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Takasago Thermal Engineering Co., Ltd.

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The corporate governance of Takasago Thermal Engineering (the “Company”) is described below.

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

1. Basic Views

The basic policy of corporate governance of the Company is to secure the legality, transparency and agility of corporate management and improve the management efficiency in order to earn the trust of society and improve corporate value in the medium and long terms. For details, see [Principle 3-1 Full Disclosure] (ii) below.

[Reasons for Non-Compliance with the Principles of the Corporate Governance Code] Update

[Supplementary Principle 5-2-1 Basic Policy and Status of Review of Business Portfolio]

In the Group, the equipment construction business currently accounts for approximately 98% of net sales.

At the Company, the status of initiatives in the equipment construction business, such as “by region” or “by customer market,” is ascertained by profitability, and is periodically evaluated by the Company’s Board of Directors.

For example, in the domestic business, in addition to the return on capital, the Company considers the establishment of a value chain, synergies, and growth potential.

Furthermore, the Company is reviewing its international business by adding the perspective of economic (market and country specific) growth potential to its return on capital.

In "Takasago Thermal Engineering Group Long-Term Vision 2040 Create our PLANET, Create our FUTURE" announced on May 12, 2023, we decided to establish four business domains in the future. Going forward, the Company will disclose the status of the review of the business portfolio, including the rearrangement of existing businesses, as necessary, in line with the progress of the consideration of domain strategies.

The details of the long-term vision are described in [Principle 3-1: Full Disclosure] (i) below.

[Disclosure Based on the Principles of the Corporate Governance Code] Update

[Principle 1-4 Cross-Shareholdings]

The Company's basic policy is not to hold cross-shareholdings except for the case where it is assumed to contribute to increasing corporate value by strengthening business relationships or developing strategic partnerships. For the shares that have already been held, the Company periodically and continuously judges the appropriateness of holding the same from the following viewpoints, and examines the results at meetings of the Board of Directors every year. The Company in principle shall consider disposal of the share to enhance the efficiency of capital, if the share is not recognized as beneficial.

- Whether or not it leads to the enhancement of the Company's corporate value over the medium to long term, such as maintaining strong and beneficial relationships with clients or business synergy.
- Whether or not it has an adverse effect on the Company's financial soundness.
- Whether or not the return from stockholdings, including related transaction profits, dividends, etc., exceeds the cost of capital.

As a result of the above, as of the end of March 2025, the Company held stocks with a market value of 30.4 billion yen (including unlisted stocks), 17.6% (including deemed holdings) of the consolidated net assets of 184.2 billion yen.

Regarding the exercise of voting rights of cross-shareholdings, the Company makes a decision on whether each agenda contributes to improving the corporate value of an issuer and to the interests of the Company as a shareholder and properly exercises voting rights.

[Principle 1-7 Related Party Transactions]

The Company, in conducting a transaction with any officer thereof, has the following system in place so that such transaction does not harm the interests of the Company and shareholders.

- In principle, internal rules prohibit all directors and executive officers from conducting a transaction or a competing transaction for themselves or others by using their position at work.
- However, internal rules also stipulate that approvals from the Audit & Supervisory Committee and the Board of Directors is required if an adequate reason exists, and that if a transaction is actually conducted, important matters concerning such transaction should be reported to the Committee and the Board without delay.
- Internal rules require Audit & Supervisory Committee to monitor and review competing transactions, conflict-of-interest transactions, provision of property benefits with no charge by the Company (including provision of property benefits with significantly limited counter-performance) and irregular transactions with subsidiaries and shareholders to see if there is any violation of the duties of directors.
- The Company requires its officers to submit a “Letter of Confirmation” concerning related party transactions at the end of every fiscal year, and the Board of Directors monitors if such transactions are conducted. If such transaction of high importance is conducted, the Company discloses it in accordance with the Companies Act and the Financial Instruments and Exchange Act.

When conducting a transaction with a shareholder who owns 10% or more of the Company’s voting rights, the Company, as with any regular transaction, judges the necessity thereof based on the decision-making standards stipulated by internal rules. The Company shall obtain consent of the Audit & Supervisory Committee in addition to a prior resolution of the Board of Directors.

[Supplementary Principle 2-4-1 Ensuring Diversity in the Promotion of Core Human Resources, etc.]

1. Approach to ensuring diversity in the promotion of core human resources, etc.

In our purpose, "With our revolutionary environmental innovations, we activate the Earth's future", the Company embraces the slogan "We will expand the circle of diversity and co-creation through harmonious relationships with others". In the "TakasagoWay", which sets forth the values of the Takasago Group's employees, the Company embraces the slogan "Trust: The connection between people is our asset." By respecting and gathering together various opinions and values of people, regardless of their gender, nationality, or other attributes, a wide range of officers and employees will share the idea of creating useful technologies, products, and services that contribute to society, as well as take a people-oriented approach to hiring and personnel evaluation, including ability and performance.

Currently, the Company is actively recruiting female employees, and its personnel system has been designed to encourage female employees who were previously hired under the non-career track classification to advance their careers to management positions by, for example, abolishing the non-career track classification and converting such positions to career track positions, including regionally restricted positions.

In addition, a diversity promotion working team has been established under the sustainability promotion committee to promote the development of a work environment in which all employees, regardless of gender, age, sexual orientation, gender identity, nationality, mid-career employment* or disability, can fully develop their abilities and play an active and vigorous role.

On the other hand, the Company currently needs to take further measures to promote human resources, which play a central role in management, especially in the promotion of female managers, compared to the average of all industries and its own industry average. Under these circumstances, we are taking various measures: expanding areas where female employees can play an active role, such as construction field work, design work, and R&D work; building internal networks among female employees, mid-career hires, people with disabilities, and employees with foreign nationalities; providing role models; conducting training; and encouraging male employees to take childcare leave. In order to achieve sustainable growth and enhance corporate value, the Company will set and regularly monitor medium- to long-term targets for the ratio of women in management positions, based on the recognition that it is important to create management innovation and innovation by respecting and embracing diverse viewpoints and values.

In addition, the Company will also promote the recruitment, development, and promotion of mid-career employees and employees with foreign nationalities to human resources who will play a central role in the management of the Company, with a policy of increasing the ratio of management positions from the current level.

* Mid-career hires, excluding new graduates

2. Voluntary and measurable targets to ensure diversity

In order to ensure diversity, the Company has set the following targets for the promotion of female managers, mid-career hires, and employees with foreign nationalities to management positions, and regularly monitors them.

(1) Female employees

Transition of the ratio of female managers is as below.

The ratio of female managers is targeted to be raised to 10% by around 2030, and then targeted to be raised to 15% by around 2035.

	April 2023	April 2024	April 2025	Around 2030	Around 2035
Ratio of female managers*	2.3%	2.8%	3.4%	Targeted at 10%	Targeted at 15%

* Figures are calculated based on the provisions of the "Act on Promotion of Women's Participation and Advancement in the Workplace (tentative translation)" (Act No. 64, 2015).

In order to steadily advance the above targets, the Company has set targets such as the ratio of female candidates for management positions as supplementary indicators. The ratio of female candidates for management positions (pool of deputy section manager level) and the ratio of women to officers and employees are as below, but it aims to achieve such ratio of 30% by around 2030, which is equivalent to the ratio of women to officers and employees. The Company is also working to promote the rate of male employees taking childcare leave and other measures and improve the working environment that enables female managers to play an active role.

