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Reference

## Sustainability Initiatives

ESPEC CORP.  
November 21, 2025

# About ESPEC's Sustainability

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Guided by our corporate philosophy,  
“THE ESPEC MIND,” ESPEC will help to solve social and  
environmental issues through businesses centered on  
environmental creation technology, with the aim of achieving  
sustainable growth.

# Corporate Philosophy

Our important values that have been passed on since our inception  
“THE ESPEC MIND” (Excerpt)

## The Origin

Aim for better value exchange as a public institution

## Mission

Provide more certain Seikankyo (living environment) via environmental creation technology

## Style

Progressive, Reliable, Open, Fair

## Declaration

What ESPEC promises society

“compliance, ” “ culture, ” “ human rights, ” “ the environment, ”  
“education/enlightenment. ”

# Sustainability Policy and Materiality

Looking toward sustainable growth, we formulated a sustainability policy, and identified materiality (important issues) that must be addressed in order to produce social and economic value.

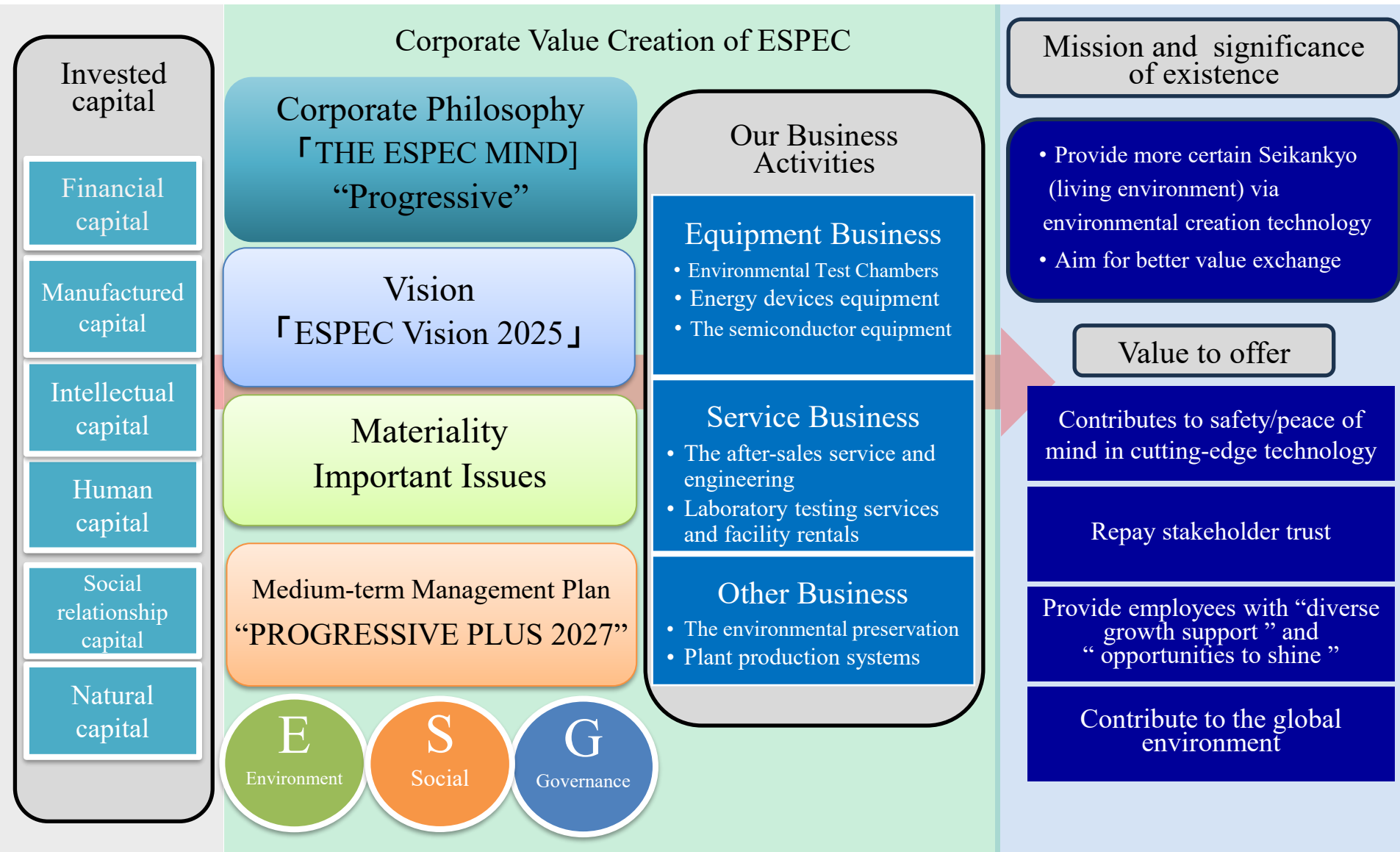
## Sustainability Policy

- By putting our corporate philosophy (THE ESPEC MIND) into practice, we are working to create and improve both social value and economic value.
- By maintaining a good exchange of value with our stakeholders, we are aiming for continuing growth.
- Based on ESPEC Vision 2025, we will contribute to solutions for the global environment and social issues through our business activities, centering on Environmental Creation Technology.
- We will engage in active disclosure of information related to sustainability.

## Materiality

- Solve social challenges through global business
- Provide products and services with responsibility
- Be environmentally friendly
- Securing and cultivating diverse human resources
- Respect for human rights
- Use of digital technologies
- Enhancement of group governance

# Corporate Value Creation Process



# ESPEC's Business

## Equipment Business

Contribute to the development of advanced technologies  
through the supply of products and services leveraging environmental creation technology

- Supply products and services that contribute to the development of advanced technologies to solve social and environmental issues

