Securities ID code:6859

Reference

Sustainability Initiatives

ESPEC CORP.
November 20, 2026

About ESPEC's Sustainability

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.

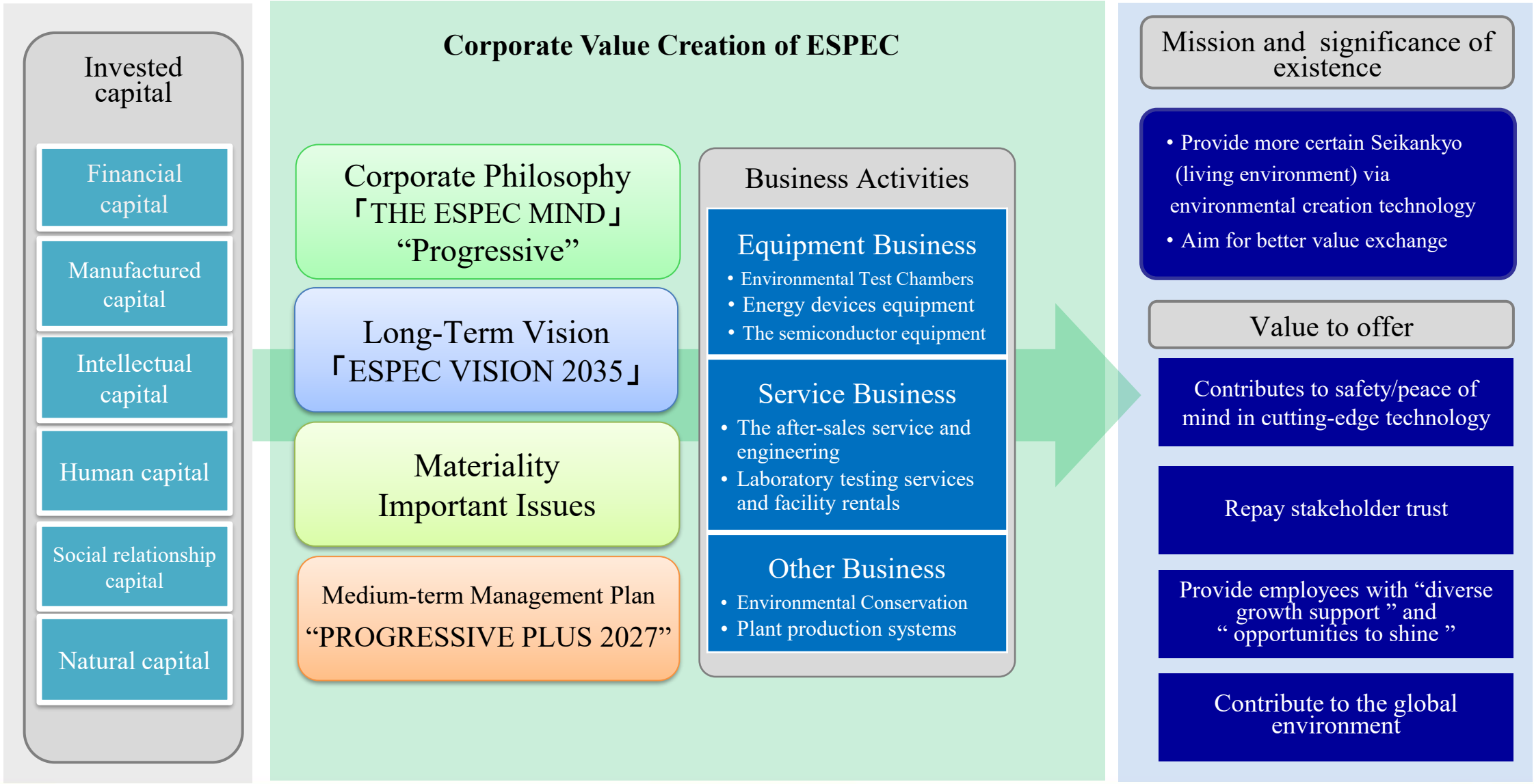
Sustainability Policy

- 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 2035, 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 developing human resources
- Respect for human rights
- 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

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.





Technical support using IT

●Laboratory Testing Services and Facility Rentals

Provide laboratory testing services based on technologies and testing expertise developed through environmental tests. Environmental test chamber rentals and resales are also available.





Laboratory testing services using 100% renewable energies (domestic)

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)

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).