	April 2023	April 2024	April 2025	Around 2030
Ratio of female candidates for management positions (deputy section manager level)	7.5%	9.4%	11.4%	Targeted at 30%
Ratio of women to officers and employees	18.1%	19.3%	20.7%	Targeted at 30%
Rate of male employees taking childcare leave (1 week or more)*	65.7%	86.0%	86.7%	Targeted at 100%

* Results for the recent fiscal years. In addition, the figures are the ratios calculated according to the calculation method of the rate of men taking childcare leave, etc. (using the number of men who took childcare leave for 1 week or more, which is our target for taking childcare leave, as a numerator) and other leave taken for the purpose of childcare, as set forth in Article 71-4, Item 2 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance No. 25, 1991 of the Ministry of Labor) based on the provisions of the Act on Childcare Leave, Caregiver Leave and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76, 1991). Therefore, they differ from the rate of men taking childcare leave listed in the table above (96.8%), which was calculated by using, as the numerator, the number of men who took childcare leave for one day or more as reported in the Annual Securities Report submitted by the Company on June 17, 2015.

(2) Mid-career hires and employees with foreign nationalities

We are working to increase the percentage of mid-career hires and foreign national employees in management positions from the current levels.

	April 2023	April 2024	April 2025	In the future
Ratio of mid-career employees in management positions*	8.9%	10.4%	12.0%	Increase from the current level
Ratio of mid-career employees to officers and employees	16.9%	18.5%	20.4%	Increase from the current level
Ratio of employees with foreign nationalities in management positions*	0%	0%	0.2%	Increase from the current level
Ratio of employees with foreign nationalities to officers and employees	1.7%	3.5%	5.1%	Increase from the current level

* Ratio of managers (equivalent to section manager and above) to total mid-career and foreign national employees.

As for employees with foreign nationalities, as of March 31, 2025, 1,856 of 1,879 employees at overseas subsidiaries of the Company were employees with foreign nationalities, and 349 employees with foreign nationalities accounted for 370 management positions.

By closely communicating at the Company alone between employees with foreign nationalities and staff with foreign nationalities at overseas subsidiaries, the Company aims to increase opportunities for employees with foreign nationalities to exercise their functions at the Company alone.

3. Human resource development policy to secure diversity, internal environmental development policy, and the status thereof

In light of the decline in the number of workers due to the declining birthrate and aging population, changes in the sense of value toward working, and other factors, the Company will continue to hire, train, and evaluate excellent human resources based on the concept of a people-oriented approach, such as ability and

performance, regardless of gender, nationality, or other attributes. At the same time, the Company will continue to improve the working environment so that all employees can play an active role in all workplaces in a lively and rewarding manner.

In the fiscal year ended March 31, 2025, in addition to considering the expansion of fields in which female employees can play an active role and encouraging male employees to take maternity leave, we conducted training and established internal networking among female employees. Similarly, for mid-career hires, employees with disabilities, and employees with foreign nationalities, we conducted training on unconscious bias and other issues, as well as initiatives to build internal networking among employees with foreign nationalities.

Through these initiatives, we believe that we will be able to generate ideas and innovations from diverse perspectives, leading to sustainable growth and increased corporate value.

< Training, events and others related to diversity promotion held during the fiscal year ended March 31, 2025 >

[Training]

- Diversity related training for managers (Human skills, Coaching female subordinate, etc)
- Female employee training (career management, leadership, work-life balance, etc.)
- Training provided by para-athletes for disability awareness raising
- LGBTQ+ related educational seminar

[Events]

- TakasaGo! Woman Pride 2024 (a convention bringing together all female employees of the Company)
- Visiting program for female employee to where non experienced job such as project sites or new business
- Talk sessions hosted by staff those who active inside and outside company
- Meetings for employees from each category to exchange opinions (mid-career hires, foreign nationals, people with disabilities, senior human resources)
- Sponsored and participated in the Tokyo Rainbow Parade 2023 to 2025, cheering parade from sidelines

[Others]

- Revision of working regulation about the gap of remuneration by job duty and title
- Tutorial program for mid carrier hires upon joining to Company
- Acquired PRIDE Indicator Silver Accreditation (work with Pride, general incorporated association)
- Dissemination of educational materials about elderly care (By stages of care needed, for manager, etc)

[Principle 2-6 Roles of Corporate Pension Funds as Asset Owners]

In operating the defined benefit corporate pension plan, the Company utilizes the knowledge of an external expert organization to conduct appropriate risk management and efficient reserve fund management so that it can fulfill the expected function as an asset owner. In addition, the Company strives to appoint personnel with expertise and qualifications in pension management in terms of personnel assignment. In addition to the establishment of such a system, the Corporate Pension Management Committee determines the management policy of the pension plan and monitors the status of management.

[Principle 3-1 Full Disclosure]

(i) Purpose, Group Long-Term Vision, Mid-Term Management Plan

In May 2023, we announced our purpose, "With our revolutionary environmental innovations, we activate the Earth's future", and "Takasago Thermal Engineering Group Long-Term Vision 2040: Create our PLANET, Create our FUTURE".

The purpose articulates where Takasago Thermal Engineering Group's employees' hearts and souls lie, and shows which direction they should take.

In addition, the "Takasago Thermal Engineering Group Long-Term Vision 2040" calls for the expansion of the Company's environmental creation business, with our Group's air conditioning technology at the core. The Group aims to generate ordinary income of 40 billion yen or more (at the establishment of next Mid-term business plan) by 2040 by linking, through digital transformation, the four business areas of (1) construction, (2) facility maintenance and management, (3) carbon neutral business, and (4) manufacturing and sale of environmental equipment. To achieve this, we have set three phases as the periods of the plan. In the first phase (2023-2026), entitled "Mid-term Management Plan (2026): Step for the FUTURE - Four years to embark on the future," we aim to achieve ordinary income of 40 billion yen in 2026 by solidifying our earnings base through our core business (construction business) and allocating funds generated by the core business to growth investments aimed at expanding business domains. The second phase (2027-2030) is positioned as a four-year period for achieving growth, with the aim of expanding overseas business, creating new added value through digital transformation, and generating profits from carbon-neutral businesses. The third phase (2031-2040) is positioned as a decade of breakthrough and aims to establish new business segments that contribute to carbon neutrality.

As we steadily progress through the above three phases, each and every officer and employee will continue to strive to become an Environmental Creator^{®*}, co-creating environmental value with our business partners, and striving to achieve sustainable growth and increase shareholder value over the medium to long term.

* An Environmental Creator[®] is defined not as a person who is involved in environmental-related businesses in a narrow sense, but as a person who creates value that contributes to solving social problems through their work in engineering, sales, administration, and accounting within the Takasago Thermal Engineering Group (the same applies hereinafter).

(ii) Basic Views on Corporate Governance and Basic Policy Based on the Principles of the Code

We recognize as sustainability management our corporate activities carried out based on our purpose: "With our revolutionary environmental innovations, we activate the Earth's future" and will strive to contribute to solving issues faced by our stakeholders such as shareholders, customers, business partners, cooperating companies, local communities, and employees, and to secure the trust of society.

