2022 - Executive Officer
General Manager of Corporate Planning Department and Productivity Enhancement Department (current position)
Jan. 2024 - Managing Executive Officer (current position)
Mar. 2024 - Director (current position)
*1 Since appointment as Director on March 28, 2024.



Izumi Yamashita*
Outside Director
Born Feb. 1, 1948
Attendance: 15/15
Company shares held: 0
Jul. 1971 - Joined the Bank of Japan
Apr. 1998 - Director-General of Financial Markets Department, Bank of Japan
Mar. 2002 - General Manager of Financial Marketing Division, Accenture Japan Ltd
Apr. 2003 - Executive Director of Japan Post
Apr. 2005 - Deputy Governor of Japan Post
Oct. 2007 - President, CEO, Representative Executive Officer of Japan Post Insurance Co., Ltd.
Jun. 2012 - Chairman, Representative Executive Officer of Japan Post Insurance Co., Ltd.
Jun. 2013 - Resigned from Chairman, Representative Executive Officer of Japan Post Insurance Co., Ltd.
Jun. 2016 - Outside Director of the Company (current position)
Important concurrent jobs
Outside Director of AEON Bank, Ltd.



Mitsue Kurihara*
Outside Director
Born Feb. 1, 1964
Attendance: 15/15
Company shares held: 0
Apr. 1987 - Joined the Japan Development Bank (currently Development Bank of Japan Inc.)
Jun. 2008 - Visiting Fellow at the Freeman Spogli Institute for International Studies of Stanford University
Jun. 2010 - Deputy General Manager of Treasury Department, Development Bank of Japan Inc (DBJ)
May 2011 - General Manager of Healthcare & Hospitality Industry Office, Corporate Finance Department Division 4, DBJ
Apr. 2013 - General Manager of Corporate Finance Department Division 6, DBJ
Feb. 2015 - Audit & Supervisory Board Member of DBJ
Jun. 2020 - Chairman, Representative Director of Value Management Institute, Inc. (current position)
Mar. 2021 - Outside Director of the Company (current position)
Important concurrent jobs
Chairman of the Board of Value Management Institute, Inc.
Outside Director of Chubu Electric Power Co., Inc.
Outside Director of Japan Finance Corporation



Yuko Toyoda*
Outside Director
Born Aug. 21, 1970
Attendance: 12/12*2
Company shares held: 0
Oct. 2000 - Registered as Attorney at Law admitted in Japan
Nishimura & Partners (currently Nishimura & Asahi)
Jun. 2002 - Civil Affairs Bureau, The Ministry of Justice
Apr. 2006 - Nishimura Tokiwa Law Office (currently Nishimura & Asahi)
Apr. 2011 - Deputy General Manager of Group Legal Department, Nomura Holdings, Inc.
Dec. 2014 - General Manager of Control Room, Compliance Department, Barclays Securities Japan Limited
Sep. 2015 - Special Counsel of City-Yuwa Partners
Jan. 2023 - Partner of City-Yuwa Partners (current position)
Mar. 2023 - Outside Director of the Company (current position)
Important concurrent jobs
Attorney at Law
*2 Since appointed Director on March 30, 2023.



Toshio Iwamoto*
Outside Director
Born January 5, 1953
Attendance: --*3
Company shares held: 0
Apr. 1976 - Joined Nippon Telegraph and Telephone Public Corporation
Jun. 2004 - Director, Head of Payment Solution Sector of NTT DATA Corporation (Currently NTT DATA Group Corporation)
Jun. 2007 - Director, Executive Vice President; Head of Financial Business Sector of NTT DATA Corporation
Jun. 2008 - Director, Executive Vice President; In charge of Financial Business of NTT DATA Corporation
Jun. 2009 - Representative Director, Senior Executive Vice President of NTT DATA Corporation
Jun. 2012 - Representative Director, President and Chief Executive Officer of NTT DATA Corporation
Jun. 2018 - Advisor of NTT DATA Corporation (current position)
Mar. 2024 - Outside Director of the Company (current position)
Important concurrent jobs
Advisor of NTT DATA Group Corporation
Outside Director of Daiwa Securities Group Inc.
Outside Director of East Japan Railway Company
Outside Director of Isetan Mitsukoshi Holdings Ltd.
*3 Since appointment as Outside Director on March 28, 2024.



