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ESPEC CORP.

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Securities code: 6859

<https://www.espec.co.jp/english/>

The corporate governance of ESPEC CORP. (the “Company”) is described below.

I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information

1. Basic Views

The Company firmly believes that a corporation is a public institution, or a social apparatus with roles and functions for fulfilling people’s wishes and living up to the expectations of society. Based on this philosophy, the Company aims to become a highly efficient corporate medium for exchanging value. Accordingly, the Company shall provide all stakeholders with higher value through the mutually beneficial relationships it builds with shareholders, customers, business partners, employees and all other stakeholders it interacts with in the course of conducting its corporate business activities.

By continually enhancing corporate governance with this philosophy as an impetus, the Company shall realize sustainable growth and enhance corporate value over the medium to long term, while fulfilling its social responsibility to stakeholders.

The Company’s basic views, policy for engagement in each principle, and status of implementation of the Corporate Governance Code have been formulated in a separate Basic Policy on Corporate Governance, publically disclosed on the Company’s website.

https://www.espec.co.jp/english/ir/management/pdf/governance_policy.pdf

Reasons for Non-compliance with the Principles of the Corporate Governance Code

The Company has implemented each principle of the Corporate Governance Code after its revision in June 2021 (including principles for the Prime Market) in accordance with the above basic policy.

Disclosure Based on the Principles of the Corporate Governance Code

Please refer to the following articles of the Basic Policy on Corporate Governance for details on matters that ought to be disclosed under the Corporate Governance Code.

[Principle 1.4 Cross-Shareholdings]

Article 5. Cross-Shareholdings

- To improve corporate value over the medium to long term, the Company will only hold shares of business partners judged to maintain and strengthen stable relationships.
 - At a meeting of the Board of Directors held on February 13, 2024, the Company verified the need for individual cross-shareholdings in its possession. As a result of the verification, the Company reduced its holdings of shares in one issue. Moreover, it disclosed in its Annual Securities Report the issues of stocks it decided to continue to possess and the objectives in doing so.
 - The Company shall exercise the voting rights on its cross-shareholdings appropriately in view of the aim behind the holdings and from the standpoint of improving its corporate value and that of its investees over the medium to long term.
- In the event a concern emerges in regard to corporate governance, an opposing vote regarding the appointment of officers will be cast until that concern has been resolved.

[Principle 1.7 Related Party Transactions]

Article 6. Related Party Transactions

[Supplementary Principle 2.4.1 Ensuring Diversity in the Promotion of Core Human Resources, etc.]

Article 9. Promotion of Diversity

(1) Policies on Ensuring Diversity in the Promotion of Core Human Resources, etc.

The Company embraces diversity regardless of gender, age, nationality, or any other characteristic, and appropriately manages frameworks for human resources recruitment, promotion, training, evaluation and so forth, so that the Company's broad spectrum of human resources can demonstrate their individuality and abilities. For information on initiatives to promote the active participation of diverse human resources, please see "Promoting Participation by Diverse Human Resources" on the Company website and "Approach and Initiatives for Sustainability" in the Annual Securities Report and the Sustainability Report.

<https://www.espec.co.jp/english/sustainability/social/employee.html>

<https://www.espec.co.jp/ir/library/security.html>

<https://www.espec.co.jp/sustainability/report.html>

(2) Voluntary and Measurable Goals for Ensuring Diversity and Current Status Thereof

1. Promotion of women to managers

The Company is actively engaged in building an organization where motivated and capable women can enjoy a good working environment and actively participate in the workforce. Since fiscal 2013, the Company has been offering female leader development programs, along with striving to nurture female employees into managers and to expand the scope of their occupations and job duties. As of April 1, 2024, the Company has 2 female officers and the ratio of female managers stood at 9.5%. By fiscal 2025, the Company aims to achieve a ratio of female managers of 10% or more.

2. Promotion of foreign nationals to managers

The Company strives to secure talented human resources, regardless of nationality. For example, in the hiring process, the Company has set a certain target for the recruitment of non-Japanese nationals and actively hires such individuals. Currently, the Company does not yet have a foreign national manager. It will push ahead with human resources development to secure such managers.

3. Promotion of midcareer hires to managers

Midcareer hires account for 30% of the number of the Company's managers, almost the same percentage as the ratio of midcareer hires to all employees. Going forward, the Company will continue to promote midcareer hires to managers, with a view to ensuring even more diversity.

(3) Policies on Human Resource Development and Internal Environment Development to Ensure Diversity

1. Provide motivated and capable human resources with a diverse range of support for growth and opportunities to succeed

Personal growth is highly dependent on individual will and motivation. Indeed, such growth can be described as a personal priority. The Company provides capable employees who are eager to grow with a diverse range of support for growth and opportunities to realize their ambitions.

2. Developing an environment in support of diverse workstyles

The Company believes that it is important for it to develop an environment where employees can fully demonstrate their abilities with peace of mind. The workstyles that people desire are constantly changing with the times. To an appropriate extent, the Company will strive to develop an advanced workplace environment in support of diverse workstyles that meet the demands of the times.

[Principle 2.6 Roles of Corporate Pension Funds as Asset Owners]

To ensure appropriate operation of its defined benefit pension plan, the Company has established operational goals and a policy asset composition from a medium- to long-term standpoint, and entrusts its corporate pension to an investment management institution that accepts Japan's Stewardship Code. From an operational viewpoint, the Company assigns human resources with appropriate skills as heads of the finance and personnel departments and monitors the operational status of the operational institution. Moreover, to ensure transparency in regard to conflicts of interest, the Company notifies employees of the results of fund operations.

[Principle 3.1 Full Disclosure]

Article 1. Basic Stance on Corporate Governance

Article 7. The Company's Corporate Philosophy, Management Policy, and Relationship with Stakeholders

Article 17. Method and Procedures for Nominating a Candidate for Director

Article 20. Compensation of Directors

• The Company shall disclose its reasons behind the nomination of candidates for director in the reference materials to its Notice for Convening a Shareholders Meeting.

<https://www.espec.co.jp/english/ir/event/shareholder.html>

• The policy and procedures by which the Board of Directors determines the compensation of the management executives and directors is disclosed in this report under "Disclosure of Policy and Calculation Method for Determining Compensation Amounts", in the business report included in the convocation notice for the general meeting of shareholders, and the Annual Securities Report.