### ● Environmental Test Chamber

Supply environmental test chambers that artificially replicate environmental factors such as temperature and humidity, thereby ensuring the reliability of products

### ● Energy Device Equipment

Supply evaluation systems for secondary batteries and fuel cells installed in eco cars

### ● Semiconductor Equipment

Supply products such as burn-in chambers and systems for semiconductor inspection and measurement and evaluation systems



Temperature & Humidity Chamber  
"Platinous J series"



Drive-In Chamber for Vehicle Testing



Burn-In chamber  
for semiconductor inspection



Secondary Battery Charge-Discharge  
Evaluation System

# ESPEC's Business

## Service Business

Contribute to the development of advanced technologies through the supply of products and services leveraging environmental creation technology

- Supply products and services that contribute to the development of advanced technologies to solve social and environmental issues

### ● After-sales Service and Engineering

Conduct product maintenance and preventive maintenance so that customers can use systems with peace of mind.

### ● Laboratory Testing Services

Provide laboratory testing services based on technologies and testing expertise developed through environmental tests.



Technical support using IT



Capable of performing various safety tests for secondary batteries compliant with United Nations regulations and other standards  
Battery Safety Testing Center



# ESPEC's Business

## Environmental Conservation Business

### Contribute to biodiversity conservation

Environmental conservation business to restore the natural environment, including reforestation (tree planting) that contributes to biodiversity and CO2 fixation, waterfront biotope restoration to restore natural rivers, and grassland creation using native species.



A forest restored along the approach  
to Rinno-ji Temple in Sendai



Waterfront biotope restoration  
on the Sumida River Terrace in Tokyo

## Plant Production Systems Business

### Contribute to a stable food supply to address global warming and extreme weather

Provide plant factories and research devices that can efficiently produce vegetables by controlling temperature, light, and other factors, as well as systems such as aquaponics that circulate water and nutrients to grow vegetables and fish together.



