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Securities code: 2216
March 9, 2022

To Shareholders with Voting Rights:

Kazuyasu Misu
President and CEO
Kanro Inc.
3-20-2 Nishishinjuku, Shinjuku-ku,
Tokyo, Japan

**NOTICE OF
THE 72ND ORDINARY GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

We would like to express our appreciation for your continued support and patronage.

We hereby inform you that the 72nd Ordinary General Meeting of Shareholders of Kanro Inc. (the “Company”) will be held as described below.

In order to prevent the spread of COVID-19, we kindly request our shareholders to refrain from coming to the venue to attend this year’s meeting and exercise voting rights in advance in writing or via the Internet, if at all possible.

Please review the Reference Documents for the General Meeting of Shareholders below and **exercise your voting rights no later than 5:45 p.m. on Monday, March 28, 2022, Japan time**, following the guidance provided below.

- 1. Date and Time:** Tuesday, March 29, 2022 at 10:00 a.m. Japan time
- 2. Place:** Cosmo Room, 13th Floor, The Nakano Sunplaza,
4-1-1 Nakano, Nakano-ku, Tokyo, Japan
(Souvenirs for meeting attendees will be canceled this year.)
- 3. Meeting Agenda:**
Matters to be reported: Business Report and Non-consolidated Financial Statements for the Company’s 72nd Fiscal Year (January 1, 2021 - December 31, 2021)

Proposals to be resolved:

- Proposal 1:** Partial Amendments to the Articles of Incorporation
Proposal 2: Election of Seven (7) Directors

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- Among the documents to be provided with this Notice, the Notes to Non-consolidated Financial Statements are posted on the Company’s website on the Internet pursuant to the provisions of laws and regulations and Article 18 of the Articles of Incorporation, and therefore are not attached to this Notice.

The Non-consolidated Financial Statements audited by Audit & Supervisory Board Members and the Accounting Auditor comprise the Notes to Non-consolidated Financial Statements posted on the Company’s website as well as each document attached to this Notice.

- Any revisions to the Reference Documents for the General Meeting of Shareholders, the Business Report, and the Non-Consolidated Financial Statements will be posted on the Company’s website.

Japanese: <https://www.kanro.co.jp/>

English: <https://www.kanro.co.jp/en/>

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Partial Amendments to the Articles of Incorporation

1. Reasons for the amendments
 - (1) The amended provisions stipulated in the proviso of Article 1 of the supplementary provisions of the “Act Partially Amending the Companies Act” (Act No. 70 of 2019) will be enforced on September 1, 2022. Accordingly, in order to prepare for the introduction of the system for electronic provision of materials for general meetings of shareholders, necessary amendments shall be made to the Articles of Incorporation of the Company.
 - (2) In order to change the convener and chairperson of the General Meeting of Shareholders and the Board of Directors to the Representative Director, necessary changes shall be made to Article 14 and Article 24 of the current Articles of Incorporation.
2. Details of the amendments
Details of the amendments are as follows.

(Amended parts are underlined.)

Current Articles of Incorporation	Proposed Amendments
(Convener and Chairperson) Article 14 A general meeting of shareholders shall be convened and chaired by the <u>Director, President and Executive Officer</u> . 2. If the <u>Director, President and Executive Officer</u> is unable to act, a general meeting of shareholders shall be convened and chaired by another Director in an order predetermined by the Board of Directors.	(Convener and Chairperson) Article 14 A general meeting of shareholders shall be convened and chaired by the <u>Representative Director</u> . <u>In the event that multiple Representative Directors are selected, the meeting shall be convened and chaired by another Representative Director in an order predetermined by the Board of Directors.</u> 2. If the <u>Representative Director</u> is unable to act, a general meeting of shareholders shall be convened and chaired by another Director in an order predetermined by the Board of Directors.
<u>(Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders)</u> <u>Article 18 The Company may, when convening a general meeting of shareholders, deem that it has provided its shareholders with information pertaining to matters to be described or indicated in the reference documents for the general meeting of shareholders, business report, non-consolidated financial statements, and consolidated financial statements, by disclosing such information through the internet in accordance with the provisions provided in the Ordinance of the Ministry of Justice.</u>	(Deleted)