[Supplementary Principle 3.1.3 Initiatives on Sustainability]

Article 8. Policy on Sustainability

(1) Initiatives on Sustainability

THE ESPEC MIND, which is the Company's corporate philosophy, contains two important beliefs. The first belief is that a corporation is a public institution. The second belief is that the Company should aim to enhance its value exchangeability with all its stakeholders. Guided by this corporate philosophy, the Company has formulated ESPEC Vision 2025, where it clearly defines what kind of company and team it wants to be in the future, and what kinds of businesses it will pursue to create value. By implementing THE ESPEC MIND and ESPEC Vision, the Company seeks to achieve sustainable growth and contribute to society. For information on policies and initiatives related to the Company's sustainability, please see "Approach to Sustainability" on the Company website and "Approach and Initiatives for Sustainability" in the Annual Securities Report, and the Sustainability Report.

<https://www.espec.co.jp/english/sustainability/thinking.html>

<https://www.espec.co.jp/ir/library/security.html>

<https://www.espec.co.jp/sustainability/report.html>

(2) Investments in Human Capital

The Company aims to maximize employees' abilities and energy through efforts to develop and nurture high-quality human resources who are strongly ambitious. For information on initiatives related to investments in human capital, please see "Promoting Participation by Diverse Human Resources" on the Company website and "Approach and Initiatives for Sustainability" in the Annual Securities Report, and the Sustainability Report.

<https://www.espec.co.jp/english/sustainability/social/employee.html>

<https://www.espec.co.jp/ir/library/security.html>

<https://www.espec.co.jp/sustainability/report.html>

(3) Investments in Intellectual Properties

Regarding patents and technology-based designs, the Company strategically submits applications and acquires and exercises rights, along with continuously making a certain level of investment in the development of new technologies and products. In addition, the Company has developed a security framework to protect intellectual properties. Moreover, the Company regularly holds Company-wide technology networking meetings to bring out the creativity and ingenuity of employees. Concurrently, the Company works to raise employee motivation and enhance technical capabilities by, for example, presenting awards through the ESPEC Idea Challenge program, and by providing incentives based on invention and design handling regulations. For details on specific research and development initiatives, please see "Research and Development Activities" in the Annual Securities Report.

<https://www.espec.co.jp/ir/library/security.html>

(4) Effect of climate change-related risks and earnings opportunities on business activities and finance, etc.

In December 2021, the Company announced its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). For information on disclosure based on the TCFD recommendations, please see "Addressing TCFD (Disclosure of Information Based on TCFD)" on the Company's website and "Management Policies, Business Environment and Our Tasks Ahead, etc." in the Annual Securities Report.

<https://www.espec.co.jp/sustainability/env/climate/tcf.html>

<https://www.espec.co.jp/ir/library/security.html>

[Supplementary Principle 4.1.1 Scope of Delegation to Management]

Article 12. Roles of the Board of Directors

[Principle 4.9 Criteria for the Independence of Independent Outside Directors]

Article 17. Method and Procedures for Nominating a Candidate for Director

[Supplementary Principle 4.10.1 Views, authority, and roles, etc. related to the independence of the composition of the Nomination Committee and Remuneration Committee]

Article 19. Nomination and Compensation Committee

The Company has established the "Nomination and Compensation Committee," a voluntary body that deliberates on director appointments and compensation. From a standpoint of ensuring management transparency and objectivity, majority of the members of the Nomination and Compensation Committee are outside directors, and the chairperson and members are decided by the Board of Directors.

For details, please refer to "Article 19. Nomination and Compensation Committee" in the Basic Policy on Corporate Governance and this report under the "II. 1. Organizational Composition and Operation" section's "Supplementary Explanation" column of "Status of Voluntarily Established Committee(s), Attributes of Members Constituting the Committee and the Committee Chair

(Chairperson).”

[Supplementary Principle 4.11.1 Size, Diversity and Overall Balance of the Board of Directors]

Article 14. Composition of the Board of Directors and the Audit & Supervisory Committee

Article 17. Method and Procedures for Nominating a Candidate for Director

[Supplementary Principle 4.11.2 Directors and Audit & Supervisory Board Members Concurrently Holding Positions at Other Listed Companies]

Article 18. Tenure of Outside Directors and Their Concurrent Positions at Other Companies

The Company discloses the status of its directors holding important concurrent positions in other companies in the reference materials, business report and other content attached to its Notice for Convening a Shareholders Meeting.

[Supplementary Principle 4.11.3 Evaluating the Effectiveness of the Board of Directors]

Article 15. Evaluating the Effectiveness of the Board of Directors

To evaluate the effectiveness of the Board of Directors during fiscal 2023, the Board of Directors met in April 2024 to analyze and evaluate their effectiveness as a whole. As an evaluation method, the outside directors as the responsible officers, had all board members fill out a questionnaire-style self-evaluation of the organization, functions,] and conduct of the Board of Directors, as well as the support it had received. Based on the results, follow-up interviews were conducted. As a result, it was judged that the effectiveness of the Board of Directors as a whole has been secured based on the confirmation that the Board had put in place an organization for fulfilling its function of supervising management, and that conditions within the Board contributed to discussions and exchanges of opinions in a free, uninhibited and constructive manner. Meanwhile, the Board of Directors confirmed the need to take steps to “further strengthen management and control of affiliated companies,” as issues that must be addressed going forward. Looking ahead, we will continue to have discussions from various perspectives and endeavor to further improve the Board’s effectiveness.

Results of the evaluation of the effectiveness of the Board of Directors have been posted on the Company’s website.

<https://www.espec.co.jp/english/csr/management/>

[Supplementary Principle 4.14.2 Training for Directors and Audit & Supervisory Board Members]

Article 22. Training for Directors

[Principle 5.1 Policy for Constructive Dialogue with Shareholders]

Article 23. Dialogue with Shareholders

The Company has formulated and disclosed a separate investor relations IR policy outlining its basic stance for realizing a constructive dialogue with shareholders.

<https://www.espec.co.jp/english/ir/policy.html>

[Actions to Achieve Management Conscious of Cost of Capital and Share Price]

ESPEC (“the Company”) has set a target of 10% or more ROE under the medium-term management plan Progressive Plan 2025. The Company is conducting growth investment for sustainable growth to achieve the ROE target. The Company is also striving to enhance corporate value by controlling the increase of total assets and raising the efficiency of invested capital to generate cash to be used for growth investment and shareholder returns.

