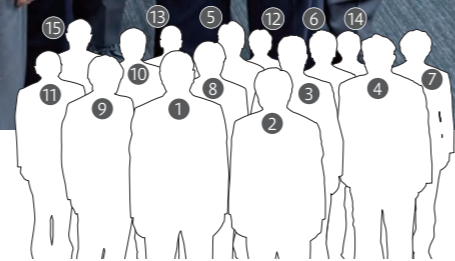


Executives

As of April 2026

▶ Directors and auditors



▶ Executives (Biography)

Directors



1 Yoshiki Ueda

Chairman of the Board

Apr 1976 Joined Mitsubishi Corporation
Apr 2008 Mitsubishi Corporation Director, Senior Vice President
Jun 2010 Mitsubishi Corporation Technos President and CEO
Jun 2016 THK Co., Ltd. Outside Director Audit and Supervisory Committee Member (present) Sintokogio, Ltd. External Director
Jun 2017 Sintokogio, Ltd. Chairman (present)



2 Atsushi Nagai

President

Apr 1984 Joined Sintokogio, Ltd.
Jun 1996 Director
Jun 2000 Managing Director
Jun 2002 Senior Managing Director
Jun 2004 Vice President
Jun 2006 President (present)



3 Kenichi Nakamichi

Director
Senior Managing Executive Officer

Apr 1989 Joined Sintobrador, Ltd.
Apr 2012 Blast Division General Manager
Jul 2014 Executive Officer Blast Division General Manager
Jul 2015 Managing Executive Officer Blast Division General Manager
Jun 2020 Director International Operations General Manager
Apr 2022 Director Managing Executive Officer CASTEC COMPANY President
Apr 2024 Director Managing Executive Officer CASTEC COMPANY President Accounting & Finance Control
Apr 2026 Director Senior Managing Executive Officer CASTEC COMPANY President Accounting & Finance Control (present)



4 Hiroyuki Takeda

Director
Senior Managing Executive Officer

Sep 1992 Joined Sintobrador, Ltd.
Mar 2016 (China) Qingdao Sinto Machinery Co., Ltd. General Manager
Apr 2020 Executive Officer
Mar 2021 (China) Qingdao Sinto Machinery Co., Ltd. Chairman Chief Representative for China
Apr 2023 Executive Officer Sales Division General Manager
Jun 2023 Director Managing Executive Officer Sales Division General Manager
Apr 2024 Director Managing Executive Officer SURFACETEC COMPANY President Chief Representative for China
Apr 2026 Director Senior Managing Executive Officer SURFACETEC COMPANY President Sales Control Chief Representative for China (present)



5 Hiromitsu Uchiyama

Director
Managing Executive Officer

Apr 1983 Joined Toyota Motor Corp.
Jan 2011 Toyota Motor Corp. Engineering Dept. Battery/FC Production General Manager
May 2020 Sintokogio, Ltd. Advisor
Jul 2020 Managing Executive Officer Development Division General Manager
Jun 2021 Director Managing Executive Officer Development Division General Manager
Apr 2024 Director Managing Executive Officer Business Promotion Division General Manager Human Resources Control (present)



6 Mikio Nakane

Director
Managing Executive Officer

Apr 1985 Joined Sintokogio, Ltd.
Jul 2015 Environment Division General Manager
Jul 2016 Executive Officer Environment Division General Manager
Apr 2018 Managing Executive Officer ECOTEC COMPANY President
Jun 2022 Director Managing Executive Officer ECOTEC COMPANY President
Apr 2024 Director Managing Executive Officer Production Division General Manager Environment Supervision System Control
Apr 2026 Director Managing Executive Officer Manufacturing Platform Division General Manager Environment Supervision System Control (present)