Plant factory using deep sea water  
Produce and sell vegetables  
high in minerals



Experimental System for Analyzing  
Responses of Dryland Plants to Climate Change  
(Arid Land Research Center, Tottori University)

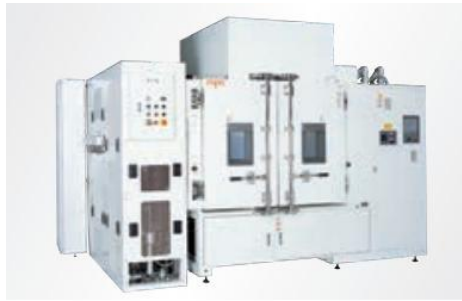


# Products and Services that Contribute to Resolving Environmental and Energy Issues

- Product lineup to evaluate the performance and durability of secondary batteries, fuel cells, solar batteries and power devices



Secondary Battery Charge-Discharge Evaluation System



Fuel Cells Evaluation System



Temperature Cycle Test System for Solar Battery Modules



Power Cycle Test System for Power Device

- xEV Battery Safety Test & Certification Center compliant with United Nations regulations on the safety of automotive secondary batteries

- In October 2014, entered into business alliance with TÜV SÜD Japan Ltd., a third-party certification agency
- In September 2015, opened in Utsunomiya City, Tochigi Prefecture, and in February 2025, opened in Tokoname City, Aichi Prefecture



Tochigi xEV Battery Safety Test & Certification Center

- Laboratory testing services using 100% renewable energies (domestic)

# Environment Targets / Mid-term Plan on the Environment

## Environment Targets for FY2030

Reduce greenhouse gas emissions

by 60% for SCOPE 1+2, 30% for SCOPE 3 (compared with FY2019 levels)

In July 2023, received Science Based Targets (SBT) certification from the international SBT Initiative\*

\*SBT Initiative

An international initiative that encourages firms to set scientifically-grounded targets for reducing greenhouse gas emissions so that the goals of the Paris Agreement may be achieved. Jointly managed by CDP, which is an NGO involved in environmental information disclosure, UNGC (United Nations Global Compact), WRI (World Resources Institute), and WWF (World Wide Fund for Nature).



## The 8th Mid-Term Plan on the Environment (FY2022-FY2025)

Basic Policy: “Contributing through business with customers involved with developing green technologies”  
Strengthening efforts toward combating global warming and conserving biodiversity

### ■ Environment Targets for FY2025

- Reduce greenhouse gas emissions by 55% for SCOPE 1+2 and 10% for SCOPE 3 (compared with FY2019 levels)
- Contribution of 95t (total) of carbon fixation through 50,000 trees planted by ESPEC MIC Corp.
- Biodiversity conservation activities through the “ESPEC’s 50-Year Forest” in Sanda City, Hyogo Prefecture

# Biodiversity Preservation Initiatives (1)

## Kobe R&D Center, a hub for biodiversity preservation activities ESPEC Bambi-no-Sato Certified as a “Natural Symbiosis Site” by the Ministry of the Environment

The site has a forest of approximately 30,000 trees comprising native plant species, planted and grown by employees; rooftop green space using plant species native to the northern Rokko region on the roof of the technology development building; and a biotope made up of two ponds and a stream. In October 2023, Certified as “Natural Symbiosis Site by the Ministry of the Environment. In August 2024, it was registered as an OECM\* in the international database.



Received 2024 Minister of Economy, Trade and Industry Award, at the National Award for Greenery Factory sponsored by METI.



Renewal of the ABINC Certification of the Association for Business Innovation in harmony with Nature and Community (ABINC) in FY2025.

\*OECM (Other Effective Area-based Conservation Measures): Areas outside protected areas that contribute to biodiversity conservation



# Biodiversity Preservation Initiatives (2)

## Biodiversity conservation activities “ESPEC’s 50-Year Forest”

- In November 2022, started the forest creation for “ESPEC’s 50-Year Forest” using the “corporate forests” system under the Ministry of Agriculture, Forestry and Fisheries in Sanda City, Hyogo Prefecture
- Held a total of three tree-planting festivals by April 2024.
- Approximately 400 employees and others participated in planting a total of 12,000 trees over the past two years



The 3rd Tree-Planting Festival  
Seeds were selected based on carbon fixation and biodiversity functions.