Main Initiatives

- Implement a growth strategy targeting the EV and IoT fields, strengthen profitability
- Proactively invest in growth (business, facilities, research, human resources) and clarify investment effects
- Generate cash by reducing inventories and finance growth investment and shareholder returns
- Enhance dialogue with shareholders and investors to raise stock market assessments and strengthen management

Please refer to the ESPEC website link below for details of these initiatives.

https://www.espec.co.jp/english/news/2024/0528_04.pdf

2. Capital Structure

Foreign Shareholding Ratio	From 10% to less than 20%
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Status of Major Shareholders (Updated)

Name or Company Name	Number of Shares Owned	Percentage (%)
The Master Trust Bank of Japan, Ltd. (Trust account)	2,868,100	12.99
ESPEC Business Partners' Stockholding Association	2,228,960	10.09
Custody Bank of Japan, Ltd. (Trust account)	1,380,300	6.25
MSIP CLIENT SECURITIES	875,800	3.96
ESPEC Employee Stockholding Association	798,384	3.61
Nippon Life Insurance Company	553,600	2.50
TACHIBANA ELETECH CO., LTD.	419,083	1.89
Yoshiki Sasaki	280,000	1.26
The Dai-ichi Life Insurance Company, Limited	276,000	1.25
SUMITOMO LIFE INSURANCE COMPANY	268,000	1.21

Name of Controlling Shareholder, if applicable (excluding Parent Company)	—
Name of Parent Company, if applicable	None

Supplementary Explanation (Updated)

The Company owns 1,708,705 shares of treasury stock in addition to the shares mentioned above.

3. Corporate Attributes

Listed Stock Exchange and Market Segment	Prime Market
Fiscal Year-End	March
Business Sector	Electrical Appliances
Number of Employees (Consolidated) as of the End of the Previous Fiscal Year	More than 1,000
Net Sales (Consolidated) as of the End of the Previous Fiscal Year	From ¥10 billion to less than ¥100 billion
Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year	From 10 to less than 50

4. Policy on Measures to Protect Minority Shareholders in Conducting Transactions with Controlling Shareholder

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5. Other Special Circumstances which May have Material Impact on Corporate Governance

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II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management

1. Organizational Composition and Operation

Corporate Governance System	Company with Supervisory Committee
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Directors

Number of Directors Stipulated in Articles of Incorporation	12
Directors' Term of Office Stipulated in Articles of Incorporation	1 year
Chairperson of the Board	Chairperson
Number of Directors	10
Election of Outside Directors	Elected
Number of Outside Directors	4
Number of Independent Directors	4

Outside Directors' Relationship with the Company (1)

Name	Attributes	Relationship with the Company*										
		a	b	c	d	e	f	g	h	i	j	k
Akihiko Yanagitani	From another company											
Kazuo Hirata	From another company											
Takahiro Tanaka	From another company											
Yasuko Yoshida	From another company											

*Categories for "Relationship with the Company".

(Use "○" when the director presently falls or has recently fallen under the category; "△" when the director fell under the category in the past; "●" when a close relative of the director presently falls or has recently fallen under the category; and "▲" when a close relative of the director fell under the category in the past.)

- Person who executes business of the Company or a subsidiary
- Person who executes business or a non-executive director of a parent company
- Person who executes business of a fellow subsidiary
- Person/entity for which the Company is a major client or a person who executes business for such person/entity
- Major client of the Company or a person who executes business for such client
- Consultant, accounting expert, or legal expert who receives large amounts of cash or other assets in addition to director/Audit and Supervisory Board Member compensation from the Company
- Major shareholder of the Company (in cases where the shareholder is a corporation, a person who executes business of the corporation)
- Person who executes business for a client of the Company (excluding persons categorized as any of d, e, or f above) (applies to self only)

- i. Person who executes business for another company holding cross-directorships/cross-auditorships with the Company (applies to self only)
- j. Person who executes business for an entity receiving contributions from the Company (applies to self only)
- k. Other

Outside Directors' Relationship with the Company (2)

Name	Member ship of Supervis ory Commit tee	Designa tion as Indepen dent Director	Supplementary Explanation of the Applicable Relationship	Reasons for Appointment
Akihiko Yanagitani		○	Outside Director Akihiko Yanagitani has been designated as an independent director of the Company, having satisfied the Tokyo Stock Exchange's criteria for independence of independent directors.	Outside Director Akihiko Yanagitani has acquired plenty of knowledge and experience from a career that includes the management of Sanyo Special Steel Co., Ltd. and as a specially appointed professor at the University of Hyogo and a guest professor at Osaka University studying collaboration between industry and academia in research and other areas. At the same time, he is deemed as posing no conflict of interest with the general shareholders while possessing a high degree of independence from the executive management of the Company. We therefore adjudge that he is sufficiently capable of carrying out his role as outside director.
Kazuo Hirata		○	Outside Director Kazuo Hirata has been designated as an independent director of the Company, having satisfied the Tokyo Stock Exchange's criteria for independence of independent directors.	Outside Director Kazuo Hirata has acquired plenty of knowledge and experience from a career that includes the management of Nippon Telegraph and Telephone Public Corporation (currently Nippon Telegraph and Telephone Corporation) and New Japan Radio Co., Ltd. (currently Nisshinbo Micro Devices Inc.). Additionally, he is deemed as posing no conflict of interest with the general shareholders while possessing a high degree of independence from the executive management of the Company. We therefore adjudge that he is sufficiently capable of carrying out his role as independent director.
Takahiro Tanaka	○	○	Outside Director Takahiro Tanaka has been designated as an independent director of the Company, having satisfied the Tokyo Stock Exchange's criteria for independence of independent directors.	Outside Director Takahiro Tanaka has ample experience and knowledge as a lawyer. At the same time, he is deemed as posing no conflict of interest with the general shareholders while possessing a high degree of independence from the Company. We therefore adjudge that he is sufficiently capable of carrying out his role as independent director.
Yasuko Yoshida	○	○	Outside Director Yasuko Yoshida has been designated as an independent director of the Company, having	Outside Director Yasuko Yoshida has ample experience and knowledge as a CPA. At the same time, she is deemed as

			satisfied the Tokyo Stock Exchange's criteria for independence of independent directors.	posing no conflict of interest with the general shareholders while possessing a high degree of independence from the Company. We therefore adjudge that she is sufficiently capable of carrying out her role as independent director.
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Supervisory Committee

Composition of Supervisory Committee and Attributes of the Chairperson

	All Committee Members	Full-time Members	Inside Directors	Outside Directors	Committee Chair
Supervisory Committee	3	1	1	2	Inside Director

Appointment of Directors and/or Staff to Support the Supervisory Committee

Appointed

Matters Concerning Independence of Said Directors and/or Employees from Executive Officers

Two employees will be allocated to assist Audit & Supervisory Committee members in their operation and auditing duties. The Audit & Supervisory Committee's Staff are subject to orders from the Audit & Supervisory Committee and Audit & Supervisory Committee members.
Furthermore, to ensure the independence of the Audit & Supervisory Committee's Staff, advance approval will be obtained from the Audit & Supervisory Committee regarding their transfers and personnel evaluations.