7 Takashi Suzuki

Director
Managing Executive Officer

Apr 1988 Joined Sintokogio, Ltd.
Apr 2019 ECOTEC COMPANY Deputy President
Jul 2022 ECOTEC COMPANY Deputy President Environment Division General Manager
Apr 2023 Executive Officer ECOTEC COMPANY President Environment Division General Manager
Apr 2024 Managing Executive Officer ECOTEC COMPANY President Environment Division General Manager
Jun 2025 Director Managing Executive Officer ECOTEC COMPANY President Environment Division General Manager
Apr 2026 Director Managing Executive Officer ECOTEC COMPANY President Technical Collaboration Control (present)



8 Yasuhito Yamauchi

External Director

Apr 1968 Joined Toyota Motor Corp.
Jun 1995 Toyota Motor Corp. Director
Jun 2001 Toyota Motor Corp. Executive Managing Director
Jun 2005 Aisin Seiki Co., Ltd. (Current: Aisin Corp.) President
Jun 2015 Sintokogio, Ltd. External Director (present)



9 Yukako Uchinaga

External Director

Jun 1971 Joined IBM Japan Ltd
Apr 1995 IBM Japan Ltd Director
Apr 2004 IBM Japan Ltd Director Senior Managing Executive Officer in charge of Development and Manufacturing
Apr 2007 Specified Non-profit Corporation Japan Women's Innovative Network (J-Win) Chairperson
Apr 2008 Benesse Corp. Director and Vice Chairman Berlitz Corporation Chairman/President/CEO
Sep 2013 GRI, Inc. President (present)
Jun 2021 Sintokogio, Ltd. External Director (present)
Jun 2022 NTT, Inc. External Director (present)
Apr 2024 Specified Non-profit Corporation Japan Women's Innovative Network (J-Win) Founder and Honorary Chairperson (present)



10 Hiroshi Kurihara

External Director

Apr 1978 Joined Fuji Xerox Co., Ltd. (Current: FUJIFILM Business Innovation Corp.)
Oct 2004 Fuji Xerox Co., Ltd. Executive Officer Production Service Division General Manager
Jun 2009 Fuji Xerox Co., Ltd. Director Managing Executive Officer Domestic Sales Division General Manager
Jun 2013 Fuji Xerox Co., Ltd. Director Senior Managing Executive Officer
Jun 2015 Fuji Xerox Co., Ltd. Representative Director President
Jun 2018 Fuji Xerox Co., Ltd. Special Advisor
Jun 2020 Japan Telework Association Chairman
Jan 2021 GiG Works Inc. Outside Director (present)
Apr 2021 HUMAN LIFE Co., Ltd. Outside Director (present)
Mar 2023 Cyber Security Cloud, Inc. Outside Director (present)
Jun 2023 ASTI CORPORATION Outside Director Auditor (present)
Jun 2024 Sintokogio, Ltd. External Director (present)
Jun 2025 Japan Telework Association Advisor (present)

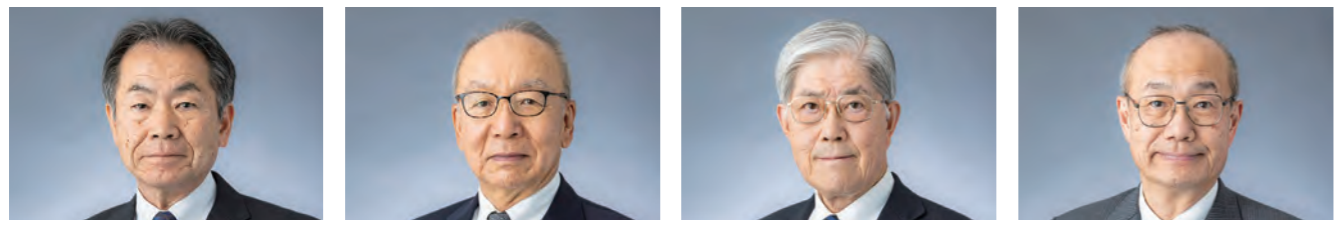


11 Masato Tsuru

External Director

Apr 1970 Joined Sumitomo Bank
Mar 1973 Joined Nihon Oil Seal Industry Co., Ltd. (Current: NOK CORPORATION)
Jun 1985 Nihon Oil Seal Industry Co., Ltd. Representative Director and President
May 2006 Japan Auto Parts Industries Association Chairman
Apr 2018 NOK CORPORATION Representative Director and Chairman
Jun 2024 NOK CORPORATION Advisor (present)
Jun 2025 Sintokogio, Ltd. External Director (present)

