

Directors, Audit & Supervisory Committee Members, and Executive Officers

Directors (Excluding Directors Serving as Audit & Supervisory Committee Members)

 Representative Director Chairman Toshifumi Watanabe Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 37,447 (7,747) Current position Jul. 2024 External Audit & Supervisory Board Member of Fukoku Mutual Life Insurance Company Jun. 2023 Representative Director Chairman	 Representative Director President Hitoshi Kanno Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 29,144 (7,444) Current position Jun. 2023 Representative Director President and Chief Executive Officer of the Company	 Representative Director Yoshikazu Shimada Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 22,802 (5,482) Current position Jun. 2024 Representative Director and Executive Vice President of the Company	 Director Osamu Hagiwara Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 17,499 (5,899) Current position Jun. 2022 Director and Executive Vice President of the Company
 Director Hiroshi Sasatsu Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 15,682 (5,482) Current position Apr. 2023 Director and Executive Vice President of the Company	 Director Isshuu Kurata Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 14,943 (5,343) Current position Jun. 2023 Director and Executive Vice President of the Company	 Director Ryoji Sekine Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 12,287 (4,787) Current position Jun. 2024 Director and Executive Vice President of the Company	 Director Hideaki Kato Attendance at Board of Directors meetings 10/10* Number of shares of the Company held 8,071 (4,371) Current position Jun. 2024 Director and Executive Managing Officer of the Company
 Director Outside Independent Tomonori Ito Attendance at Board of Directors meetings 11/13 Number of shares of the Company held 2,100 Current position Jun. 2016 Outside Director of the Company Sep. 2021 Professor at Institute for Business and Finance, Waseda Business School (Graduate School of Business and Finance) Apr. 2022 Lecturer at International Academic Research Institute, Kyoto University of Advanced Science Jun. 2022 Outside Director of Mitsui Sumitomo Insurance Company, Limited Jun. 2023 External Director of Sumitomo Mitsui Trust Group, Inc.	 Director Outside Independent John Buchanan Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 0 Current position Aug. 2006 Research Associate of Centre for Business Research, University of Cambridge Jun. 2016 Outside Director of the Company	 Director Outside Independent Takashi Yokomizo Attendance at Board of Directors meetings 13/13 Number of shares of the Company held 0 Current position Apr. 2008 Partner Lawyer at Sunrise Law Office Jun. 2023 Outside Director of the Company	

Directors Serving as Audit & Supervisory Committee Members

 Director (Audit & Supervisory Committee Member) Hideo Kimura Attendance at Board of Directors meetings 10/10* Attendance at Audit & Supervisory Committee meetings 10/10* Number of shares of the Company held 10,100 Current position Jun. 2024 Director (Audit & Supervisory Committee Member) of the Company	 Director (Audit & Supervisory Committee Member) Outside Independent Hiroshi Fujioka Attendance at Board of Directors meetings 13/13 Attendance at Audit & Supervisory Committee meetings 12/12 Number of shares of the Company held 0 Current position Jun. 2022 Outside Director (Audit & Supervisory Committee Member) of the Company Jun. 2024 Outside Director (Audit and Supervisory Committee Member) of Nishi-Nippon Financial Holdings, Inc.	 Director (Audit & Supervisory Committee Member) Outside Independent Kimiko Oga Attendance at Board of Directors meetings 13/13 Attendance at Audit & Supervisory Committee meetings 12/12 Number of shares of the Company held 0 Current position Jun. 2019 Outside Director of SKY Perfect JSAT Holdings Inc. Mar. 2020 Outside Director (Audit & Supervisory Committee Member) of BroadBand Tower, Inc. Jun. 2022 Outside Director (Audit & Supervisory Committee Member) of the Company	 Director (Audit & Supervisory Committee Member) Outside Independent Shizuo Abe Attendance at Board of Directors meetings 10/10* Attendance at Audit & Supervisory Committee meetings 10/10* Number of shares of the Company held 0 Current position Jun. 2024 Outside Director (Audit & Supervisory Committee Member) of the Company
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Note: The number of the Company's shares held by Directors includes the number of shares to be delivered to them after their retirement under the stock compensation plan, and the number of such shares is shown in parentheses.

*Refers to the attendance at Board of Directors and Audit & Supervisory Committee meetings held after taking up position on June 26, 2024.

*For details of reasons for nomination, please refer to the Notice of the 73rd Ordinary General Meeting of Shareholders.

<https://www.jpowers.co.jp/english/ir/pdf/shareholders73a2.pdf>

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Skill Matrix

The roles and obligations of the Board of Directors indicated in Article 18 of the Basic Policy on Corporate Governance are as follows:

- i) Setting the broad direction of management plans, etc.
- ii) Establishing an environment that supports risk-taking by the management
- iii) Carrying out effective supervision of the management from an independent and objective standpoint

Skill sets are selected based on these roles and obligations as the skills required to achieve the five material issues.