Status of Coordination between Supervisory Committee, Accounting Auditor, and Internal Audit Department

The Audit & Supervisory Committee receives audit reports from the internal audit division, along with giving audit instructions as necessary.
Audit & Supervisory Committee members will have opportunities to communicate regularly with the accounting auditor regarding audits and continuously exchange opinions on matters such as the status of audits. Through these efforts, the Audit & Supervisory members will endeavor to improve the effectiveness of audits.

Voluntary Established Committee(s)

Voluntary Establishment of Committee(s) equivalent to Nomination Committee or Remuneration Committee

Established

Status of Voluntarily Established Committee(s), Attributes of Members Constituting the Committee and the Committee Chair (Chairperson)

	Committee's Name	All Members	Full-time Members	Inside Directors	Outside Directors	Outside Experts	Other	Chairperson
Voluntarily Established Committee Equivalent to Nomination Committee	Nomination and Compensation Committee	5	0	2	3	0	0	Outside Director

Voluntarily Established Committee Equivalent to Remuneration Committee	Nomination and Compensation Committee	5	0	2	3	0	0	Outside Director
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Supplementary Explanation

The Company has established the “Nomination and Compensation Committee,” a voluntary body that deliberates on director appointments and compensation.

From a standpoint of ensuring management transparency and objectivity, majority of the members of the Nomination and Compensation Committee are outside directors, and the chairperson and members are decided by the Board of Directors.

The committee currently consists of five members: Representative Director and Chairperson Masaaki Ishida, Representative Director and President Satoshi Arata, Outside Directors Akihiko Yanagitani and Kazuo Hirata, and Audit & Supervisory Committee Member and Outside Director Takahiro Tanaka, with Outside Director Akihiko Yanagitani serving as the chairperson.

The Nomination and Compensation Committee met two times in fiscal 2023, and all committee members were in attendance.

Matters Concerning Independent Directors

Number of Independent Directors	4
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Other Matters Concerning Independent Directors

All outside directors fulfilling the criteria of an independent director has been designated by the Company as an independent director. The following is the Company’s criteria for independence.

Criteria for the Independence of Outside Directors

The Company shall judge outside directors or candidate outside directors to be independent unless any of the following items apply.

- (1) The party is a business executor of the ESPEC Group*1, or was a business executor of the ESPEC Group during the past 10 years.
- (2) The party is an entity for which the ESPEC Group is a major business partner*2, or a business executor of said entity.
- (3) The party is a major business partner of the ESPEC Group*3, or a business executor of said major business partner.
- (4) The party receives 5 million yen or more per year or other financial compensation, excluding remuneration as a director, from the ESPEC Group as a consultant, accountant, or lawyer (or an employee of a corporation, cooperative and other organization receiving such compensation).
- (5) The party is a person or corporate business executor receiving contributions or subsidies in the amount of 5 million yen or more per year from the ESPEC Group during the most recent fiscal year.
- (6) The party is a person who falls under 2 through 5 above during the past 3 years.
- (7) The party is the next of kin*5 of a person who falls under 2 through 6 above (limited to important persons*4)

*1. “A business executor” refers to an executive director, executive officer or equivalent party or employee.

*2. “A major business partner” refers to a business partner providing products or services to the ESPEC Group whose transaction amounts exceeded 2% of yearly consolidated net sales in the most recent business year.

*3. “The party is a major business partner of the ESPEC Group” refers to a business partner refers to a business partner which the ESPEC Group provides products or services to whose transaction amounts exceeded 2% of yearly consolidated net sales in the most recent business year.

*4. “Important persons” refers to officers or employees in upper management with a rank of department head or higher.

*5. “Next of kin” refers to a spouse or relative to the second degree.

Incentives

Implementation Status of Measures related to Incentives Granted to Directors	Performance-linked Compensation
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Supplementary Explanation for Applicable Items

In connection with the transition to a Company with Audit & Supervisory Committee at the 69th Ordinary General Meeting of Shareholders held on June 23, 2022, the Company abolished compensation limits for directors and Audit & Supervisory Board members resolved at the 55th Ordinary General Meeting of Shareholders held on June 24, 2008. Based on this, the Company newly set the amount of monetary compensation for directors (excluding directors who are Audit & Supervisory Committee members) at up to 300 million yen annually, which is the same amount as before, and the amount of monetary compensation for directors who are Audit & Supervisory Committee members at up to 80 million yen annually, which is also the same amount as before.

In connection with the transition to a Company with Audit & Supervisory Committee, the Ordinary General Meeting of Shareholders held on June 23, 2022 resolved once again to determine the compensation amount and details pertaining to the Board Benefit Trust (BBT) (hereinafter, the “System”), which is a performance-linked share-based remuneration system for directors (excluding outside directors and directors who are Audit & Supervisory Committee members; hereinafter “Directors”), separately from the above compensation limits related to monetary compensation.

The substantive details of the System are identical to the details resolved at the 65th Ordinary General Meeting of Shareholders held on June 22, 2018.

The System is a performance-linked, share-based remuneration system under which the Company shares are acquired through a trust using funds contributed by the Company (hereinafter, the trust established under the System shall be referred to as “the Trust”), and the Company’s directors and executive officers who do not concurrently serve as directors (hereinafter, collectively referred to as “Directors, etc.”) are provided with the Company shares and the money equivalent to the market value of the Company shares (hereinafter referred to as the “Company shares, etc.”) through the Trust in accordance with the Regulations for Delivery of Shares to Officers stipulated by the Company.

In principle, Directors, etc. will receive the Company shares, etc. at the time of their retirement. The System will operate for four fiscal years, from the fiscal year ended March 31, 2019 to the fiscal year ended March 31, 2022 (hereinafter, the “initial applicable period”) with subsequent four fiscal year periods referred to as “applicable periods”). The limit of share-based remuneration is set in principle at 412 million yen (including up to 300 million yen for directors) for each applicable period.