The Company also considers strengthening of corporate governance as one of the important management issues and works to achieve sustainable growth and medium- and long-term improvement of corporate value through enforcing effective corporate governance.

1. Securing the Rights and Equal Treatment of Shareholders

(Securing the Rights of Shareholders)

The Company recognizes that shareholders are important stakeholders and develops an environment where they can fairly exercise their rights. The Company also works to secure the equality of minority shareholders and foreign shareholders and ensure that they can properly exercise their rights as well.

(Capital & Financial Strategy)

We will emphasize a balance between capital efficiency and financial soundness to build a financial foundation that supports sustainable growth, and appropriately allocate generated cash to investment for growth in order to enhance corporate value, and shareholder returns. With regard to capital efficiency, we will pursue return on capital with an awareness of the cost of capital and aim to improve return on equity (ROE).

Our basic profit distribution policy is to return profits to shareholders through dividends. Specifically, as for the interim and year-end dividends for the fiscal year ended March 31, 2024 and thereafter, the Company has adopted a progressive dividend policy of increasing dividends in line with sustained profit growth, aiming for a payout ratio of 40%.

For the sustainable growth of the Group and medium- and long-term improvement of corporate value, the Company uses internal reserves as funds to develop technology and reinforce the financial standing to strengthen its competitiveness and for business and capital alliances to expand its business domains and other purposes.

In addition, from the perspective of increasing shareholder value over the medium to long term, the Company intends to conduct share repurchases in a flexible manner, taking into account "soundness" and "capital efficiency", while comprehensively considering market conditions, capital levels, business investment opportunities, etc.

2. Appropriate Cooperation with Stakeholders Other Than Shareholders

(Purpose)

In our Purpose, "With our revolutionary environmental innovations, we activate the Earth's future", we state that we will "Contribute to society through social harmony and creative solutions". We will expand our environmental creation business with air-conditioning technology at the core, and each of our officers and employees will work as an Environmental Creator® to co-create environmental value by enhancing the diversity of human resources within and outside the Company and by continuing to take on challenges together with our business partners.

(Sustainability)

Under the Fundamental Principles of Sustainability*, the Company is promoting sustainable management with the aim of achieving sustainable growth and increasing corporate value over the medium to long term, in order to achieve the goals set out in the Medium-Term Management Plan.

Our Group aims to achieve sustainable growth and increase corporate value by practicing the TakasagoWay as an Environmental Creator® in accordance with the Purpose: "With our revolutionary environmental innovations, we activate the Earth's future".

* Fundamental Principles of Sustainability (Revised April 2024)

1. We incorporate initiatives to resolve sustainability issues into our business activities as part of our business.
 2. We aim to properly respond to risks pertaining to sustainability issues and take advantage of opportunities for profit.
 3. We work together with all stakeholders, including those in the supply chain.
 4. We will strive to provide green technologies and services that extend beyond the spatial environment within buildings.
 5. We understand our customers' needs and constantly strive to provide quality that exceeds their expectations.
 6. We strive to enhance employee engagement by creating work environments that are comfortable and motivating, for example by promoting fair and equitable treatment, diversity, and health and productivity management.
 7. We strictly adhere to corporate ethics and otherwise promote fair and transparent management.
 8. Our top executives lead by example, and all executives and employees work with a strong sense of mission and passion.
3. Ensuring Appropriate Information Disclosure and Transparency (Full Disclosure)
- Regardless of whether required by law or not, the Company works to maintain timely and proper information disclosure from the perspective of protecting investors and earning the trust of the capital market.

In disclosing information, the Company works to be accurate and easy to understand so that it can have constructive dialogue with its shareholders.

(Accounting Auditors)

Accounting auditors, in collaboration with the Audit & Supervisory Committee and relevant departments such as Accounting & Finance and Internal Audit, work to secure an audit plan and a system and conduct a proper audit.

The Company promptly reports any event which affects accounting to the auditing firm and consults with and notifies it of an accounting policy. Accounting auditors work to understand accurate background information and the facts of such event to form an opinion.

4. Responsibilities of the Board

(Roles and Responsibilities of the Board)

The Company develops and uses a system including an optional committee so that the Board of Directors can fully perform its main roles and responsibilities: "Presentation of directions such as corporate strategy," "Development of environment which supports risk taking" and "Highly effective supervision of the management and Directors."

The Board of Directors makes important decisions for business execution and supervises performance of duties by directors to improve the efficiency of business management and secure the legality and validity of business execution.

(Use of Independent Outside Directors)

The Company utilizes judgments of outside directors independent from the management to promote "Segregation of supervision and execution of management" and secure the independence and objectivity of the Board of Directors in supervising business management.

The Company believes that independent outside directors can have discussions which contribute to the sustainable growth of the Company and medium- and long-term improvement of corporate value by offering useful advice and opinions on a management policy and improvement of business management from an independent perspective based on their expertise, abundant experience and knowledge. As of June 2025, the ratio of independent outside directors is 58.3% (7 out of 12 Directors are independent outside directors), and the Board of Directors, the Audit and Supervisory committee and the voluntarily established Governance, Nomination and Remuneration Committee are chaired by independent outside directors.

(Evaluation of Effectiveness of the Board)

The Company checks whether the entire Board of Directors properly functions or not, so that it can effectively perform its roles and responsibilities. While regularly analyzing and evaluating the effectiveness of the entire Board of Directors based on self-assessment of the respective director and Audit & Supervisory Committee members, the Company directly obtains advice and opinions on this analysis and evaluation from outside directors and outside Audit & Supervisory Committee members, and takes proper measures to solve issues, if any.

The Company uses the results of analysis of this evaluation to improve the Board of Directors' decision-making/supervisory function. For details, see [Supplementary Principle 4-11-3 Analysis/Evaluation of Effectiveness of the Board, Disclosure of Summary of Results Thereof] below.

5. Dialogue with Shareholders (Dialogue with Shareholders)

The Company believes listening to shareholders and taking proper measures lead to the sustainable growth and medium- and long-term improvement of corporate value. Thus, the Company commits to building a constructive relationship with shareholders through dialogue with shareholders and disclosure of materials. For details, see [Principle 5-1 Policy for Constructive Dialogue with Shareholders] below.

(i) Policy and Procedures for the Board of Directors to Determine Remuneration of Executives and Directors

With regard to the individual remuneration, etc. of the Company's directors (except for Directors who are Audit & Supervisory Committee members), for the purpose of growing its business over the medium to long term and continuously and sustainably improving its corporate value and the common interests of its shareholders, the Company has decided, by resolution of the Board of Directors, to adopt a policy of having a remuneration system that functions as one of the sound incentives (motivation) in consideration of trends in corporate governance, survey data from external specialist organizations, the remuneration levels of other companies, and other factors. In addition, with regard to individual remuneration, etc. for Directors who are Audit & Supervisory Committee members are determined through discussion by Directors who are Audit & Supervisory Committee members within the maximum amount of the total remuneration, etc. of Directors who are Audit & Supervisory Committee members determined by a resolution of the General Meeting of Shareholders.

The following is a summary of the policy for determining the content of individual remuneration for officers of the Company.