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

8th Mid-Term Plan on the Environment Plus II (FY2026–2027)

Reduce greenhouse gas emissions by 57% for SCOPE 1+2 (compared with FY2019 levels)

<Priority Themes>

- Strengthen measures to address global warming
- Promote resource circulation and strengthen chemical substance management
- Promote biodiversity conservation
- Enhance disclosed information

Biodiversity Preservation Initiatives 1

Kobe R&D Center, a hub for biodiversity preservation activities
Received the Prime Minister's Award for Distinguished Service in the 2026 Greenery Promotion Campaign

- The site features a forest of approximately 30,000 native trees planted and nurtured by employees, rooftop grassland featuring plant species native to the northern Rokko region on the roof and a biotope consisting of two ponds and a stream.
- In October 2023, the site was certified as a "Natural Symbiosis Site" by the Ministry of the Environment, and registered as an OECM in the international database*.
- In April 2026, Kobe R&D Center received the Prime Minister's Award for Distinguished Service in the 2026 Greenery Promotion Campaign.




表彰状

エスペック株式会社神戸R&Dセンター殿

貴殿は多年にわたり緑豊かな
地域社会づくりに励み緑化の
推進に尽くした功績は誠に
顕著であります
よってこれを表彰します

令和八年四月二十四日

内閣総理大臣 高市早苗

Certificate of the Prime Minister's Award for Distinguished Service in the 2026 Greenery Promotion Campaign

*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 ¥182.9 million have been provided to a total of 361 groups over the past 28 years since the Foundation was established in 1977



29th 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
- Promotion of Health and Productivity Management, mental healthcare
- Increasing the rate of disability hires
- Respect for human rights, 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 2026, we donated a total of 1,403,900 yen to Japan Heart*, a specified nonprofit corporation.

* Japan Heart: An international medical NGO founded in Japan that provides free medical services both domestically and abroad.

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 Environmental

(Fiscal Year)		Scope	2021	2022	2023	2024	2025
Greenhouse Gas Emissions(t-CO2e)	SCOPE 1+2＋3	Consolidated*2	883,400	1,098,905	1,048,332	1,292,432	1,282,803
	SCOPE 1*1		3,293	3,576	3,622	3,768	3,404
	SCOPE 2(Market-based) *1		4,248	3,717	4,285	5,563	5,855
	SCOPE 3		875,859	1,091,612	1,040,425	1,283,101	1,273,544
Water withdrawal/Water emissions (1,000㎥)	Water withdrawal	Consolidated*2	77	92	99	129	109
	Water emissions		73	89	99	118	101
Total Amount of Emissions (t)	Total amount of waste and recycled materials	Consolidated*3	1,701	1,207	1,282	1,185	1,159
	Waste disposed		840	542	479	467	389
	Recycled materials		861	664	803	718	769
Amount of Fluorocarbon Recovered (kg)		Non-consolidated	3,208	3,695	3,471	3,115	3,200
Number of products recycled*4	Total Amount	Non-consolidated	431	473	482	489	433
ESPEC Foundation for Global Environment Research and Technology Cumulative grant amount	Total Amount	Non-consolidated	14,741	15,641	16,491	17,391	18,291
Number of trees planted through environmental preservation business		ESPEC MIC CORP.	53,132	80,650	60,314	39,593	45,833

*1 Figures are based on an independent third-party assurance report.
*2 For the fiscal year ended March 2024, COSMOPIA HIGHTECH CORP.,is excluded
*3 ESPEC ENVIRONMENTAL EQUIPMENT (SHANGHAI) CO., LTD., a sales subsidiary, is excluded.
For the fiscal year ended March 31, 2022, SHANGHAI ESPEC ENVIRONMENTAL EQUIPMENT CORP., ESPEC KOREA CORP., and ESPEC ENGINEERING (THAILAND) CO., LTD. are excluded
For the fiscal year ended March 31, 2023, SHANGHAI ESPEC ENVIRONMENTAL EQUIPMENT CORP.,
For the fiscal year ended March 2024, 2025, COSMOPIA HIGHTECH CORP.,is excluded
* 4 We have been certified under the Ministry of the Environment's Wide-Area Certification System, and we collect our used environmental testing equipment for a fee and recycle it.