Persons Eligible for Stock Options

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Supplementary Explanation for Applicable Items

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Director Remuneration

Status of Disclosure of Individual Directors’ Remuneration

No individual disclosure

Supplementary Explanation for Applicable Items

Compensation for directors (and other officers) for the fiscal year ended March 31, 2024 is as follows.

Officer category	Number of recipients	Monetary compensation (fixed)	Monetary compensation (performance-linked)	Monetary compensation (subtotal)	Share-based remuneration (fixed)	Share-based remuneration (performance-linked)	Share-based remuneration (subtotal)	Total compensation, etc.
Directors (excluding Audit & Supervisory Committee members)	7	141	32	173	15	45	60	234
(Of which, outside directors)	(2)	(13)	(-)	(13)	(-)	(-)	(-)	(13)
Directors (Audit & Supervisory Committee members)	3	33	-	33	-	-	-	33

(Of which, outside directors)	(2)	(13)	(-)	(13)	(-)	(-)	(-)	(13)
Total	10	174	32	206	15	45	60	267
(Of which, outside officers)	(4)	(27)	(-)	(27)	(-)	(-)	(-)	(27)

Note:

1. Amounts listed in millions of yen have been rounded down to the nearest million yen.
2. The above listed amount of share-based remuneration is the provision for share awards for directors (and other officers) recorded in the fiscal year under review.

Policy on Determining Remuneration Amounts and the Calculation Methods Thereof

Established

Disclosure of Policy on Determining Remuneration Amounts and the Calculation Methods Thereof

(1) Policy for determining individual compensation for directors

- As a basic policy, the Company ensures that its decisions regarding the compensation of directors are fair and rational. At the same time, the compensation structure provides directors with suitable incentives for raising their motivation to achieve sustainable growth and improve corporate value over the medium to long term for the Company.
- Compensation of directors (excluding outside directors and directors who are Audit & Supervisory Committee members) shall consist of a fixed amount of basic compensation set based on considerations such as rank and tenure, and a performance-linked compensation set based on the Company's business performance in each fiscal year.
- Outside directors receive only a fixed amount of monetary compensation because of their non-executive status and from the standpoint of ensuring independence.
- The Board of Directors decides the amount of compensation for each director (excluding any director who is an Audit & Supervisory Committee member) following a review by the Nomination and Compensation Committee.
- Directors who are Audit & Supervisory Committee members receive only a fixed amount of monetary compensation because of their non-executive status and from the standpoint of ensuring independence. The Audit & Supervisory Committee decides the amount of compensation for each director who is an Audit & Supervisory Committee member following a review by the Nomination and Compensation Committee.

(2) Policy regarding type and ratios of compensation, etc. for directors

- The types of compensation for directors (excluding outside directors and directors who are Audit & Supervisory Committee members) and the ratios in principle are as follows: monetary compensation (fixed) 60%; monetary compensation (performance linked) 20%; share-based remuneration (fixed) 8%; and share-based compensation (performance-linked) 12%.
- Outside directors and directors who are Audit & Supervisory Committee members receive only a fixed amount of monetary compensation because of their non-executive status and from the standpoint of ensuring independence.

(3) Matters related to financial compensation, etc.

1. Fixed compensation

The fixed compensation component of monetary compensation is determined in accordance with the "Payment Standard for Director Compensation," which is deliberated by the Nomination and Compensation Committee. The payment is made by paying 1/12 of the fixed compensation component as basic monthly salary on a fixed day each month.

2. Performance-linked compensation

The performance-linked component of monetary compensation is determined by the consolidated operating profit margin for each fiscal year, which served as an indicator of the Company's earning capability consistent with its medium-term management plan. The calculation is made by multiplying the basic monthly salary by a payment multiple deliberated by the Nomination and Compensation Committee. The payment is made by paying 1/12 of the performance-linked component on a fixed day each month starting from July of the following fiscal year.

(4) Matters related to share-based remuneration (non-monetary compensation, etc.)

For share-based remuneration (non-monetary compensation, etc.), the Company has introduced the Board Benefit Trust (BBT), a performance-linked share-based remuneration system, in accordance with the resolution of the 65th Ordinary General Meeting of Shareholders, held on June 22, 2018.

The system is intended to realize a healthy incentive for sustainable growth, as required under the corporate governance code.

1. Fixed compensation

The fixed compensation component of share-based remuneration is calculated based on position points determined in accordance with position. The points allotted to each director are exchangeable at the rate of one of Company's common shares per point when payment of the Company's shares, etc. is made.

2. Performance-linked compensation

The performance-linked compensation component of share-based remuneration is calculated by multiplying the basic points determined based on position by a performance-linked coefficient. The performance-linked coefficient is calculated based on a simple average of the achievement rates on consolidated net sales and operating profit targets for each business year (figures announced in the consolidated performance forecast in the Company's consolidated financial results), as indicators of the Company's earning capability consistent with its medium-term management plan.

The time for receiving the share-based remuneration described above in 1. and 2. is upon the retirement of the director, in principle. The total number of allotted points up to that time are converted into a number of shares, which is paid to the director. To secure funds for payment of taxes, 25% of the paid shares are converted into cash at market value at the time of retirement, and paid to the director.

(5) Matters related to the resolution of the general meeting of shareholders regarding compensation, etc. of directors and Audit & Supervisory Committee members

The amounts of monetary compensation for directors of the Company (excluding directors who are Audit & Supervisory Committee members; hereinafter the "Directors") were resolved at the 69th Ordinary General Meeting of Shareholders, held on June 23, 2022, to be up to 300 million yen per year (of which, up to 25 million yen per year is to be allocated for outside directors), and the amount of compensation for directors who are Audit & Supervisory Committee members was resolved to be up to 80 million yen per year. At the conclusion of that Ordinary General Meeting of Shareholders, the number of Directors was seven (including two outside directors) and the number of directors who are Audit & Supervisory Committee members was three (including two outside directors). Furthermore, in addition to the maximum amount of compensation for Directors mentioned above, the 69th Ordinary General Meeting of Shareholders, held on June 23, 2022, resolved the amount and content related to a performance-linked share-based remuneration system for Directors (excluding outside directors and directors who are Audit & Supervisory Committee members), and based on the Regulations for Delivery of Shares to Officers under the system, the Company has contributed 300 million yen (for a period of four fiscal years). At the conclusion of the 69th Ordinary General Meeting of Shareholders, the number of Directors (excluding outside directors and directors who are Audit & Supervisory Committee members) was five.