## ESPEC Foundation for Earth Environment Research and Technologies

- Provides funding support every year for research, technology development on global environmental conservation
- Grants totaling ¥173.9 million have been provided to a total of 344 groups over the past 27 years since the Foundation was established in 1977



28th award ceremony

# Initiatives to Maximize Human Resources

## Improving the quality of corporate culture and organizational management

- Round-up Training Course, Direct Communication sessions, Company-wide event, 1 on 1 meetings, address people with “san” rather than their job titles
- Engagement surveys, personnel assessments, and 360° Surveys
- A performance evaluation system that fosters ambition and growth

## Individual growth support

- Career training
- Support for language study
- Recurrent education
- Remote learning

### Company

- Diverse growth support
- Providing opportunities to shine

### Enhancing corporate value

Sharing the joy of growth  
Employees and management joining together in vigorous activity

### Employees

- Independent growth
- Work satisfaction

## Management strategy-linked human resources development

- Training of next-generation management
- Global human resources
- DX personnel and digital personnel

## Diversity and inclusion Ensuring employee health and safety

- Promoting the utilization of women and senior citizen employees
- Health promotion, mental healthcare
- Increasing the rate of disability hires
- Implementation of human rights and harassment education

# Contributions to Society

## ESPEC Smile Club: a donation system featuring employee participation

- Donated to an organization that conducts CSR activities related to children and medical care through the matching gift system in which the Company matches donations made by employees.
- In April 2025, We donated a total of 907,700 yen to Save the Children Japan's "Gaza Strip, Palestinian Authority - Emergency Assistance" and "2024 Noto Peninsula Earthquake Emergency Child Support".



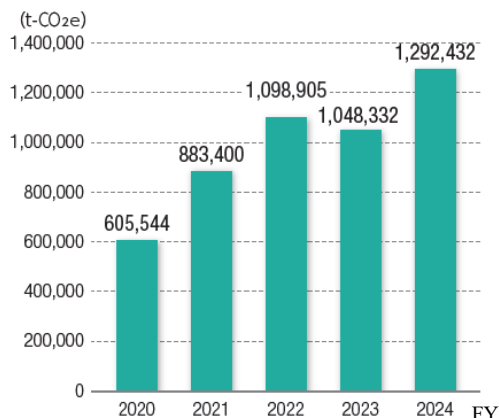
## Vegetables harvested at a plantation staffed by workers with disabilities were donated to children's cafeterias

- Periodically donated vegetables harvested at ESPEC Smile Farm\*, a plantation staffed by workers with disabilities, to local children's cafeterias
- \* Opened in November 2021 in a rental farm operated by a company that supports employment of people with disabilities. 4 individuals were hired to work at ESPEC Smile Farm, specifically 3 staff members with disabilities and 1 farm foreman.



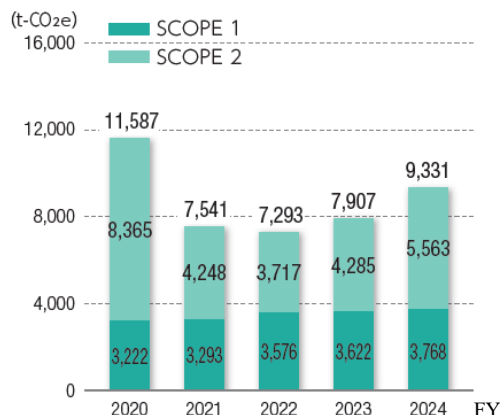
# Non-Financial Data (1)

Greenhouse gas emissions  
Total of SCOPE 1 + 2 + 3 (consolidated)

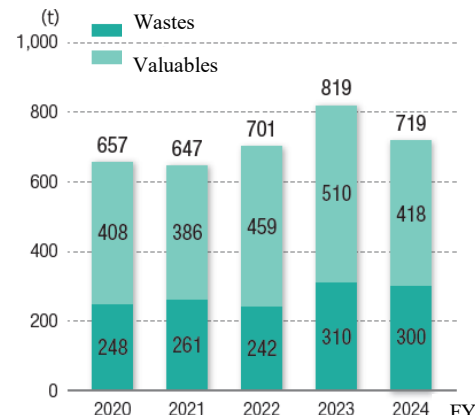


\*Excludes the Cosmopia Hightech Corp., which was made a consolidated company in August 2023.