Current Articles of Incorporation	Proposed Amendments
<p>(Newly established)</p> <p>(Convener and Chairperson of the Board of Directors)</p> <p>Article 24 Meetings of the Board of Directors shall, unless otherwise prescribed by laws and regulations, be convened and chaired by the <u>Director, President and Executive Officer.</u></p> <p>2. If the <u>Director, President and Executive Officer</u> is unable to act, meetings of the Board of Directors shall be convened and chaired by another Director in an order predetermined by the Board of Directors.</p> <p>(Newly established)</p>	<p>(Measures for Electronic Provision, etc.)</p> <p><u>Article 18 The Company shall, when convening a general meeting of shareholders, provide information contained in the reference documents for the general meeting of shareholders, etc. electronically.</u></p> <p><u>2. Among the matters to be provided electronically, the Company may choose not to include all or part of the matters stipulated in the Ordinance of the Ministry of Justice in the paper copy to be sent to shareholders who have requested it by the record date for voting rights.</u></p> <p>(Convener and Chairperson of the Board of Directors)</p> <p>Article 24 Meetings of the Board of Directors shall, unless otherwise prescribed by laws and regulations, be convened and chaired by the <u>Representative Director. In the event that multiple Representative Directors are selected, the meeting shall be convened and chaired by another Representative Director in an order predetermined by the Board of Directors.</u></p> <p>2. If the <u>Representative Director</u> is unable to act, meetings of the Board of Directors shall be convened and chaired by another Director in an order predetermined by the Board of Directors.</p> <p>(Supplementary Provisions)</p> <p><u>1. The deletion of Article 18 (Internet Disclosure and Deemed Provision of Reference Documents for the General Meeting of Shareholders) of the current Articles of Incorporation and the proposed establishment of Article 18 (Measures for Electronic Provision, etc.) following the amendments shall become effective as of the date of enforcement of the amended provisions stipulated in the proviso of Article 1 of the supplementary provisions of the Act Partially Amending the Companies Act (Act No. 70 of 2019) (hereinafter, “the Enactment Date”).</u></p>

Current Articles of Incorporation	Proposed Amendments
	<p data-bbox="847 208 1289 465"><u>2. Notwithstanding the provisions of the preceding paragraph, Article 18 of the current Articles of Incorporation shall remain in force with respect to a general meeting of shareholders to be held on a date within six months of the Enactment Date.</u></p> <p data-bbox="847 465 1294 723"><u>3. These supplementary provisions shall be deleted after the lapse of six months from the Enactment Date or the lapse of three months from the date of the general meeting of shareholders described in the preceding paragraph, whichever is later.</u></p>

Proposal 2: Election of Seven (7) Directors

The terms of office for all six (6) Directors will expire at the conclusion of this Ordinary General Meeting of Shareholders. Accordingly, the Company proposes the reelection of six (6) Directors and the new election of one (1) Director.

The candidates for Director are as follows.

No.	Name (age)	Current positions at the Company	Attendance at the Board of Directors meetings	Term of office as Director (years)
1	Kazuyasu Misu (65) [Reappointment]	President and CEO	100% (15/15)	6
2	Toyoshige Mizuta (62) [Reappointment]	Director Senior Managing Executive Officer	100% (15/15)	5
3	Kazuhiro Abe (53) [Reappointment]	Director Managing Executive Officer	93% (14/15)	3
4	Tetsuya Murata (52) [New appointment]	Executive Officer	—	—
5	Hiromichi Mitsuda (70) [Reappointment] [Outside] [Independent]	Director	100% (15/15)	6
6	Takanobu Yoshida (65) [Reappointment] [Outside] [Independent]	Director	100% (15/15)	6
7	Hiromi Horie (65) [Reappointment] [Outside] [Independent]	Director	100% (11/11)	1


[Outside] Candidate for Outside Director


[Independent] Candidate for independent director: Candidate for independent director as stipulated by Tokyo Stock Exchange, Inc.