(6) Matters related to delegations concerning determination of individual compensation, etc. of directors

In the fiscal year under review, the Board of Directors meeting held on May 13, 2022 resolved to delegate the determination of the fixed compensation component of individual monetary compensation of each director to the representative director and chairperson, Masaaki Ishida, in accordance with the determination policy deliberated by the Nomination and Compensation Committee. The reason for delegating this authority is that the representative director and chairperson, who also serves as the chairperson of the Board of Directors, is deemed to be the most suitable person for evaluating the businesses overseen by each director while taking an overall view of the Company's performance.

The compensation of the Company's officers is disclosed in the business report of the convocation notice for the Ordinary General Meeting of Shareholders and the Annual Securities Report.

Convocation notice of the 71th Ordinary General Meeting of Shareholders

<https://www.espec.co.jp/english/news/2024/0523.pdf>

The 71th Ordinary Annual Securities Report

<https://www.espec.co.jp/ir/library/pdf/security2023.pdf>

Support System for Outside Directors

- Outside directors (excluding those who are Audit & Supervisory Committee members) will attend meetings of the Audit & Supervisory Committee as observers for the purpose of sharing information and exchanging opinions.
- The Company strives to efficiently implement meetings of the Board of Directors and the Audit & Supervisory Committee by having the director in charge of Administration explain in advance the important proposals on the agendas of these meetings to outside directors (excluding those who are Audit & Supervisory Committee members). Moreover, the director in charge of Administration and a director who is a standing Audit & Supervisory Committee member explain the same in advance to outside directors who are Audit & Supervisory Committee members.

2. Matters Concerning Functions of Business Execution, Auditing and Supervision, Nomination, and Remuneration Decisions (Overview of Current Corporate Governance System) (Updated)

- For details on the current corporate governance system, please see Reference Materials: Schematic Diagram.
- As of the filing date of this report, the Company's Board of Directors consists of ten members, four of whom are outside directors. The Board of Directors deliberates and decides matters provisioned by laws and regulations and the Company's Articles of Incorporation as well as business strategies, management plans, and other important management issues while supervising the execution of business duties by directors. The tenure of a director is set at one year to clarify responsibility for management.
- As of the filing date of this report, the Company's Audit & Supervisory Committee consists of three members, two of whom are outside directors, and meets once monthly in principle. An audit policy and audit plan were stipulated at the beginning of the fiscal year and corporate auditors abide by these while implementing audits of directors' execution of duties, the internal control system and financial statements.
- In addition to the Board of Directors, the Company has established an Executive Officers' Meeting, comprised of the executive officers responsible for executing each of the Company's business duties, to speed management decision-making and business execution. The Executive Officers' Meeting passes resolutions on matters delegated from the Board of Directors, and discusses and examines ways to implement matters approved by the Board of Directors.
The standing Audit & Supervisory Committee member endeavor to strengthen auditing functions by attending important meetings such as the Executive Officers' Meeting.
- In March 2022, the Company changed the name of the Nomination and Compensation Advisory Committee, a voluntary body that deliberates on director appointments and compensation, to the Nomination and Compensation Committee, and changed the members of the committee. From a standpoint of ensuring management transparency and objectivity, majority of the members of the Nomination and Compensation Committee are outside directors, and the chairperson and members are decided by the Board of Directors.
- Deloitte Touche Tohmatsu LLC is the Company's accounting auditor from December 1980. The engagement partners are Shinichi Ishihara and Yasunori Yamagishi. Twelve certified public accountants and six other individual assisted with the auditing duties in fiscal 2024.
- In November 2020, the Company established an Internal Control System Committee chaired by a director. The Internal Control System Committee discusses the evaluation of the effectiveness of internal control as well as basic policies concerning internal control and important matters concerning corporate governance, along with putting forward and reporting matters to the Board of Directors as necessary.

3. Reasons for Adoption of Current Corporate Governance System

The Company has long been working to strengthen its corporate governance, aiming to achieve sustainable growth and improve its corporate value over the medium to long term. Seeking to enhance deliberations in the Board of Directors meetings and further strengthen the Board of Directors' supervisory functions, the Company has transitioned to a Company with Audit & Supervisory Committee by resolution of the 69th Ordinary General Meeting of Shareholders held on June 23, 2022. Under this structure, directors who are Audit & Supervisory Committee members hold voting rights in the Board of Directors.

III. Implementation of Measures for Shareholders and Other Stakeholders

1. Measures to Vitalize the General Shareholder Meetings and Facilitate Exercise of Voting Rights

	Supplementary Explanation
Early Posting of Notice of the General Shareholders Meeting	To assure convenience for shareholders, the Company strives to send convocation notices to shareholders as early as possible before the statutory deadline. The notice for convening the 71th General Shareholders Meeting held on June 21, 2024 was mailed to shareholders on May 30, seven days before the statutory deadline. The convocation notice was disclosed early at the Tokyo Stock Exchange and on the Company's website before it was mailed on May 23, 2024.
Scheduling of the General Shareholders Meeting During Non-Peak Days	Since the 50th General Shareholders Meeting on June 25, 2003, the Company has scheduled its Shareholders Meeting on days other than Japan's peak days for holding Shareholders Meeting. The Company scheduled the 71th General Shareholders Meeting on June 21, 2024, four business days before Japan's first peak day for Shareholders Meeting.
Electronic Exercise of Voting Rights	The Company adopted the exercise of voting rights by electric means starting with the 63rd Ordinary General Meeting of Shareholders on June 24, 2016.

Participation in a Platform for the Electronic Exercise of Voting Rights and Other Initiatives to Enhance Environment for Institutional Investors to Exercise Voting Rights	The Company adopted ICJ Inc's electronic proxy voting platform starting with the 68th Ordinary General Meeting of Shareholders on June 23, 2021.
Provision of Notice (or Summary of Notice) of the General Shareholders Meeting in English	The Company translated a summary of the convocation notice to the 63rd Ordinary General Meeting of Shareholders on June 24, 2016 in English for disclosure at the Tokyo Stock Exchange and on its website.
Other	Since the 52nd General Shareholders Meeting, the Company has made its convocation notices available on its corporate website to assure convenience for individual investors and other shareholders.