Auditor



<p>12 Tsuyoshi Goto Full-time Auditor</p> <p>Apr 1980 Joined Sintokogio, Ltd. Jul 2015 Executive Officer Production Center Manager Jun 2016 Director Production Center Manager Apr 2019 Director in charge of Production Division Jun 2019 Auditor (present)</p>	<p>13 Takami Onodera External Auditor</p> <p>Apr 1980 Joined The Mitsubishi Bank, Ltd. Jun 2006 The Mitsubishi Bank, Ltd. Executive Officer Financial Planning Department General Manager May 2010 The Mitsubishi Bank, Ltd. Executive Committee Senior Executive Officer Jun 2013 Mitsubishi UFJ Securities Holdings Co.,Ltd. Vice President Jun 2018 Mitsubishi UFJ NICOS Co., Ltd. Chairman of the Board and Representative Director Jun 2023 Mitsubishi UFJ NICOS Co., Ltd. Special Advisor (present) The Takigami Steel Construction Co., Ltd. Outside Director (Audit and Supervisory Committee Member) (present) Sintokogio, Ltd. External Auditor (present)</p>	<p>14 Ken Ito External Auditor</p> <p>Apr 1971 Joined Fuji Xerox Co., Ltd. (Current: FUJIFILM Business Innovation Corp.) Mar 1999 Fuji Xerox Co., Ltd. Corporate Officer Head of Software Development Division Sep 2002 Fuji Xerox Information System Co., Ltd. Representative Director President Apr 2007 Fuji Xerox Palo Alto Research Center Representative Director Chairman & CEO Apr 2012 Japan Advanced Institute of Science and Technology Visiting Professor of Industry-Academia- Government Collaboration (present) Jun 2023 Aspen Institute Japan Director Advisor (present) Jun 2024 Sintokogio, Ltd. External Auditor (present)</p>	<p>15 Ichiro Kanomata External Auditor</p> <p>Apr 1977 Joined Hitachi, Ltd. Dec 2002 Hitachi, Ltd. Enterprise Server Division Information and Communications Dep. Accounting Director Jan 2006 Hitachi Kokusai Electric Inc. Head of Finance Division Apr 2011 Hitachi Management Partner, Corp. Director Head of Finance Shared Services Division Apr 2014 Hitachi Medico, Ltd. Full-time Auditor Apr 2016 Hitachi Industry & Control Solutions, Ltd. Full-time Audit & Supervisory Board Member Apr 2019 Systems and Services Business Unit of Hitachi, Ltd. Part-time Audit Committee Member Hitachi-Omron Terminal Solutions Corp. Part-time Auditor Jun 2024 Sintokogio, Ltd. External Auditor (present)</p>
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▶ Managing Executive Officers/Executive Officers



<p>1 Managing Executive Officer Ramesh Babu Krishnan</p> <p>5 Executive Officer Akihiro Yoshimoto</p> <p>9 Executive Officer Seiichiro Hoga</p> <p>15 Executive Officer Yoshitoki Yabuta</p>	<p>2 Managing Executive Officer Kenichi Furuya</p> <p>6 Executive Officer Hideaki Morita</p> <p>10 Executive Officer Michael Halsband</p> <p>16 Executive Officer Andreas Klein</p>	<p>3 Executive Officer Yoji Ikedo</p> <p>7 Executive Officer Yoshinori Kawaguchi</p> <p>11 Executive Officer Hiroataka Matsui</p> <p>17 Executive Officer Julius Cesar do Nascimento</p>	<p>4 Executive Officer Takeshi Hirayama</p> <p>8 Executive Officer Asuka Ieda</p> <p>12 Executive Officer Hiroshi Arima</p> <p>18 Executive Officer Takashi Koyama</p>	<p>13 Executive Officer Atsushi Suzuki</p> <p>19 Executive Officer Daisuke Sakata</p>	<p>14 Executive Officer Junji Tanaka</p> <p>20 Executive Officer Kazuhiro Oda</p>
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Composition and Operation of Directors