The Company determines, based on a resolution of a shareholder meeting, the maximum limit of total remuneration of each of Directors (except for Directors who are Audit & Supervisory Committee members) and Directors who are Audit & Supervisory Committee members.

To enhance the independence, objectivity and transparency of officer remuneration, the Company established, as an optional advisory body, the Governance, Nomination and Remuneration Committee. After discussions at a meeting of the Committee, the Company determines, based on a resolution of the Board of

Directors, the remuneration of Directors (except for Directors who are Audit & Supervisory Committee members). The majority of the Committee members are independent outside directors. In the most recent fiscal year, the Governance, Nomination and Remuneration Committee consisted of five members, four of whom were independent outside directors. In addition, the Committee is chaired by an independent outside director.

The remuneration of Directors (except for Directors who are Audit & Supervisory Committee members and independent outside directors) consists of base compensation, a bonus as short-term (annual) incentives, and a stock compensation plan (Directors' Compensation BIP Trust) as a medium to long-term incentive, and the proportion of each component is set by considering the Company's policy for determining the content of compensation for each individual director. In addition, the policy is to decrease the proportion of fixed remuneration and increase the proportion of variable remuneration (bonuses and Stock Compensation Plan (Directors' Compensation BIP Trust)) as one's position rises.

For independent outside directors, only basic remuneration shall be paid, and no bonuses or Stock Compensation Plan (Directors' Compensation BIP Trust) is provided.

Basic remuneration is fixed remuneration determined according to one's title and a certain amount is paid monthly.

Bonuses are positioned as an incentive to achieve business results in a single-fiscal-year and as a commitment to achieving milestones towards the realization of the mid- to long-term vision. They are paid at a fixed time each year and vary between 0% and 200% depending on the consolidated ordinary income, the consolidated gross profit margin and the individual assessment of each officer.

Stock compensation consists of a 60% performance-related component and a 40% non-performance-related (share price-linked) component. Performance linked remuneration will be determined based on the key indicators defined in the Medium Term Management Plan and other indicators set by the Board of Directors in order to boost the motivation to contribute to increasing the Company's value in the medium and long term. It will vary between 0% and 200% depending on the achievement of the performance targets. The initial indicators will be consolidated ordinary income, consolidated ROE, relative TSR (vs. TOPIX), reduction of CO₂ emissions and employee engagement. In the event of changes in the external environment surrounding the Company, a review of the Company's medium- to long-term strategy or other circumstances, these indicators and weightings may be changed by resolution of the Board of Directors, after deliberation by the Governance, Nomination and Remuneration Committee. Performance-linked remuneration will be paid on a fixed schedule upon the completion of the Medium-term Management Plan, and non-performance-linked remuneration will be paid upon resignation.

As with directors (except for Directors who are Audit & Supervisory Committee members and independent outside directors), remuneration of executive officers consists of basic remuneration, bonus as a short-term (annual) incentive and stock compensation plan (Directors' Compensation BIP Trust) as a medium- and long-term incentive, and is determined based on a resolution of the Board of Directors after discussion by the Governance, Nomination and Remuneration Committee.

Each director (except for Directors who are Audit & Supervisory Committee members and independent outside directors) and executive officer endeavor to acquire shares of the Company by way of optional contribution through the director shareholding association.

The remuneration of Directors who are Audit & Supervisory Committee members only consists of basic remuneration whose amount is determined through discussions by Directors who are Audit & Supervisory Committee members by considering the details, volume and difficulty of the duties of each Director who is Audit & Supervisory Committee members and the extent of responsibilities in a comprehensive manner. No bonus or stock-related remuneration such as a stock compensation plan (Directors' Compensation BIP Trust) is paid to Directors who are Audit & Supervisory Committee members in light of their duties.

The details of the individual remuneration for the Directors in the most recent fiscal year were determined by resolution of the Board of Directors. In making such decisions, the Governance, Nomination and Remuneration Committee deliberated on the appropriateness of the remuneration for directors and on the design of the system, etc., and reported to the Board of Directors after conducting a multi-faceted review, including from the perspective of consistency with the policy for determining the details of the individual remuneration for directors of the Company, and the Board of Directors determined the details of the individual remuneration for directors in the last fiscal year in accordance with such policy.

Image of remuneration structure (Representative Director: Standard time)

Type of Remuneration		Description		
		Summary	KPI Weighting	Performance-Linked Range
Fixed 4 :	Base remuneration (40%)	Fixed and monthly remuneration determined based on position	-	-
	Variable 6	Bonuses (30%)	Consolidated ordinary income: 50% Consolidated gross margin: 20% Individual evaluation: 30%	0-200%
	Stock compensation (30%)	The remuneration committed to improving medium- to long-term performance and increasing corporate value	Performance-linked remuneration: 60% Consolidated ordinary income: 30% Consolidated ROE: 20% Relative TSR (vs. TOPIX): 30% CO ₂ emissions: 10% Employee engagement: 10%	0-200%
			Non-performance linked (share price linked) remuneration: 40%	-

< Date of resolution by shareholders' meeting and details thereof concerning officers' remuneration >

1) Directors (Except for Directors who are Audit & Supervisory Committee members)

Type of remuneration	Date of resolution	Eligible person	Amount	Number of members at the time of resolution
Basic remuneration and bonus	June 23, 2023	Directors (Except for Directors who are Audit & Supervisory Committee members)	¥550 million or less (in one fiscal year) (Up to ¥100 million for outside directors)	8
Stock compensation	June 19, 2024	Directors (Except for Directors who are Audit & Supervisory Committee members and outside directors) and Executive Officers	¥600 million or less (in one fiscal year) 240,000 shares or less (in one fiscal year)	4 Directors and 26 executive officers who do not concurrently serve as a Director

2) Directors who are Audit & Supervisory Committee members

Type of remuneration	Date of resolution	Eligible person	Amount	Number of members at the time of resolution
Basic remuneration	June 23, 2023	Directors who are Audit & Supervisory Committee members	¥120 million or less in a year	4

<Methods of determination of performance-linked compensation in the most recent fiscal years>

The Company determines the bonus paid to each director (except for Directors who are Audit & Supervisory Committee members) based on his/her performance, duties, degree of contribution, etc. in a comprehensive manner. The amount will be varied with the range from 0% to 200% (based on standard amount of each position) by following factors. For the purpose of boosting the motivation to achieve a single- fiscal -year performance goal, performance indicators for the recent fiscal year are composed of the results for the previous year's financial results (Consolidated ordinary profit and consolidated gross profit margin) as well as qualitative evaluation of each director (degree of achievement of individual goal, training of successors, improvement of corporate value, efforts toward promotion of sustainability, vitalization of the Board of Directors and compliance).

The actual results related to indicators for the most recent fiscal year are as follows:

Indicator	Actual results (achievement ratio compared with target at FY opening)
Consolidated ordinary profit	34,970 million yen (127%)
Consolidated gross profit margin	18.8% (113%)

< Name(s) of those with decision-making authority >

The Board of Directors determines the amount of remuneration of directors (except for Directors who are Audit & Supervisory Committee members) after discussions at the Governance, Nomination and Remuneration Committee. For an overview of the Committee, see "2. Matters on Functions of Business Execution, Auditing/Oversight, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System)."