Makoto Matsuo*
Outside Audit & Supervisory Board Member
Born May 28, 1949
Attendance: 15/15 14/14
Apr. 1975 - Registered as Attorney at Law admitted in Japan
Mar. 1979 - Registered as Attorney at Law admitted in the State of New York, U.S.A.
Sep. 1980 - Partner of Ozaki & Momo-o
Apr. 1989 - Established Momo-o, Matsuo & Namba
Partner of Momo-o, Matsuo & Namba (current position)
Jun. 2018 - Outside Audit & Supervisory Board Member of the Company (current position)
Important concurrent jobs
Attorney
External Director of Capcom Co., Ltd. (Audit and Supervisory Committee Member)
Outside Audit & Supervisory Board Member of Taisho Pharmaceutical Holdings Co., Ltd.
Director of Rapidus Corporation



Takashi Kawachi*
Outside Audit & Supervisory Board Member
Born Sept. 24, 1957
Attendance: --*6 --*6
Apr. 1982 - Joined Ministry of Home Affairs (currently Ministry of Internal Affairs and Communications)
Apr. 1992 - Manager of Finance Division, General Affairs Department, Tokushima Prefecture
Dec. 2000 - Deputy Mayor of Kyoto City
Apr. 2004 - Director of the Local Public Enterprise Management Office, Local Public Enterprise Division, Ministry of Internal Affairs and Communications
Apr. 2005 - Director of the Mobile Satellite Communications Division, Radio Department, Telecommunications Bureau, Ministry of Internal Affairs and Communications
Jul. 2006 - Counsellor, Cabinet Secretariat of Cabinet Secretariat (Assistant Chief Cabinet Secretary)
Aug. 2010 - Counsellor, Cabinet Secretariat of Cabinet Affairs Office, Cabinet Secretariat
Sep. 2012 - Director-General, Cabinet Affairs Office of Cabinet Affairs Office, Cabinet Secretariat
Sep. 2015 - Director General, Cabinet Office
Jul. 2017 - Vice-Minister, Cabinet Office
Jan. 2019 - Retirement from Cabinet Office
Mar. 2021 - President of Japan Railway Construction, Transport and Technology Agency
Jun. 2023 - President of Japan Foundation for Regional Art-Activities (current position)
Mar. 2024 - Outside Audit & Supervisory Board Member of the Company (current position)
Important concurrent jobs
President of Japan Foundation for Regional Art-Activities
Outside Audit & Supervisory Board Member of The Yomiuri Shimburn
*6 Since appointment as Director on March 28, 2024.

* is an independent officer. "Attendance" is the number of Board of Directors meetings (above) and Audit & Supervisory Board meetings (below) attended in the fiscal year ended December 31, 2023.

Audit & Supervisory Board Members

Introducing the Board of Directors and Audit & Supervisory Board Members

Skills Matrix

	Title	Corporate management	Resources/ Environment	Construction/ Real estate development	Global	Finance/ Accounting	Human resources development/ D&I	Legal affairs/ Risk management	IT/DX	Industrial policy
Directors	Akira Ichikawa Representative Director, Chairman of the Board	●			●	●	●	●	●	●
	Toshiro Mitsuyoshi Representative Director, President and Executive Officer	●	●	●	●					
	Tatsumi Kawata Representative Director, Executive Vice President	●	●		●	●	●	●	●	
	Atsushi Kawamura Director, Senior Managing Executive Officer	●	●	●	●					
	Ikuro Takahashi Director, Managing Executive Officer	●		●						
	Nobuyuki Otani Director, Managing Executive Officer				●	●				
	Izumi Yamashita Outside Director	●			●	●			●	●
	Mitsue Kurihara Outside Director	●	●		●	●				●
	Yuko Toyoda Outside Director				●			●		
Toshio Iwamoto Outside Director	●			●				●		
Audit & Supervisory Board Members	Toshio Kakumoto Audit & Supervisory Board Member				●			●		
	Kazunari Hada Audit & Supervisory Board Member			●			●			
	Yoshimasa Tetsu Outside Audit & Supervisory Board Member					●				
	Makoto Matsuo Outside Audit & Supervisory Board Member				●			●		
	Takashi Kawachi Outside Audit & Supervisory Board Member			●			●			●