Sinto has established a system in which the Board of Directors plays a central role in making appropriate management decisions and effectively supervising business execution. In the composition of the Board of Directors, we emphasize independence, expertise, and diversity, and strive to establish sound and disciplined corporate governance through a highly transparent executive compensation system and effective management.

▶ External directors/external auditors

To promote fair and transparent administration, we have five external directors and three external auditors. There is no special interest between the company and its external directors/external auditors. They are independent directors with no conflict of interest with general shareholders, and their appointment is reported to the Tokyo Stock Exchange.

	Name	Reason for Selection	Attendance at Board of Directors	Attendance at Board of Auditors
External Directors	Yoshiki Ueda	With a wealth of experience as a corporate executive and insight in management, including experience in trading company management, he was selected to fulfill the position of external director to supervise our management appropriately and strengthen the supervisory function of the Board of Directors.	16/16 times	—
	Yasuhiro Yamauchi	With a wealth of experience in manufacturing and broad perspective in corporate management as a corporate executive of an automotive company, he was selected to fulfill the position of external director.	16/16 times	—
	Yukako Uchinaga	With a wealth of experience in corporate management and broad perspective and deep insight in IT and diversity, she was selected to fulfill the position of external director.	16/16 times	—
	Hiroshi Kurihara	With experience in the management and operation of an international organization, he was selected to fulfill the position of external director.	16/16 times	—
	Masato Tsuru	With a wealth of experience in corporate management, he was selected to fulfill the position of external director.	11/11 times	—
External Auditors	Takami Onodera	With deep insight in financial operations and a wealth of experience at financial institutions, he was selected to audit the business execution of directors from an objective perspective.	16/16 times	15/16 times
	Ken Ito	With a wealth of experience and deep insight in information systems, he was selected to audit the business execution of the directors from an objective perspective.	16/16 times	16/16 times
	Ichiro Kanomata	In addition to deep insight in finance and accounting from his experience at an electronics manufacturer, with a wealth of experience as an auditor, he was selected to audit the business execution of the directors from an objective perspective.	16/16 times	16/16 times

► Skills and diversity of our directors

To ensure appropriate decision-making and management supervision, the Board of Directors ensures diversity as per management plans and strategies, and appoints directors with a wealth of experience, high level of insight, and high degree of expertise. Internal directors are appointed with expertise in sales, development/engineering/production, and administration, to ensure balance in knowledge, experience, and ability. The five independent external directors have experience as representative directors of listed companies and have a track record in corporate management. They provide advice and recommendations based on their diverse backgrounds in sales, technology, manufacturing, information, and sustainability.