2. Status of IR-related Activities

	Supplementary Explanation	Explanation by a representative director or a representative executive officer
Formulation and Publication of Disclosure Policies	The Company publishes its IR policy on the IR site within its corporate website.	
Regular Investor Briefings held for Individual Investors	The Company conducts briefings for individual investors approximately once a year. As main speaker, ESPEC's president briefly describes the Company, presents its recent business performance, and discusses shareholder initiatives. Every briefing is attended by large numbers of individual investors.	Held
Regular Investor Briefings held for Analysts and Institutional Investors	The Company conducts briefings for analysts and institutional investors after announcing earnings for the first six months of the fiscal year and for the full fiscal year. As main speaker, ESPEC's president briefly describes the Company, presents its recent business performance, and discusses the future outlook, along with providing an update on progress with the medium-term management plan.	Held
Online Disclosure of IR Information	The Company publishes information beneficial to investors on the IR site within its corporate website, including preliminary results, preliminary results presentation materials, and documents concerning the Shareholders Meeting. Moreover, the Company's initiatives have earned strong reviews. Notably, ESPEC's IR website was selected as AAA Website in the All Japanese Listed Companies' Website Ranking 2023 carried out by Nikko Investor Relations Co., Ltd. and a Bronze Status in the Gomez IR Site Ranking 2023 sponsored by BroadBand Security, Inc..	
Establishment of Department and/or Placement of a Manager in Charge of IR	Sustainability Management Department under the Sustainability Management Headquarters is responsible for IR activities.	

3. Status of Measures to Ensure Due Respect for Stakeholders

	Supplementary Explanation
Establishment of Internal Rules Stipulating Respect for the Position of Stakeholders	In December 1999, the Company formulated THE ESPEC MIND to guide all manner of decision-making and activities. This document systematically codifies the Company's values as a business enterprise based on two key themes: having a high relevance to society and universal appeal. Based on the belief that "A corporation is a public institution of society," THE ESPEC MIND aims to further enhance the Company's value exchangeability with all stakeholders. Guided by this basic philosophy, the Company is pushing ahead with business activities that respect the position of various stakeholders.
Implementation of Environmental Conservation Activities and CSR Activities, etc.	Moreover, the Company has established an ESPEC Code of Conduct and Behavior Guidelines, which specifically states the Company's corporate conduct principles and behavior standards applicable to all corporate officers and employees based on the philosophies contained in THE ESPEC MIND. By complying with and proactively practicing these aforementioned philosophies, code, guidelines, principles, and standards, the Company is working to enhance its CSR activities. The Company positions environmental activities as one of its highest corporate management priorities. The Company has formulated a Company-wide Environmental Policy and Environmental Declaration, and is making proactive efforts to protect, conserve and improve the global environment. The Company announces these activities via its Sustainability reports and its website, in order to clearly convey its activities to all stakeholders.
Formulation of Policies, etc. on Provision of Information to Stakeholders	ESPEC aims to deepen understanding of ESPEC among all of its stakeholders and build closer relationships of trust, thereby ensuring that its corporate value is fairly assessed. In its IR Policy and information disclosure rules, ESPEC recognizes that it is an important responsibility of management to disclose information properly and promptly. Accordingly the Company has made a commitment to provide accurate corporate data consistently, in good faith, fairly and in a timely manner, irrespective of whether business performance is favorable or not.

IV. Matters Concerning the Internal Control System

1. Basic Views on Internal Control System and Status of Development

(1) Basic views

The Company's basic philosophy on internal control seeks to retain the trust and confidence of stakeholders and society as a whole by developing the necessary systems and frameworks to ensure decision-making and business execution are undertaken appropriately in compliance with laws and regulations as well as the Company's Articles of Incorporation and internal rules. In addition, the Company develops and maintains internal systems that allow for checks and self-correcting mechanisms to function effectively with respect to the operation of the aforementioned systems and frameworks.

Moreover, the Company seeks to develop appropriate internal control systems according to the size and circumstances of each of its Group companies.

(2) Progress with establishment

- In regard to the compliance system, the Company formulated THE ESPEC MIND as its corporate philosophy in December 1999 and is promoting activities for complying with laws and regulations as well as the Articles of Incorporation and internal rules of ESPEC and its Group companies. In April 2006, ESPEC established an Internal Control Committee with an eye to developing an internal control system for ESPEC and each Group company, as well as internal rules, an internal desk (Audit & Supervisory Committee members and the internal audit division) and external desk (corporate attorney) for internal whistleblowing, in conjunction with the enactment of Japan's Whistleblower Protection Act. Initiatives for strengthening the compliance system further include the formulation of an ESPEC Code of Conduct and Behavior Guidelines in May 2006. Furthermore, a desk for receiving whistleblowing reports from external stakeholders was established in December 2006. To further strengthen Group governance, the Company newly established an Internal Control System Committee in November 2020, dissolving the existing Internal Control Committee. In March 2024, the Internal Control System Committee deliberated on revising the basic policy on establishing an internal control system, which the Company's Board of Directors resolved to partially revise during a meeting held in April 2024.

2. As a part of its risk management system initiatives, the Company established a Risk Management Committee to strengthen risk management in August 2006, after having formulated its internal rules for crisis management in February 2002. To manage information, the Company formulated its administrative rules for information security in April 2005 with the goal of ensuring information security and making effective use of information, and worked to promote appropriate management including for the acquisition, recording, safekeeping, use, and disposal of various information. In December 2019, the Company acquired the international certification standard ISO 27001 in Information Security Management Systems.
3. As for the system for disclosing corporate information, the Company formulated its rules for information disclosure in March 2005 and established an Information Disclosure Committee from the fiscal year ending March 31, 2006 with an eye to enhancing timely and appropriate disclosure. Since then, this committee has met as needed to appropriately manage the use of information, including for discretionary disclosure.

2. Basic Views on Measures for Eliminating Anti-Social Forces and Status of Development

(1) Basic views

As a basic policy on the exclusion of anti-social forces, the Company will resolutely stand up against and refuse any involvement with and all illegitimate requests from anti-social forces and groups that pose a threat to social order and safety and obstruct sound economic activities.

(2) Progress with exclusion

1. Establishment of a supervisory department and officer responsible for refusing illegitimate requests

The Company has designated the Administration Headquarters and the director in charge thereof as the supervisory department and the officer responsible for refusing illegitimate requests, respectively. Furthermore, the Company has deputized several management personnel within the Administration Headquarters as officers in charge of refusing illegitimate requests from anti-social forces and groups. This system is in place to ensure consistent responses under a unified policy in case the supervisory officer is not on hand.