Directors (Excluding Directors Serving as Audit & Supervisory Committee Members)

	Name	General management and sustainability	Financial strategy and accounting	Legal affairs, risk management, and governance	Business development and sales	Engineering and innovation	Global perspective	Nomination and Compensation Committee	Remark
Chairman	Toshifumi Watanabe	○	○	○				Member	
President and Director	Hitoshi Kanno	○	○		○			Member	
Directors	Yoshikazu Shimada	○			○	○			Head of Renewable Energy Division
	Osamu Hagiwara	○			○	○			Head of Nuclear Energy Division
	Hiroshi Sasatsu	○				○	○		
	Isshuu Kurata	○	○		○				Head of Energy Business Division
	Ryoji Sekine	○	○				○		Head of Global Power Business Division
	Hideaki Kato		○		○	○			
	Tomonori Ito Outside Independent	○	○				○	Member	
	John Buchanan Outside Independent		○	○			○		
	Takashi Yokomizo Outside Independent	○		○				Chairperson	

Directors Serving as Audit & Supervisory Committee Members

	Name	General management and sustainability	Financial strategy and accounting	Legal affairs, risk management, and governance	Business development and sales	Engineering and innovation	Global perspective	Nomination and Compensation Committee	Remark
Audit & Supervisory Committee Members	Hideo Kimura	○	○		○				
	Hiroshi Fujioka Outside Independent	○	○	○				Member	
	Kimiko Oga Outside Independent	○			○	○			
	Shizuo Abe Outside Independent	○			○	○			

Definition of Skill Items

Skill items	Definition
General management and sustainability	Experience and knowledge as a corporate manager capable of presenting the Group's major direction such as management strategy, contributing to solving social issues such as climate change through energy supply, achieving sustainability through the improvement of sustainable corporate value including enhancement of human capital, and supervision of such efforts
Financial strategy and accounting	Specialized experience and knowledge in finance and accounting for the management and supervision of the formation of a sound financial base and the promotion of growth strategies from a financial perspective
Legal affairs, risk management and governance	Specialized experience and knowledge in corporate legal affairs, risk management, governance, etc., to conduct fair corporate activities, sound business operations, and the supervision thereof
Business development and sales	Experience and knowledge in business development and sales for the consistent execution of business from development to operation maintenance to sales, the creation of profits through diverse development schemes including collaboration with other companies and new sales and solution-based business model transitions and the supervision thereof
Engineering and innovation	Technical experience and knowledge in maintenance and quality management to achieve the challenge of stable energy supply and climate change response, as well as in improvement of technical capabilities for the transition to carbon neutrality, research and development of next-generation technologies, utilization of innovation, and DX initiatives and the supervision thereof
Global perspective	Experience and knowledge in global companies and overseas operations to expand and strengthen overseas operations and in supervising them with a view to contributing to sustainable development

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Executive Officer System (As of June 26, 2025)

Position	Name		
President and Chief Executive Officer	Hitoshi Kanno	ESG Oversight	
Executive Vice President	Yoshikazu Shimada	General operations and technological management Head of Renewable Energy Division (delegation of administrative works) Labor & Plant Safety Management Dept., Procurement Dept., Civil & Architectural Engineering Dept.	
	Osamu Hagiwara	General operations Head of Nuclear Energy Division (delegation of administrative works)	
	Hiroshi Sasatsu	General operations Thermal Energy & Value Creation Dept., Research & Development Dept. Special assignment related to international business, hydrogen and CCS business development	
	Isshuu Kurata	General operations Head of Energy Business Division (delegation of administrative works) Vice Head of Nuclear Energy Division (delegation of administrative works) Accounting & Finance Dept., General Affairs Dept.	
	Ryoji Sekine	General operations Head of Global Power Business Division (delegation of administrative works) Special assignment related to hydrogen and CCS business development	
Executive Managing Officer	Hideaki Kato Jun Harada Kazuo Kato Kenjiro Hokamura	Takashi Fujita Tetsuaki Mori Atsushi Sudo	Shoichi Echigo Koji Shirato Shigeru Morimoto
Executive Officer Status	Toshiya Sato Akira Takano	Kenji Morita Toshiya Kawai	Yukihiro Ikeguchi

Position	Name		
Executive Officer	Sumie Nakayama Takeshi Misumi Akira Yabumoto Tatsuya Ishii Toshio Tochigi Kenji Matsumoto	Yasushi Akahoshi Takenori Iwasaki Fumihiko Saito Toshihiro Ikeda Hiroaki Matsumoto Takahiko Nakazawa	Shingo Koizumi Masuhide Inoue Masuo Shibayama Shigeyuki Ishikura Soichiro Shimoda
Specially Appointed Audit and Supervisory Committee Member	Tatsuhiko Tanaka		