Greenhouse gas emissions  
Total of SCOPE 1 + 2 (in-house emissions)  
(consolidated)



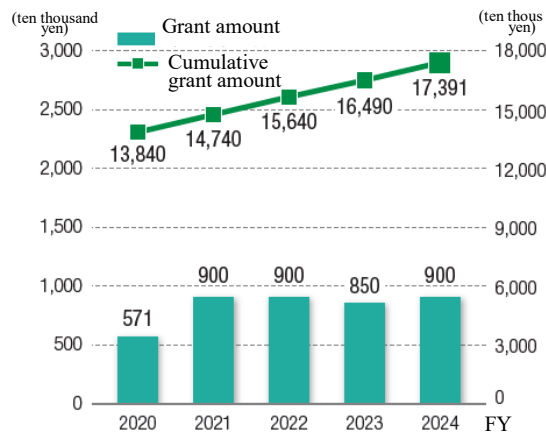
Total amount of Discharge (non-consolidated)



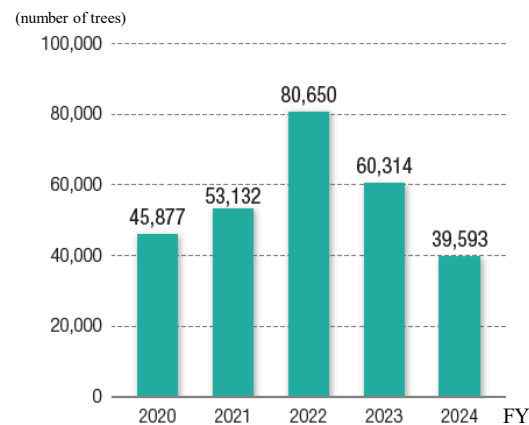
Certification acquisition rate for the  
Certification Test for Environmental  
Specialists (Eco Test) (non-consolidated)



Grants from the ESPEC Foundation for Earth  
Environment Research and Technologies



Number of trees planted through  
environmental preservation business

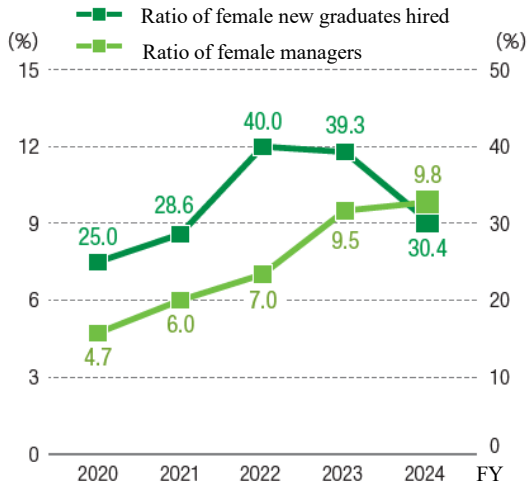


\*Actual results for ESPEC MIC CORP.



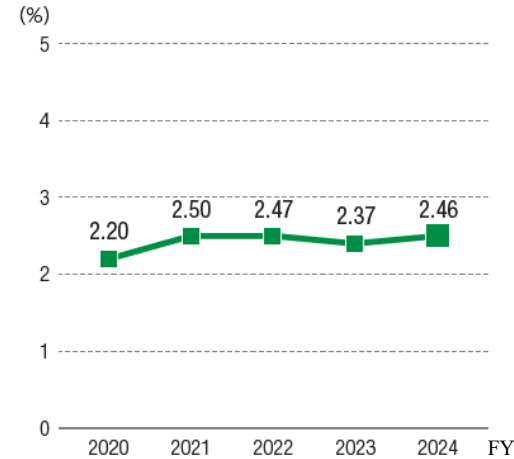
# Non-Financial Data (2)

Ratio of female managers  
Ratio of female new graduates hired  
(non-consolidated)



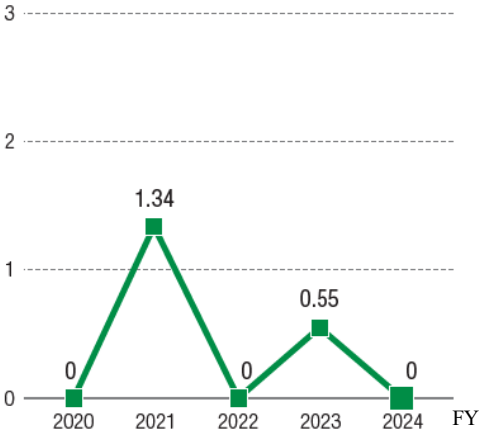
\*As of beginning of each fiscal year

Percentage of employees with disabilities  
(non-consolidated)