2. Coordination with external specialists

As a member of the Osaka Prefecture Corporate Defense Council, which aims to defend corporations in coordination with the police, ESPEC is working in unison with other members of the council for the abatement of brute force directed against companies.

3. Collection and management of information

ESPEC is also striving to collect and exchange relevant information with the Osaka Prefecture Corporate Defense Council and its other member companies. The Company has built a database for managing the information on anti-social forces it obtains from the council and other sources or collects by its own means.

4. Formulation of a response manual

Furthermore, in accordance with the basic policy on the exclusion of anti-social forces, ESPEC has formulated a Response Manual for Countering Anti-Social Forces that it has disseminated throughout the Company. The manual sets forth specific response measures against anti-social forces.

5. Implementation of training activities

Moreover, ESPEC provides training as called for to personnel at domestic business operations and Group companies placed in charge of severing ties with anti-social forces, utilizing printed and video teaching materials produced by the Osaka Prefecture Center for Promoting the Banishment of Brute Force.

V. Other

1. Adoption of Anti-Takeover Measures

Adoption of Anti-Takeover Measures

Not Adopted

Supplementary Explanation for Applicable Items

ESPEC received the approval of its shareholders at the 55th Ordinary General Meeting of Shareholders held on June 24, 2008 for the introduction of countermeasures against the large-scale purchase of its shares ("anti-takeover measures"). Subsequently, the 61st Ordinary General Meeting of Shareholders held on June 25, 2014 resolved to extend the anti-takeover measures ("the extension"). The period of validity of the extension was up to the time of the conclusion of the 64th Ordinary General Meeting of Shareholders to be held in June 2017. At a meeting held on May 12, 2017, the Board of Directors resolved not to seek another extension after the expiration date, but to abolish it.

Even after the abolition of the extension, ESPEC will continue to advance and implement its initiative for maintaining and enhancing both corporate value and shareholder returns. In addition, regarding people who intend to make a large-scale purchase

of the Company's shares, shareholders are requested to provide necessary and sufficient information to enable the Company to properly determine the acceptability of such people. In parallel, the Company is enacting appropriate measures based on Japan's Financial Instruments and Exchange Act, the Companies Act of Japan, and other relevant laws, including the disclosure of the opinions of the Board of Directors and the securing of sufficient time for shareholders to fully review the situation.

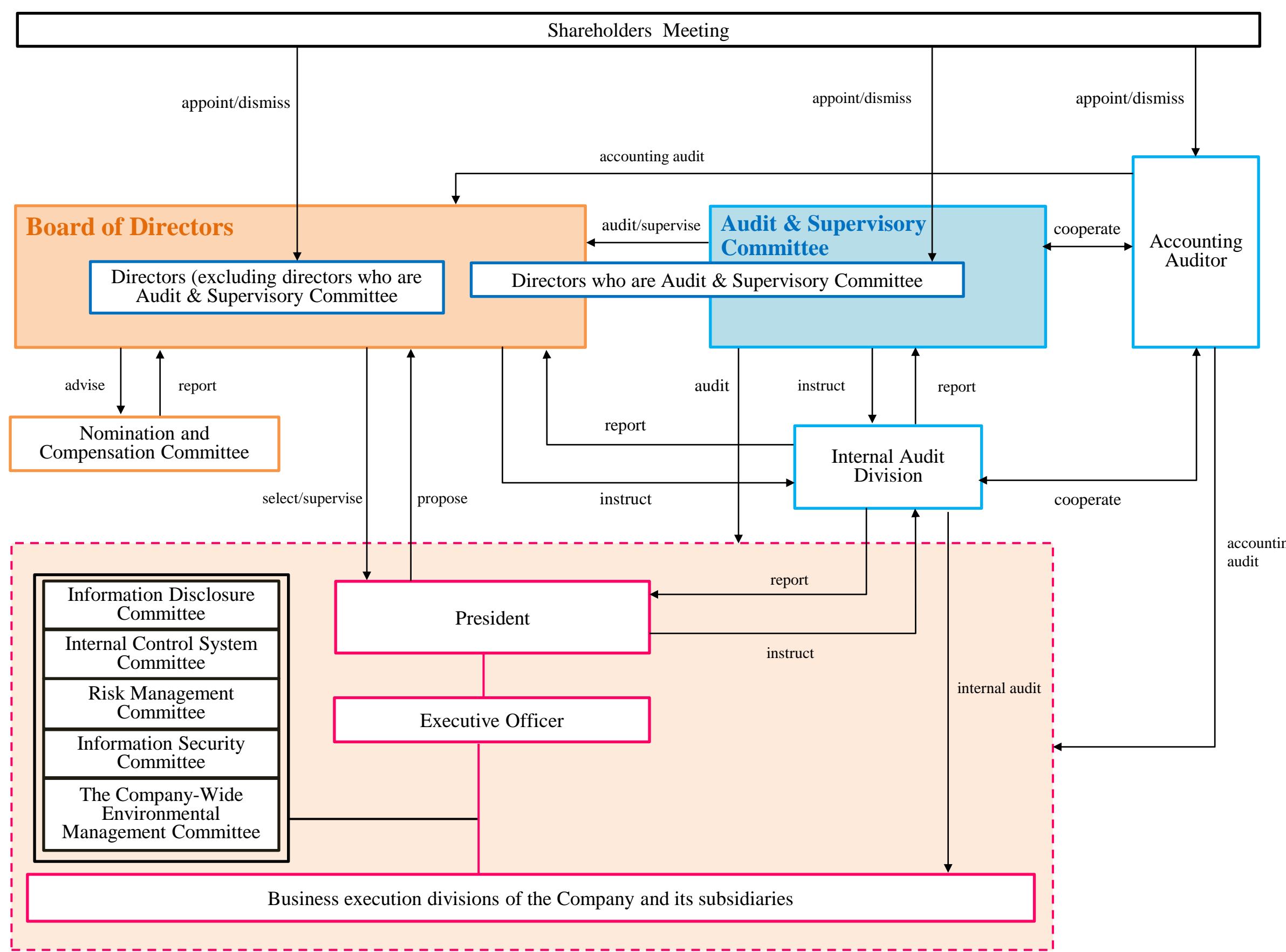
2. Other Matters Concerning the Corporate Governance System

No items to report.

END

【Reference Materials: Schematic Diagram】

The following is a schematic diagram of the Company’s internal control system including the corporate governance structure.



The following is a schematic diagram of the Company’s timely disclosure structure.