- Notes:
1. There is no special interest between each candidate for Director and the Company.
 2. Mr. Hiromichi Mitsuda, Mr. Takanobu Yoshida, and Ms. Hiromi Horie are candidates for Outside Director.
 3. Mr. Hiromichi Mitsuda, Mr. Takanobu Yoshida, and Ms. Hiromi Horie are registered as independent directors with the Tokyo Stock Exchange.
 4. The terms of office of Mr. Hiromichi Mitsuda and Mr. Takanobu Yoshida as Outside Director of the Company will be six years, and the term of office of Ms. Hiromi Horie as Outside Director of the Company will be one year, at the conclusion of this Ordinary General Meeting of Shareholders.
 5. The Company has entered into an agreement with Outside Directors to limit their liability for damages as stipulated in Article 423, Paragraph 1 of the Companies Act, pursuant to the provisions of Article 427, Paragraph 1 of the same act. The limit of liability for damages under the agreement shall be the minimum amount of liability as set forth under Article 425,

Paragraph 1 of the same act. The Company intends to renew the agreement with Mr. Hiromichi Mitsuda, Mr. Takanobu Yoshida, and Ms. Hiromi Horie if their elections are approved and resolved.


6. The Company has entered into a directors and officers liability insurance contract as stipulated in Article 430-3, Paragraph 1 of the Companies Act designating its Directors as insured persons. The contract covers damage that may arise as a result of the insured persons assuming responsibilities for the execution of his/her duties or receiving claims related to the pursuit of such responsibilities, and the insurance premiums are fully borne by the Company. However, there are certain exemptions such as the case where any damage caused by willful misconduct or gross negligence will not be covered. If each candidate assumes office as Director, he or she will become an insured person under the insurance contract, and the Company will renew the insurance contract during their terms of office.


No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
1	 <p>Kazuyasu Misu</p> <p>[Date of birth] February 28, 1957 (Age: 65)</p> <p>[Reappointment]</p> <p>[Term of office as Director] 6 years</p> <p>[Attendance at the Board of Directors meetings] 15/15 (100%)</p>	<p>April 1979 Joined Mitsubishi Corporation</p> <p>February 1992 Seconded to Mitsubishi Corporation (UK) Limited</p> <p>August 1997 Food Materials Dept. of Mitsubishi Corporation</p> <p>April 2004 Unit Manager of Processed Foods C Unit, Foods (Products) Div.</p> <p>April 2006 Deputy General Manager of Living Essentials Group CEO Office</p> <p>April 2008 General Manager of Living Essentials Group CEO Office</p> <p>April 2009 Division COO of Foods (Products) Div. and Unit Manager of Dairy Foods Unit</p> <p>April 2011 Executive Officer and Head of Living Essentials Group for China</p> <p>April 2014 Executive Officer and Division COO of Global Consumer Business Div.</p> <p>March 2016 Retired from Mitsubishi Corporation</p> <p>March 2016 President and CEO of Kanro Inc.</p> <p>January 2019 President, CEO and Chief Compliance Officer (current position)</p>	8,000
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Kazuyasu Misu held key senior positions at Mitsubishi Corporation and has been serving as CEO of the Company since March 2016, and he has a wealth of knowledge on overall business management. The Company proposes to reelect him as Director in order to have him implement the medium-term management plan and drive further growth of the Company.</p>			