\*As of the end of each fiscal year

Frequency rate\* (non-consolidated)



\*Number of accidents with sick leave  
/total number of worked hours × million hours

# Non-Financial Data (3)

		Unit	2021/3	2022/3	2023/3	2024/3	2025/3
Number of Employees*1	(Consolidated total)	Persons	1,526	1,628	1,691	1,775	1,860
Number of Employees*1	Non-consolidated total	Persons	780	770	778	790	663
	Male	Persons	658	643	636	633	175
	Female	Persons	122	127	142	157	838
Average years of service (Non-consolidated)		Years	19.2	19.1	17.2	17.0	15.3
Average age (Non-consolidated)		Years old	43.1	43.0	41.2	41.4	40.3
Turnover rate*2 (Non-consolidated)		%	2.3	1.6	1.4	3.3	2.3
Average overtime hours (Non-consolidated)		Hours	11.0	15.5	22.6	20.1	21.9
Average number of paid holidays taken (Non-consolidated)		%	65.8	69.1	75.1	74.3	77.8
Average wage difference between male and female (Non-consolidated)		%	-	-	70.3	72.5	73.5
Ratio of employees taking childcare leaves (Non-consolidated)	Male	%	12.5	30.8	13.3	52.9	56.0
	Female	%	100	100	100	100	100
Investment in employee education and development (Non-consolidated)		million yen	-	-	101	129	135
Occupational accident (excluding cases without lost workdays) (Non-consolidated)		Cases	0	2	0	1	0
Composition of Board of Directors*3 (Non-consolidated)	Ratio of independent outside*4	%	25	25	40	40	40
	Female ratio*4	%	0	0	20	20	20
Total number of reports to the internal hotlines (Non-consolidated)		Cases	0	0	0	1	0
Number of compliance issues (Non-consolidated)		Cases	2	1	3	2	2

\*1 The number of employees is as of the end of each fiscal year.

\*2 Retirees are excluded.

\*3 The Company has transitioned from a company with an Audit & Supervisory Board to a company with an Audit & Supervisory Committee in June 2022.

\*4 The number of female directors (including executive officers) is as of the end of June of each fiscal year.

# External Recognition

## ■ ESG-Related Evaluations

- Included in the ESG index “FTSE Blossom Japan Sector Relative Index”  
Included in the ESG index “S&P/JPX Carbon Efficient Index”
- Rated “B” score for the fifth consecutive year in the CDP Climate Change Survey, “B-” score for Water Security  
Selected as Supplier Engagement Leader for three consecutive years, the Top Rank in the Supplier Engagement Ratings
- Selected for the second consecutive year as an Asia-Pacific Climate Leader by the Financial Times in the UK and German data provider Statista
- Received a 3.5-star rating in the NIKKEI Sustainable Management Survey, SDGs Edition
- Received a 3-star rating in the NIKKEI Sustainable Management Survey, Smart Work Edition
- The Kobe R&D Center received the Minister of Economy, Trade and Industry’s Award as the National Award for Greenery Factory
- Received the Platinum Kurumin certification from the Minister of Health, Labour and Welfare as a company supporting child-raising.
- Earned the “Three Star Certification” under the “Osaka City Leading Company in Women’s Participation” and also certified as a “Company Promoting Ikumen”

## ■ IR Website Evaluations

- Selected as a Commendation Award of the Internet IR Award of Daiwa IR
- Selected as a “GRADE AAA” company website in the Nikko Investor Relations’ All-Japanese Listed Companies’ Website Ranking
- Awarded a Bronze Prize in the Gomez IR Website Ranking (17<sup>th</sup> in its industry)
- Awarded as an excellent company in the Gomez ESG Website Ranking



FTSE Blossom  
Japan Sector  
Relative Index



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