< Content of Authority and Scope of Discretion >

The Company determines the amount of each type of remuneration within the limit stipulated by shareholders' meetings.

As basic remuneration is determined based on the amount by position stipulated by resolutions of the Board of Directors, there is no room for discretion of Representative Directors or the Governance, Nomination and Remuneration Committee in principle. Bonus is calculated by the formula by position stipulated by resolutions of the Board of Directors. The Board approves its amount after the Governance, Nomination and Remuneration Committee verifies the appropriateness. Stock compensation is determined based on the formula by position stipulated by resolutions of the Board of Directors.

The scope of employees discussed by the Governance, Nomination and Remuneration Committee concerning remuneration includes directors (except for Directors who are Audit & Supervisory Committee members and outside directors) and executive officers.

< Overview of procedures performed by the Committee involved in policy determination >

The Governance, Nomination and Remuneration Committee will establish an office and convene meetings and provide prior explanation in accordance with the "Rules for the Governance, Nomination and Remuneration Committee". What is discussed in those meetings is reported to the Board of Directors at the discretion of the chairperson.

< Activities of the Board of Directors and the Committee >

The Governance, Nomination and Remuneration Committee met 13 times during the most recent fiscal year to deliberate on the revision of the officers' remuneration system and the appropriateness of the amount of remuneration for each individual in light of the fulfillment of their respective roles in response to the proposed remuneration amounts for each individual. The Board of Directors received a report on the results of the said Committee's deliberations.

(ii) Policy and Procedures for the Board of Directors to Appoint/Dismiss Executives and Nominate Candidates for Directors and Audit & Supervisory Committee Members

To enhance the objectivity and transparency of appointment/dismissal of executives as well as nomination of candidates for directors and audit & supervisory committee members, the Company, as an optional advisory body, established the Governance, Nomination and Remuneration Committee which consists of a majority of independent outside directors and is chaired by an independent outside director. After discussions at the Committee, candidates are submitted to the Board of Directors for further deliberation. However, for Directors who are Audit & Supervisory Committee members, approval of the Audit & Supervisory Committee is obtained when submitting candidates to the Board of Directors for deliberation. As of the submission of this Report, four out of five members of the Committee are independent outside directors. The Committee is chaired by an independent outside director.

The criteria for appointment of directors (who are Audit & Supervisory Committee members) include knowledge of business operation with excellent foresight, insight and objective judgment, ability to exercise leadership for sustainable growth of the Group and improvement of corporate value, ability to make an active and positive contribution to development of the next-generation executives, great character with popularity, high ethical standards and courage, ability to perform one's duty with no physical or mental problem and freedom from any problem such as having a vested interest. In addition to the above criteria, for directors who are not outside directors, sufficient experience and knowledge to manage the area he or she is in charge of and a sense of balance as well as leadership to execute business from the perspective of total optimization are required. For outside directors, an ability to supervise and check business management from an independent perspective by using abundant experience and knowledge of the area of expertise and corporate management is required. For the standards to secure the independence of independent outside directors, see [Principle 4-9 Independence Standards and Qualification for Independent Outside Directors] below.

The criteria for appointment of Directors who are Audit & Supervisory Committee members include quality to fulfill responsibilities of Directors who are Audit & Supervisory Committee members with high ethical standards, physical and mental fitness and freedom from any problem such as having a vested interest. In addition to the above criteria, for Audit & Supervisory Committee members who are not outside Audit & Supervisory Committee members, sufficient experience and knowledge of the Company's businesses and ability to conduct a proper audit are required. For outside Audit & Supervisory Committee members, an ability to conduct a proper audit from an independent perspective by using abundant experience and knowledge of the area of expertise and corporate management is required. For the standards to secure the independence of independent outside directors, see [Principle 4-9 Independence Standards and Qualification for Independent Outside Directors] below.

The criteria for appointment of executive officers include an ability to perform important management in terms of corporate strategy supported by a high level of professionalism and track record, ability to exercise leadership for sustainable growth of the Group and improvement of corporate value, ability to make an active and positive contribution to development of the next-generation executives, great character with popularity, high ethical standards and courage, ability to perform one's duty with no physical or mental problem and freedom from any problem such as having a vested interest.

When executives are considered to lack aptitude in light of the above-mentioned standards, the Governance, Nomination and Remuneration Committee may discuss dismissal of such executives.

(iii) Explanation of Each Appointment/Dismissal and Nomination When the Board Appoints/Dismisses Executives and Nominates Candidates for Directors and Audit & Supervisory Committee Members Based on (ii) Above

The Company, in nominating candidates for directors and Audit & Supervisory Committee members, specifies the reason for selecting each candidate in a notice of a general shareholder meeting. The explanations for nomination of current directors and Audit & Supervisory Committee members as candidates therefor are shown below.

Kazuhito Kojima: Representative Director, President and Executive Officer

Through the execution of the air conditioning equipment business, Kazuhito Kojima has gained abundant experience and deep insight in the design/construction of building equipment relating to the Group's businesses. He has also fulfilled his executive responsibilities through the development of the Group's medium-term/annual business plans and through structural reforms and ESG/SDG-conscious corporate planning operations. We believe that, as Representative Director, President and Executive Officer, he can be expected to achieve the Group's sustainable growth as well as medium and long-term improvement in corporate value and to revitalize and strengthen the functions of the Board of Directors.

Hiroshi Kubota: Director and Executive Vice President, Chief Executive Officer of Sales & Marketing Headquarters, in charge of Research & Development Headquarters

Hiroshi Kubota has been involved in the Sales Department for many years and currently serves as the Chief Executive Officer of the Sales & Marketing Headquarters, overseeing sales of the air conditioning equipment business. With such a background, he has excellent capabilities and insight. He has also fulfilled his executive responsibilities through the Sales Department based on his abundant experience. As a Director and Executive Vice President, he is expected to contribute to the sustainable growth of our Group and increase our corporate value in the medium to long term, as well as to revitalize and strengthen the functions of the Board of Directors.

Tadashi Kamiya: Director and Senior Managing Executive Officer, Chief Executive Officer of Technical Engineering Headquarters, in charge of Group Companies Management

Through the execution of the air conditioning equipment business, Tadashi Kamiya has gained abundant experience and deep insight in the design/construction of building equipment relating to the Group's businesses. He has also fulfilled his executive responsibilities through business management and productivity improvement in the air conditioning equipment business. We believe that, as the person in charge of core business management, he can be expected to achieve the Group's sustainable growth as well as medium and long-term improvement in corporate value and to revitalize and strengthen the functions of the Board of Directors.

Masatoshi Morino: Director and Executive Officer, Chief Executive Officer of Finance & Investor Relations Department, in charge of Corporate Operations Headquarters

Masatoshi Morino has a high level of knowledge of business operations, including finance and financial matters, through his extensive experience at financial institutions. Since joining the Company, he has fulfilled his supervisory responsibilities as the person in charge of finance and accounting as well as investor relations and public relations. He is expected to contribute to the sustainable growth of our Group and the enhancement of our corporate value in the medium and long term, as well as to revitalize and strengthen the functions of the Board of Directors, as a Director and Executive Officer in charge of Finance and Investor Relations and Corporate Operations Headquarters.