No.	Name	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
2	 Toyoshige Mizuta [Date of birth] May 29, 1959 (Age: 62) [Reappointment] [Term of office as Director] 5 years [Attendance at the Board of Directors meetings] 15/15 (100%)	April 1983 April 2005 October 2007 October 2009 April 2013 March 2014 January 2016 March 2017 January 2019 January 2021 January 2022	Joined the Company Branch Manager of Hiroshima Branch General Manager of National Account Dept. Branch Manager of Osaka Branch General Manager of Sales Dept. of Sales Div. Executive Officer, Division COO of Sales Div. and General Manager of Sales Dept. Managing Executive Officer and Division COO of Sales Div. Director, Managing Executive Officer and Division COO of Sales Div. Director, Senior Managing Executive Officer and Division COO of Sales Div. Director, Senior Managing Executive Officer and Sales Div. and Marketing Div. Officer Director, Senior Managing Executive Officer and Division COO of Marketing Div. (current position)	1,000
	<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Toyoshige Mizuta held the positions of General Manager of National Account Dept., Branch Manager of Osaka Branch, General Manager of Sales Dept., and Division COO of Sales Div., and currently serves as Director, Senior Managing Executive Officer and Division COO of Marketing Div. He has in-depth knowledge on overall management and sales and marketing operations. Accordingly, the Company proposes to reelect him as Director.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
3	 <p>Kazuhiro Abe</p> <p>[Date of birth] November 20, 1968 (Age: 53)</p> <p>[Reappointment]</p> <p>[Term of office as Director] 3 years</p> <p>[Attendance at the Board of Directors meetings] 14/15 (93%)</p>	<p>April 1991 Joined Mitsubishi Corporation</p> <p>May 2001 Seconded to Mitsubishi Corporation (UK) Limited</p> <p>May 2006 Energy Business Group Controller Office of Mitsubishi Corporation</p> <p>December 2010 Seconded to Mitsubishi Corporation Financial & Management Services (Japan) Ltd.</p> <p>June 2013 Director of Mitsubishi Corporation (Guangzhou) Ltd.</p> <p>June 2016 Audit & Supervisory Board Members' Office of Mitsubishi Corporation</p> <p>January 2019 Managing Executive Officer, CFO, Division COO of Finance & Accounting Div. of Kanro Inc.</p> <p>March 2019 Director, Managing Executive Officer, CFO, Division COO of Finance & Accounting Div. of Kanro Inc. (current position)</p>	—
	<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Kazuhiro Abe worked at Mitsubishi Corporation and currently serves as Director, Managing Executive Officer, CFO, Division COO of Finance & Accounting Div. at the Company. He has in-depth knowledge on overall management and finance and accounting operations. Accordingly, the Company proposes to reelect him as Director.</p>		

