

Governance

Director profiles

Expected skills matrix of the Board of Directors ○ indicates contributing areas/roles; ● indicates contributing areas/roles with particularly high expectations

	Directors						Directors (Audit & Supervisory Committee Members)			
	Chairman and CEO	Senior Executive Vice President, COO	Managing Director	Newly appointed Director, Senior Executive Officer	Outside Director	Outside Director	Outside Director	Outside Director	Outside Director	Outside Director
	Toshi K. Funaki	Mikio Funaki	Takuji Yamamoto	Takao Funaki	Hiroshi Kobayashi	Hideyuki Ohkubo	Mariko Sugiyama	Yasuo Himejiwa	Michiko Kanai	Eri Nakajima
	Mr. Funaki has been the CEO since 1997. His extensive experience as a business leader has given him deep insights on international business, industries, and more.	Mr. Funaki has served as Senior Executive Vice President since 2006. He has a wealth of experience gained mainly from overseas operations of IDEC CORPORATION and its group companies.	Mr. Yamamoto became a Director for IDEC CORPORATION after serving as Executive Officer for OMRON Corporation and the CEO of an overseas OMRON subsidiary. He has considerable experience and achievements in the control device industry.	Mr. Funaki worked at IDEC CORPORATION (USA) before heading Australia and Germany. In his concurrent posts as an Senior Executive Officer of IDEC CORPORATION and President of APEM Inc. He is working to strengthen the Group's business in North America, procurement & SCM, and manufacturing.	Mr. Kobayashi previously served as Senior Executive Officer, Division General Manager in charge of Regional Operations (Asia & Oceania) for Honda Motor Co., Ltd. He has extensive experience in Japan and overseas, and insights from the automobile industry.	Mr. Ohkubo previously worked for Mitsubishi Electric Corporation in posts such as Representative Executive Officer, overseeing their factory automation systems business, export management, and production systems. He has in-depth knowledge and broad experience in the FA business.	As an Outside Director for IDEC CORPORATION, Ms. Sugiyama provides oversight and advice on IT/DX strategy, drawing upon her experience in the IT industry, which includes serving as an Executive Director for Salesforce Japan Co., Ltd.	Mr. Himejiwa is a Certified Public Accountant. In 2020 he was appointed by IDEC CORPORATION as an Outside Director who is an Audit and Supervisory Committee Member. He uses his knowledge of financing and accounting to contribute to the strengthening of IDEC's auditing system.	Ms. Kanai is an attorney. She became an Outside Director for IDEC CORPORATION in 2016. She contributes to the strengthening of legal aspects of IDEC's auditing system with her high-level expertise as a lawyer.	Ms. Nakajima was appointed by IDEC CORPORATION as an Outside Director in 2022 to draw upon her past experience as a Ministry of the Environment official and Deputy Governor of Nagano Prefecture. She contributes to the strengthening of IDEC's auditing system with regard to environmental measures.
Corporate management and management strategy	●	●	●		○	●				
Legal affairs and risk management	○	○						○	●	
Personnel affairs and development	○	○	○			○	○			○
Financing and accounting	○	○						●		
R&D and manufacturing	○	○	○	○		●				
Sales and marketing	○	○	○	●	●	○	○			
International business	●	●	●	●	●	○	○	○	○	
Industry knowledge	●	●	●			●		○		
IT strategy	○	○		●			●			
Environmental measures	○	○								●