Shuma Uchino, Director

An explanation is shown below in "Reasons for Appointment" of the said outside director.

Atsushi Takagi, Director

An explanation is shown below in "Reasons for Appointment" of the said outside director.

Yoko Seki, Director

An explanation is shown below in "Reasons for Appointment" of the said outside director.

Hideka Morimoto, Director

An explanation is shown below in "Reasons for Appointment" of the said outside director.

Hirota Yamada, Director (Audit & Supervisory Committee member)

Hirota Yamada has been involved in the administrative field (finance, accounting, legal) at profit center and contributed to increasing corporate value. He served as officer of domestic business operation since April 2019 and fulfilled his executive responsibilities. With his such extensive experiences and his knowledge overseeing Company's management, finance and accounting, etc. we have determined that he will be able to appropriately perform his duties as the Director who is Audit & Supervisory Committee member.

Kazuo Sakakibara, Director (Audit & Supervisory Committee member)

An explanation is shown below in "Reasons for Appointment" of the said Director (Audit & Supervisory Committee member)

Hiroyuki Hioka, Director (Audit & Supervisory Committee member)

An explanation is shown below in "Reasons for Appointment" of the said Director (Audit & Supervisory Committee member)

Hiroyuki Wakamatsu, Director (Audit & Supervisory Committee member)

An explanation is shown below in "Reasons for Appointment" of the said Director (Audit & Supervisory Committee member)

[Supplementary Principle 3-1-3 Initiatives for Sustainability]

The Company has selected the material issues for achieving sustainable growth and increasing corporate value in the medium to long term under the Fundamental Principles of Sustainability established in 2021 (see page 3 for details) and is promoting sustainability management in accordance with the following framework of governance, risk management, strategy, indicators and targets.

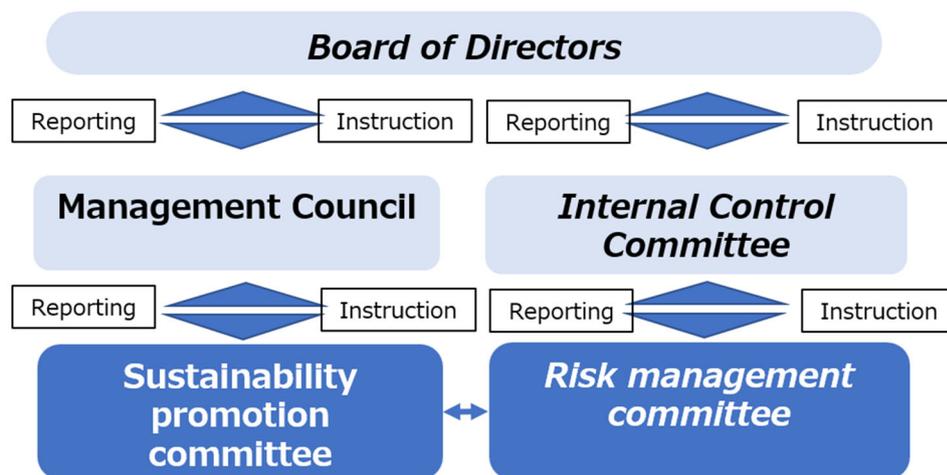
(1) Governance

The Company establishes the system which Board of Directors properly supervises sustainability related initiatives and activities, based of the understanding that the initiatives and activities will lead to increasing corporate value in medium to long term along with achievement of medium and long term business plan. In detail, sustainability promotion committee is composed by the head of headquarters and departments, and team will discuss medium to long term goals and progresses, and reporting to Management council and Board of Directors. In FY2024, sustainability promotion committee held meeting for seven times and reviewed the plan progress over group companies including measures to achieve the 1.5°C target, and the discussion was raised and reviewed by Management Council and then presented to the Board of Directors to being incorporated into FY2025 management plan of the Company.

<Plan for FY2025>

Meetings	Attendee	Frequency of discussion	Role
Board of Directors	Directors	4 times a year	<ul style="list-style-type: none"> To supervise management and execution To supervise material issue about climate change, and make an order where necessary
Management Council	Directors· Branch managers	4 times a year	<ul style="list-style-type: none"> To making decision about management execution To making decision about climate change related agendas
Sustainability promotion committee	General managers, Branch managers, etc	8 times a year (4 out of 8 are for climate change)	<ul style="list-style-type: none"> To discuss material issue about climate change, to making decision about solution for issues related to climate change To raise and report agenda to management council
Risk management committee	General managers, Branch managers, etc	5 times a year	<ul style="list-style-type: none"> To control entire business risk by identify, assess and categorized by "Priority", "Important" and "Others". To monitor and manage risks comprehensively with integrating risk related to climate change shared from sustainability promotion committee

<System>



<Results of FY2024>

Date of meeting		Major agenda	Contents
#1	3 rd Apr 2024	Issues and action plan	To establish strategy between corporate value and issues in sustainability
#2	8 th Aug 2024	CO ₂ emission	To develop action plans towards SBT target To review actual results of CO ₂ emission FY2023
#3	5 th Jun 2024	Plan for Scope 3 reduction	To discuss action plans in business operation, and disclosure
#4	3 rd Jul 2024	Contents of TCFD disclosure	To discuss TCFD disclosure contents for reporting to Management Council
#5	31 st Jul 2024	Plan for Scope 1/3 reduction	To discuss measures to achieve Scope1/3 , and consider utilization of carbon offset
#6	4 th Sep 2024	Improvement from business operation	To assess appropriateness of activities in business operations
#7	10 th Oct 2024	Roles and responsibilities of each actions	To draft organization to achieve Scope 1/2/3, and branch wise target

As described above, agendas initiated by sustainability promotion committee are raised to Board of Directors meeting after review by Management Council, and there will be an instruction from Board of Directors as necessary. And group synergy for the climate change related risks and opportunities are to be sought as sustainability promotion committee will work together with group companies.

In the selecting candidates for Board members, experience and knowledge regarding environmental issues such as climate change is the one of the expected skills and experience, the appropriateness of assessment results of skill matrix is confirmed by the members of the Governance, Nomination and Remuneration Committee. In addition, learning programs with invited experts in the field of sustainability are held as needed to enhance the Board's knowledge. Further, in the Stock Compensation Plan for Directors, the Company has included a performance metric based on the status of the achievement of CO₂ reduction targets.

In this way, the Company and its group enhances the effectiveness of governance by establishing a framework that enables the Board of Directors to properly oversee our Group's specific action plans as an Environmental Creator[®], to regularly monitor progress, and to formulate improvement measures.

(2) Risk Management

Our Group has established a framework for the enterprise-wide management of operational risks, led by the Risk Management Committee, which is chaired by the Executive officer who in charge of risk management.