Non-Financial Data 2 Social

(Fiscal Year)		Scope	2021	2022	2023	2024	2025
Number of employees in Japan and Overseas (Persons) *1	Total	Consolidated	1,628	1,691	1,775	1,860	1,898
	Domestic		901	906	982	1,042	1,053
	Overseas		727	785	793	818	845
Number of employees by gender (Persons) *1	Total	Non-consolidated	770	778	790	838	845
	Male		643	636	633	663	659
	Female		127	142	157	175	186
Average years of service (Years)		Non-consolidated	19.1	17.2	17.0	15.3	14.4
Average age (Years old)		Non-consolidated	43.0	41.2	41.4	40.3	39.7
Turnover rate (%) *2		Non-consolidated	1.6	1.4	3.3	2.3	1.8
Monthly average overtime hours (Hours)		Non-consolidated	15.5	22.6	20.1	21.9	20.7
Annual paid leave utilization rate (%)		Non-consolidated	69.1	75.1	74.3	77.8	83.8
Ratio of female managers rate (%) *3		Non-consolidated	6.0	7.0	9.5	9.8	8.1
Ratio of female new graduate hires (%) *3		Non-consolidated	28.6	40.0	39.3	30.4	25.0
Gender pay gap (%)		Non-consolidated	-	70.3	72.5	73.5	72.6
Ratio of employees with disabilities (%) *1		Non-consolidated	2.50	2.47	2.37	2.46	2.35
Ratio of employees taking childcare leave (%)	Male	Non-consolidated	30.8	13.3	52.9	56.0	46.7
	Female	Non-consolidated	100	100	100	100	100
Investment in employee education and development (million yen)		Non-consolidated	-	101	129	135	125
Number of participants in the Round-up training courses (Persons) *4		Non-consolidated*5	343	856	485	375	496
Work Engagement *6*7		Non-consolidated	-	-	-	B	B
Employee Engagement *6*8		Non-consolidated	-	-	-	C	B
Frequency rate (%) *9 *10		Non-consolidated	1.34	0	0.55	0	0

*1 as of the end of each fiscal year. *2 Excluding mandatory retirement employees. *3 as of April 1 of the following fiscal year. *4 The workshop designed to promote understanding and penetration of our corporate philosophy.
*5 Includes some domestic group companies. *6 Results from the engagement survey. (S: Excellent, A: Good, B: Average, C: Needs Improvement, D: Requires Immediate Improvement)
*7 A proactive and positive mindset toward work. *8 A sense of attachment to the company or organization. *9 Excludes temporary workers. *10 calculated as (number of lost time accidents/ total worked hours) × 1,000,000

Non-Financial Data 3 Governance

(Fiscal Year)			Scope	2021	2022	2023	2024	2025
Board of Directors*1	Composition (%)	Ratio of independent outside	Non-consolidated	25	40	40	40	40
		Female ratio		0	20	20	20	20
	Attendance rates (%)		Non-consolidated	100	100	99.2	100	96.9
Audit & Supervisory Committee*1	Composition (%)	Ratio of independent outside	Non-consolidated	-	67	67	67	67
		Female ratio	Non-consolidated	-	33	33	33	33
	Attendance rates (%)		Non-consolidated	-	100	100	100	100
Nomination and Compensation Committee*2	Composition (%)	Committee chairperson	Non-consolidated	Outside director	Outside director	Outside director	Outside director	Outside director
		Ratio of independent outside	Non-consolidated	60	60	60	60	60
	Attendance rates (%)		Non-consolidated	100	100	100	100	100
Total number of reports to the internal hotlines(Cases)			Non-consolidated	0	0	1	0	0
Number of compliance issues hotlines(Cases)			Non-consolidated	1	3	2	2	0

*1 The Company has transitioned from a company with an Audit & Supervisory Board to a company with an Audit & Supervisory Committee in June 2022.
*2 The Company changed the name of the Personnel Advisory Committee, a voluntary body that deliberates on director appointments and compensation, to the Nomination and Compensation Advisory Committee in March 2021, and changed to the Nomination and Compensation Committee in March 2022.

External Recognition

■ ESG-Related Evaluations

- Included in the ESG index “FTSE JPX Blossom Japan Sector Relative Index”
  Included in the ESG index “S&P/JPX Carbon Efficient Index”
- Rated “B” score in the CDP Climate Change Survey, Water Security receives “B-” score,
  Selected as Supplier Engagement Leader for four consecutive years,
  the Top Rank in the Supplier Engagement Ratings
- 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 FY2026 Prime Minister’s Award for Contributors to the Green Promotion Campaign.
- 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

-Awarded a Silver Prize in the Gomez IR Website Ranking (5th in its industry)
- Company with outstanding Gomez ESG website ranking
- 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

INQUIRIES:

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