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
4	 <p>Tetsuya Murata</p> <p>[Date of birth] October 11, 1969 (Age: 52)</p> <p>[New appointment]</p> <p>[Term of office as Director] —</p> <p>[Attendance at the Board of Directors meetings] —</p>	<p>April 1992 Joined Mitsubishi Corporation</p> <p>July 2011 Seconded to Life Corporation</p> <p>March 2012 Executive Officer and General Manager of Metropolitan Area Store Support Div.</p> <p>September 2013 Executive Officer and General Manager of Metropolitan Area Store Div.</p> <p>April 2015 Senior Executive Officer, Deputy General Manager of Metropolitan Area Sales Div. and General Manager of Metropolitan Area Store Div.</p> <p>February 2016 Living Essential Resources Div. of Mitsubishi Corporation</p> <p>April 2016 General Manager of Strategy & Planning Office of Fresh Food</p> <p>April 2018 General Manager of Food Distribution Dept. of Living Essential Distribution Div.</p> <p>March 2019 Outside Director of Kanro Inc.</p> <p>April 2019 General Manager of Food Distribution Dept. of Healthcare & Food Distribution Div., Mitsubishi Corporation</p> <p>April 2020 General Manager of Food Distribution Dept. and General Manager of Food Distribution DX Office of Logistics & Food Distribution Div., Mitsubishi Corporation</p> <p>April 2021 General Manager of Food Distribution Dept., General Manager of Paper & Packaging Dept., and General Manager of Food Distribution DX Office of Logistics & Food Distribution Div., Mitsubishi Corporation</p> <p>July 2021 Executive Officer in charge of Global Business and Future Business of Kanro Inc. (resigned as Outside Director of Kanro Inc. as of June 30, 2021)</p> <p>January 2022 Executive Officer, Division COO of Global Business Div., Division COO of Future Design Business Div., and Division COO of Corporate Planning Div. of Kanro Inc. (current position)</p>	—
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Tetsuya Murata has a wide range of insights through his wealth of business experience at Mitsubishi Corporation, and he has utilized this insight gained during his tenure at Mitsubishi Corporation when serving as Director of the Company. Currently, as Executive Officer, Division COO of Global Business Division, Division COO of Future Design Business Division, and Division COO of Corporate Planning Division, he is working to support the foundation of the Company and expand its business domains. The Company believes that his wide range of insights and execution abilities will be beneficial for the management of the Company. Accordingly, the Company proposes to elect him as Director.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
5	 <p>Hiromichi Mitsuda</p> <p>[Date of birth] March 31, 1951 (Age: 70)</p> <p>[Reappointment] [Outside] [Independent]</p> <p>[Term of office as Director] 6 years</p> <p>[Attendance at the Board of Directors meetings] 15/15 (100%)</p>	<p>April 1974 Joined Asahi Breweries, Ltd.</p> <p>April 1989 General Manager of Development Div. of Food Research Laboratory</p> <p>July 1996 Head of Drink Research Laboratory of Asahi Soft Drinks Co., Ltd.</p> <p>April 2000 General Manager of Akashi Brewery</p> <p>September 2001 Corporate Officer and Head of Research Laboratory</p> <p>March 2006 Director and General Manager of Research & Development Headquarters</p> <p>March 2009 Senior Managing Director and Senior General Manager of Research & Development Headquarters</p> <p>March 2012 Advisor</p> <p>March 2013 Retired from Asahi Soft Drinks Co., Ltd.</p> <p>April 2013 Founded Mitsuda Professional Engineer Office (current position)</p> <p>March 2016 Outside Director of Kanro Inc. (current position)</p> <p>June 2021 Outside Director of Sato Foods Industries Co., Ltd. (current position)</p> <p>[Significant concurrent positions] <ul style="list-style-type: none"> • Mitsuda Professional Engineer Office • Outside Director of Sato Foods Industries Co., Ltd. </p>	—
<p>[Reason for nomination as candidate for Outside Director and outline, etc. of expected role] Mr. Hiromichi Mitsuda has a wide range of insights through extensive experience in the research and manufacturing fields of the food industry. In the expectation that he will provide useful suggestions at meetings of the Board of Directors and appropriately oversee business execution from an objective and professional standpoint, the Company proposes to reelect him as Outside Director.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
6	 <p>Takanobu Yoshida</p> <p>[Date of birth] February 18, 1957 (Age: 65)</p> <p>[Reappointment] [Outside] [Independent]</p> <p>[Term of office as Director] 6 years</p> <p>[Attendance at the Board of Directors meetings] 15/15 (100%)</p>	<p>April 1979 Joined The Procter & Gamble Company of Japan Limited Served as District Manager of Tokyo, RBDM, and other positions</p> <p>July 1998 Sales Director, TAG Heuer Japan K.K., Group of LVMH</p> <p>January 2001 Vice President, Sales, Johnson & Johnson K.K.</p> <p>January 2007 Vice President, Sales, Hill's-Colgate (Japan) Co., Ltd.</p> <p>October 2012 Vice President, Sales, Danone Japan Co., Ltd.</p> <p>June 2015 Representative Director, Yoshida C&M K.K. (current position)</p> <p>March 2016 Outside Director of Kanro Inc. (current position)</p> <p>[Significant concurrent position] • Representative Director, Yoshida C&M K.K.</p>	—
<p>[Reason for nomination as candidate for Outside Director and outline, etc. of expected role] Mr. Takanobu Yoshida held the positions of Vice President, Sales at Danone Japan Co., Ltd. and other companies and has a wide range of insights through extensive business experience in the sales and marketing fields. In the expectation that he will provide useful suggestions at meetings of the Board of Directors and appropriately oversee business execution from an objective and practical standpoint, the Company proposes to reelect him as Outside Director.</p>			