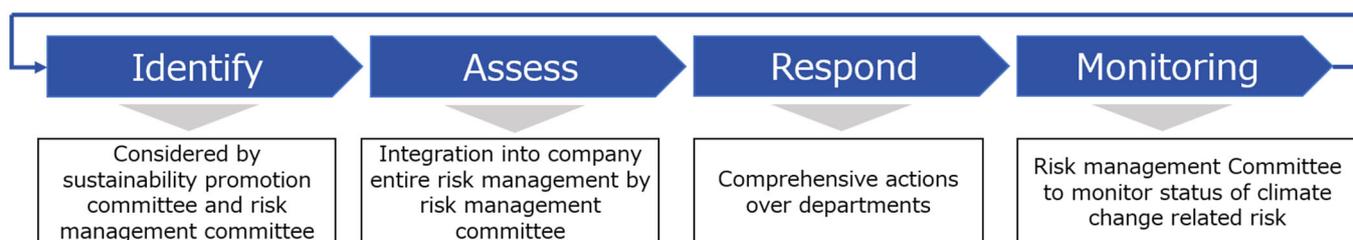
Sustainability risks are assessed by the Sustainability Committee for their impact and then reported to the Risk Management Committee, which manages them in an integrated manner with other overall business risks, including through oversight by the Board of Directors via the Internal Control Committee. Risks at Group companies are also considered as appropriate.

The identification, assessment and action policy for opportunities are managed by the Sustainability Committee, which includes all Group companies.



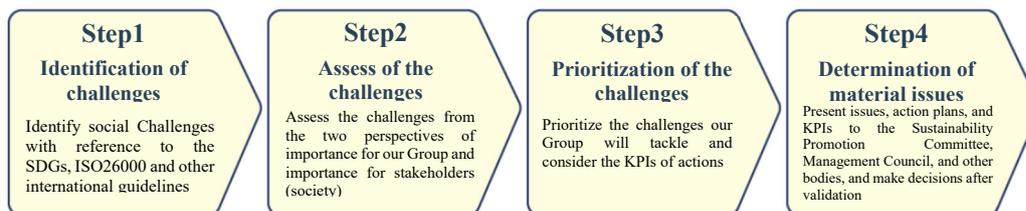
*1 Risk management committee identify and assess risks for entire business operation and monitor by 3 categories with considering 「 i Probability」 (S/M/L) and 「 ii Impact」 (S/M/L)

- ①. Prioritized risk (Both i、ii are L)
- ②. Important risk (Either i or ii is L)
- ③. Other risk (Rest of all)



(3) Strategies, Indicators and Targets

In light of changes in social circumstances and the business environment, we use the following process to identify material issues to address ahead of others and with a sense of urgency, and to update them in a timely manner. Within the environmental, social, and governance areas, we have established strategies, indicators, and targets for "Climate-Related Issues" and "Strengthening Well-Being and Human Capital", which we consider to be material.



i) Addressing Climate Change Challenges

(Strategy)

To address climate change issues, based on the TCFD Recommendation, climate risks and opportunities for the Company have been identified and analyzed using 1.5°C and 4°C scenarios as assumptions for impact calculations.

In the 1.5°C scenario, transition risks such as increased procurement costs for materials and equipment are assumed to increase, while the impact of physical risks will be mitigated to some extent, and the likelihood of damage to work sites due to natural disasters is assumed to be relatively low.

On the other hand, in the 4°C scenario, while the transition risk is assumed to be low, the physical risk, such as process delays at construction sites due to natural disasters, is assumed to be significantly higher.

In both scenarios, health risks such as heat stroke and infectious diseases among construction workers, including those in the supply chain, are expected to increase significantly compared to the current situation. Issues related to improving the working environment for employees and workers are extremely important for securing employees, especially in the technical field, who are essential for the continuation and development of the business, and thus such issues require various priority measures.

Based on this analysis, in response to major risks, we will first strengthen ties with materials manufacturers, etc., and promote research into low-carbon materials in response to transition risks such as an increase in procurement costs.

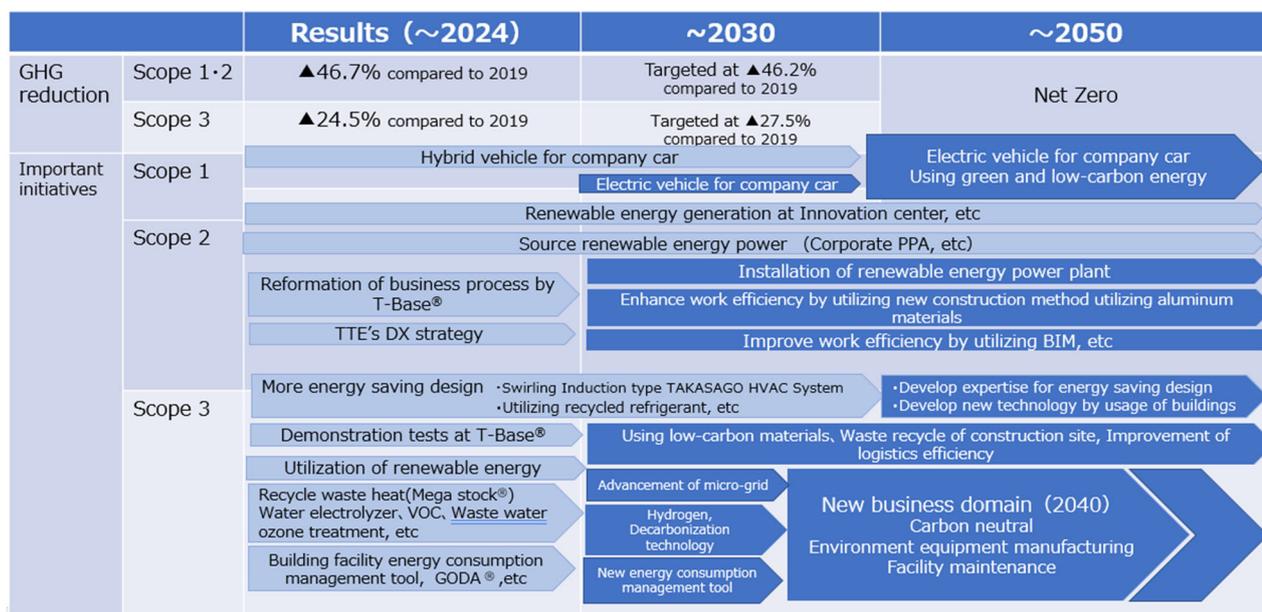
In addition, we anticipate a further decline in the number of workers entering the construction industry and a shortage of construction capacity due to the emergence of physical risks such as an increasingly harsh environment at construction sites. To address this risk, we will improve the working environment by expanding off-site work through the use of T-Base[®](*) and other technologies, and by improving productivity through the use of DX.

For the Company's business, responding to climate-related issues is also an opportunity for business growth. To seize such opportunity, in addition to the above measures, the Company will strive to develop new technologies through aggressive energy-saving design proposals and engagement (dialogue) with customers and business partners.