■ Skill matrix

	Name	Assoc.	Expertise/experience required for directors								
			Corporate Management	Industry Knowledge	Global Business	Environment/Sustainability	Sales/Marketing	R&D/Technology/Production	Organizational Management, HR/Planning/Finance	DX/IT Security	Governance/Risk Mgt.
Directors	Yoshiki Ueda	External Independent	★	☆ (Trading)	☆		☆		☆		★
	Atsushi Nagai		★	☆	★				☆		★
	Kenichi Nakamichi			☆	☆				☆		☆
	Hiroyuki Takeda			☆	☆			☆			☆
	Hirimitsu Uchiyama			☆				☆	☆		☆
	Mikio Nakane			☆		☆		☆		☆	☆
	Takashi Suzuki			☆		☆		☆			☆
	Yasuhito Yamauchi	External Independent	★	☆ (Automotive)	☆				☆		★
	Yukako Uchinaga	External Independent	★	☆ (IT)	☆			☆	☆	☆	★
	Hiroshi Kurihara	External Independent	★	☆ (Precision tools)	☆			☆		☆	★
Masato Tsuru	External Independent	★	☆ (Automotive, Electronics)	☆			☆			★	
Auditors	Tsuyoshi Goto			☆				★			☆
	Takami Onodera	External Independent		☆ (Banks)	☆				☆		★
	Ken Ito	External Independent		☆ (Systems)	☆				☆		★
	Ichiro Kanomata	External Independent		☆ (Electronics)					☆		★

Notes: • This table does not show all expertise/experience. ★ refers to a high level of expertise and experience that is particularly important for decision-making for the Board of Directors, and ☆ refers to other relevant expertise and experience.
 • For the external directors with experience in the management of listed companies, for their wealth of knowledge and experience, they are marked with ★ for Corporate Management.
 • Experience is based on both past and current positions. • Composition: 14 male directors, 1 female director (6.7% female)

Corporate Management	Three or more years of executive experience at a listed company working to increase corporate value
Industry Knowledge	Three or more years of executive officer or supervisory experience in the relevant industry, with a high degree of insight
Global Business	Three or more years of experience in overseas assignments or business operations with overseas companies, with a high degree of insight
Environment/Sustainability	Three or more years of experience in environmental business or environmental response work, with a high degree of insight
Sales/Marketing	Three or more years of experience in sales in a trading company or sales department, with a high degree of insight
R&D/Technology/Production	Three or more years of experience in R&D, engineering technology, or production, with a high degree of insight
Organizational Management, HR/Planning/Finance	Three or more years of experience in departments such as business divisions, human resources, planning, and accounting and finance, with a high degree of insight
DX/IT Security	Three or more years of experience in an IT company or IT-related department, with a high degree of insight
Governance/Risk Mgt.	Able to make appropriate responses and judgments based on a high level of insight into the relevant industry and expertise

► Compensation for executives

We have five external directors and three external auditors in our Nomination and Compensation Committee to improve transparency regarding directors' compensation; this enables a fair and objective perspective for evaluating each director and the system and criteria for compensation.

Compensation system

Compensation is made up of basic compensation based on position, restricted stock, director bonuses, and mid-to-long-term incentives. We introduced restricted stock to enable sustained improvement of corporate value and to promote corporate management from the shareholders' perspective. In FY2025, a resolution was passed to offer restricted stock to the 19 full-time directors and executive officers. Director bonuses and mid-to-long-term incentives are dependent on our business outcomes that indicate our earnings such as operating income and improved ROE, considering the conventional paid amount and other factors. Under this system, the rate of change increases with each rise in rank.

Determination process

The Nomination and Compensation Committee selects candidates for directors and auditors. It evaluates and discusses the compensation system of directors as well as compensation, bonuses, and so forth for each director. The final decision is made during the Board of Directors meeting. The director bonus is determined based on the amount decided at the Board of Directors and shareholders' meetings, the standard amount as per the position, and evaluation by the committee.

Total amount of remuneration by officer category, total amount of remuneration by remuneration type, and number of eligible officers (FY2025)

Classification	Number of eligible officers	Amount of remuneration, etc. by type (thousand JPY)			Total remuneration (thousand JPY)
		Basic Remuneration	Performance-linked remuneration		
			Bonuses	Share-based remuneration	
Directors	13	126,948	—	26,338	153,286
Auditors	4	45,675	—	—	45,675
Total	17	172,623	—	26,338	198,961

*The above figures include remuneration for the fiscal year of two directors who resigned as of the 128th shareholders' meeting on June 24, 2025.