No.	Name	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
7	 <p>Hiromi Horie</p> <p>[Date of birth] June 19, 1956 (Age: 65)</p> <p>[Reappointment] [Outside] [Independent]</p> <p>[Term of office as Director] 1 year</p> <p>[Attendance at the Board of Directors meetings] 11/11 (100%)</p>	<p>May 1988 Joined Levi Strauss Japan KK</p> <p>January 1992 Public Relations Senior Manager</p> <p>December 1999 Marketing Senior Manager</p> <p>March 2005 Retired from Levi Strauss Japan KK</p> <p>March 2005 Joined Starbucks Coffee Japan, Ltd. Public Affairs Division Manager</p> <p>December 2006 Marketing Division Manager</p> <p>August 2010 Executive Officer, Marketing Officer and Member of the Executive Management Committee</p> <p>May 2016 Outside Director of Adastria Co., Ltd. (current position)</p> <p>December 2016 Retired from Starbucks Coffee Japan, Ltd.</p> <p>March 2017 Brand Consultant and Representative Director of Haruka Inc. (current position)</p> <p>March 2021 Outside Director of Kanro Inc. (current position)</p> <p>[Significant concurrent positions] <ul style="list-style-type: none"> • Brand Consultant and Representative Director of Haruka Inc. • Outside Director of Adastria Co., Ltd. </p>	—
<p>[Reason for nomination as candidate for Outside Director and outline, etc. of expected role]</p> <p>Ms. Hiromi Horie has a wide range of insights through her wealth of business experience, having held the positions of department head and management executive at Levi Strauss Japan KK and Starbucks Coffee Japan, Ltd. before assuming office as Outside Director of Adastria Co., Ltd., while setting up her own company Haruka Inc. in 2017, at which she serves as Representative Director. In the expectation that she will provide useful suggestions for the Company's management and appropriately oversee business execution from an objective standpoint, the Company proposes to reelect her as Outside Director.</p>			

(Reference) Skill Matrix of Directors and Audit & Supervisory Board Member

The basic concept of the Company with regard to the Board of Directors is to create a Board that consists of appropriate personnel by adding Outside Directors with extensive experience in the fields of marketing, branding, research, and manufacturing, while considering the balance of knowledge, experience and expertise associated with the business.

Furthermore, in addition to the knowledge and experience of each Director, in light of important business strategies, including the expansion of our business domains and ESG management that we have set forth in Kanro Vision 2030, we have added items necessary for the sustainable development of the Company and identified eight areas of skill.

This skill matrix will be reviewed as appropriate based on the external environment and the situation of the Company.

[Management structure if Proposal 2 is approved]

Name	Position and responsibilities	Independence	Areas expected by the Company							
			Corporate Management	Finance & Accounting	Governance	Research/Manufacturing	Marketing	Global	Digital	Sustainability
Kazuyasu Misu	President, CEO and Chief Compliance Officer		○	○	○		○	○	○	○
Toyoshige Mizuta	Director, Senior Managing Executive Officer and Division COO, Marketing Division		○		○		○		○	○
Kazuhiro Abe	Director, Managing Executive Officer, CFO, Division COO of Finance & Accounting Division		○	○	○			○		○
Tetsuya Murata	Director, Executive Officer, Division COO of Global Business Division, Division COO of Future Design Business Division, and Division COO of Corporate Planning Division		○		○		○	○	○	○
Hiromichi Mitsuda	Outside Director	○	○		○	○		○		○
Takanobu Yoshida	Outside Director	○	○		○		○	○	○	○
Hiromi Horie	Outside Director	○	○		○		○	○	○	○
Hideyuki Hada	Full-time Audit & Supervisory Board Member		○	○	○	○	○		○	○
Kazuo Takahashi	Full-time Audit & Supervisory Board Member (Outside)			○	○			○	○	○
Nobuko Hanano	Outside Audit & Supervisory Board Member	○			○					○
Ryoji Matsubara	Outside Audit & Supervisory Board Member		○	○	○					○

* The above matrix does not represent each person's knowledge and experience in its entirety.

[Areas expected by the Company in detail]

Corporate management	Experience in corporate management	Marketing	Knowledge and experience in sales and branding in the manufacturing/sales industry
Finance & Accounting	Knowledge in the field of finance and accounting	Global	Experience in overseas business, overseas transactions, overseas assignments, etc.
Governance	Knowledge and experience in laws, compliance, etc.	Digital	Knowledge and experience in IT strategy and digital strategy
Research/Manufacturing	Knowledge and experience in R&D, manufacturing and quality in the manufacturing industry	Sustainability	Experience and knowledge in initiatives that contribute to sustainability management