Reason for selection in skills matrix

Corporate management	To achieve further growth of existing businesses, which cover a wide variety of aspects of people's lifestyles, such as forestry management, timber and building materials distribution and manufacturing, housing construction, etc. and to fulfill our Long-term Vision amidst a global movement toward decarbonization, the Company needs board members who have experience in corporate management.
Resources/ Environment	In our Long-term Vision, the Company has set out to enhance the value of forests and trees through sustainable forestry management and to pursue the value of forests as a carbon sink through the development of new businesses. To conduct scenario analyses and ongoing financial disclosure based on recommendations made by TCFD (Task Force on Climate-related Financial Disclosure) and to steadily implement initiatives to achieve our SBT-based greenhouse gas emissions reduction targets, the Company needs board members who have expertise and experience in resources and the environment.
Construction/ Real estate development	To expand the Company's medium- and large-scale wooden construction operations as stated in its Long-term Vision and Medium-term Management Plan, and to nurture and reinforce its real estate development operations into a new pillar of profit, the Company needs board members who have expertise and experience in construction and real estate development.
Global	"Advancing globalization" is one of the business policies of the Company's Long-term Vision. To promote the expansion of the business areas and scale of its overseas group operations, the Company needs board members who have global experience.
Finance/ Accounting	To improve capital efficiency, enhance shareholders' equity, and make sustainable growth investments that raise corporate value, the Company needs board members who have expertise and experience in finance and accounting.
Human resources development/ D&I	In the Company's Long-term Vision, it has set out to enhance "Value for people and society." To reinforce its ability to continually retain and nurture human resources who can respond to the diversification of its businesses, to improve engagement with our employees, to promote transformation in work styles, and to implement initiatives related to D&I (diversity and inclusion), the Company needs board members who have expertise and experience in human resource development and D&I.
Legal affairs/ Risk management	To create a corporate governance structure for sustainable growth and mid- and long-term improvement of corporate value, and to build a risk management system for the global growth of the Company's business operations and other, the Company needs board members who have expertise and experience in legal affairs and risk management.
IT/DX	In our Long-term Vision, the Company has set out to enhance "Value for the market economy." To promote digital transformation (DX) throughout the Company and to enhance productivity through the development of an IT infrastructure and others, the Company needs board members who have expertise and experience in IT and DX.
Industrial policy	In our Long-term Vision, the Company has set out to enhance "Value for the market economy." To develop businesses related to carbon credits of forests, which are a carbon sink, the Company must create policy frameworks in relation to society and hence needs board members who have knowledge of industrial policy.

Executive Officers

Position	Name	Department administered
President	Toshiro Mitsuyoshi*	
Executive Vice President	Tatsumi Kawata*	Administering Lifestyle Service Division and in charge of General Administration, Legal, Secretary, External Relations, Corporate Communications, Human Resources Development, D&I, IT Solutions, and Internal Audit
Senior Managing Executive Officer	Atsushi Kawamura*	Administering Timber and Building Materials Division, in charge of Tsukuba Research Institute, Divisional Manager of Global Construction and Real Estate Division
Managing Executive Officer	Ikuro Takahashi*	Divisional Manager of Housing Division
	Nobuyuki Otani*	Administering Environment and Resources Division and in charge of Finance and Sustainability, General Manager of Corporate Planning Department and Productivity Enhancement Department of Corporate Planning Department
	Takahisa Higaki	Executive Vice President of Cohnn Kensetsu Inc. and in charge of Osaka Headquarters (BCM)
	Koji Tanaka	Divisional Manager of Lifestyle Service Division
	Atsushi Iwasaki	Deputy Divisional Manager of Global Construction and Real Estate Division (In charge of North American Business), Sumitomo Forestry America, Inc. (President and General Manager of Housing Department)
Executive Officer	Yoichi Hosoya	Divisional Manager of Timber and Building Materials Division
	Kazutaka Horita	Divisional Manager of Environment and Resources Division
	Masanobu Nishikawa	Environment and Resources Division (Jakarta Office), President of Sumitomo Forestry (Singapore) Ltd., President and Representative Director of NeXT FOREST Corporation
	Junko Saishu	General Manager of Legal Department
	Yutaka Kamiya	President and Representative Director of Sumitomo Forestry Landscaping Co., Ltd.
	Takumi Shimahara	General Manager of Kansai Branch of Housing Division and in charge of Osaka Headquarters (BCM)
	Tomio Tozaki	General Manager of IT Solutions Department
	Yuuko Iizuka	General Manager of Sustainability Department
	Kenji Inui	Deputy Divisional Manager of Housing Division (overseeing Customer Relations, Innovation Strategy and Construction Materials Development), and General Manager of Administration and Planning Department, Housing Division
	Kazuo Maniwa	General Manager of Personnel Department
Kiyoshi Sakurai	President and Representative Director of Sumitomo Forestry Home Service Co., Ltd.	

* Doubles as Director and Executive Officer