* T-Base[®]: A project to transform the way construction work is performed, from the conventional site-based "construction management" to the platform-based "production management"

Category	Type	Timeframe *1	Description	
Risk	Transition risk	Policies, regulations	Medium term Increased operating costs due to the introduction of carbon tax Increased procurement costs due to higher supplier operating costs associated with the introduction of carbon tax	
		Technology	Medium term Decreased orders received due to delays in the development of energy-saving technologies Loss of earnings opportunities due to delays in developing decarbonization technologies and services and inadequate response to market needs related to decarbonization	
		Reputation	Short/ Medium term Decline in corporate value due to inadequate response to and disclosure of information on climate issues	
	Physical risk	Acute	Medium/ Long term Loss of earnings opportunities due to customers freezing or revising their capital investment plans and delays in the construction process due to extreme weather conditions	
		Chronic	Medium/ Long term	Reduced earnings opportunities due to insufficient labor and construction capacity in an increasingly severe work environment
				Reduced earnings opportunities due to reduced labor efficiency as a result of deteriorating labor conditions
Increased costs for air conditioning at business locations due to rising temperatures				
		Reduced earnings opportunities due to business interruption caused by flooding		
Opportunity	Improvement of resource efficiency	Short/ Medium term	Reduced operating costs and increased productivity through process re-engineering	
	Products and services	Short/ Medium term	Increased earnings opportunities associated with increased corporate demand for equipment upgrades due to advances in energy conservation policies and regulations	
			Increased earnings from the installation of products that help reduce environmental impact (Swirling Induction Type TAKASAGO HVAC System, or SWIT)	
	Markets	Medium/ Long term	Cultivate new markets by developing new technologies and introducing new services, such as hydrogen production equipment using water electrolysis (Hydro Creator®).	
Create favorable financing opportunities such as green bonds				

*1 Timeframe: Short term: 3 years, Medium term: over 3 to 10 years, Long term: over 10 years



(Indicators and Goals)

The Company has set Scope 1, 2 and 3 greenhouse gas emissions and reduction rates as target indicators to manage climate-related risks and opportunities, and has set the following targets as KGIs in our Medium-Term Management Plan 2026.

CO₂ emission reduction rate (FY 2026)

Scope 1 and 2: Down 16.8% (vs. FY 2022)

Scope 3: Down 10.0% (vs. FY 2022)

Our Group has applied to SBTi for an update and certification of its net-zero emissions reduction target in association with an increase in the reduction target in the Medium-Term Management Plan 2026.

In addition, we have set the following two action targets as KPIs in our Medium-Term Management Plan 2026.

- Social implementation of clean energy facilities

Goal: Realize the supply of facilities equivalent to a total of 5,000 kW during the medium-term management period (2023-2026).

- Propose and receive orders for carbon conversion of 15,000 tons of CO₂ per year

Goal: Propose and receive orders for energy conservation of 15,000 tons of CO₂ per year by installing and replacing air conditioning systems for markets and customers

Our group's target which aims to achieve net zero (virtually zero of GHG emission) as overall value chain by 2050 is certified by SBT initiative as scientific basis on July 2024. And our short term target for reduction of GHG emission by 2030 which had certified by SBT initiative in 2021 has raised reduction rate, and certification has renewed as it is sufficient enough to satisfy 1.5°C target.

Regarding officers' remuneration, as a non-financial target indicator for determining performance-linked stock compensation, our Group has set a reduction rate of Scope 1 and Scope 2 CO₂ emissions, targeting 16.8% (compared to FY2022) in FY2026. In doing so, we have clarified the responsibility of executive directors for resolving social issues related to climate change. Specifically, the Company has adopted a framework in which 10% of performance-linked stock compensation (60% of the stock compensation), which accounts for 30% of total remuneration, will be allocated according to the degree of achievement of the CO₂ reduction target for the target indicator.

In addition, our Group has formulated a transition plan towards net zero in 2050, based on the need to strengthen the resilience of our strategy under both the 1.5°C and 4°C scenarios. Over the medium to long term, we will work to capture new business opportunities as they emerge in the future and towards the target of 40 billions yen or more (at the establishment of next Mid-term business plan) of ordinary profit in long-term management plan 2040, while managing risks appropriately.

The Company's efforts based on the TCFD Recommendations will be disclosed at the following URL.
(URL : https://www.tte-net.com/sustainability/environment/carbon_neutral/index.html)

ii) Well-being (Strengthening Human Capital)

(Strategy)

Since its founding, the Group has contributed to the development of society by combining the strengths of each and every employee to create new value under our company motto, "Contribute to society through human harmony and creativity", believing that people are our greatest asset. This philosophy is underpinned by the notion that the company is supported by each and every employee, and that the company grows further through the autonomous growth of its employees. As such, we are working on strengthening Human Capital to make strategies about environmental related innovation into place by improving working conditions so as to every and each employee will perform at its best and motivated to challenge always as Environmental Creator[®], and divers talents benefit each other mutually.

From this perspective, we have established the "Basic Human Resource Management Policy" (*) as our policy on human resource development, including ensuring diversity of human resources, and the development of the company's internal working environment.

*Human Resources Management Basic Policy

Based on our philosophy that "people are our greatest asset," we conduct human resource management based on the development of human assets and respect for people.

In order to contribute to society by constantly creating new value through our corporate activities, we must be a company that continues to grow day by day, and we believe that such growth is supported by our human resources and their growth; therefore, we will develop human resources who have character and high ethical standards, are autonomous, and who constantly take on challenges.

We will also foster a corporate culture that recognizes and respects each other's diversity, regardless of gender, sexual orientation, gender identity, nationality, disability, or other attributes, and create a work environment where individuals are healthy, vibrant and able to maximize their abilities.

(Risks and Opportunities)

The Company and its group are thinking to expanding business field into environmental creation by utilizing existing skills and expertise of air conditioning technologies at its core. So securing human resource those who perform in the new business field will be a concern. And long working hours problem could be a constraint of operational efficiency, then it may result in a decrease in opportunities to receive sales orders or revenue of group. In addition, if there is a lack of response to diversity and human rights issues, there is a concern that employee motivation will decline, and with it, productivity and innovation will stagnate.

To address these risks, it is necessary to secure the necessary human resources and to create an environment in which they can fully perform their functions.

- Our initiatives for the fiscal year ended March 2025 are as follows.

(1) Securing the necessary human resources

Not only human resource department at headquarter, but all branch offices are working together to focus on recruitment of new graduates. And media exposure, advertisement are increased to being recognized much more than before. As results, we are successfully securing necessary human resources while many industries are suffers from shortage of human resources due to declining birth-rate and working population.

We also have established a framework that makes it easier for everyone to work and to balance work with childcare, long-term care, etc. In addition, through regular one-on-one meetings, we have endeavored to prevent unnecessary employee turnover by building a relationship of trust between supervisors and their subordinates through mutual review of growth levels, sharing of daily concerns, and confirmation of medium- to long-term career development.

(2) Establishment and proper operation of various systems to support employees

To ensure that each and every employee is healthy, energetic, and able to perform to the best of his or her ability, we have further strengthened our efforts to invest in human resources, and improved the work environment by revising our personnel evaluation system and enhancing training for evaluators to ensure fair and equitable treatment, etc. in order to realize synergistic growth cycle between company and employee.

In terms of supporting employee development, we have strengthened our operations by, for example, establishing an education system led by the Takasago Shin Academy. It is to develop professional talent by enabling visualization of the skills and abilities required for work, and to providing linked training which will guide employee towards self-directed growth as Environmental Creator[®].

We have continued to conduct health and productivity management for our employees and have been accredited as one of the 2024 Certified Health & Productivity Management Outstanding Organizations (Large Corporation Category) (*).

* Certified Health & Productivity Management Outstanding Organizations: Recognized by the Nippon Kenko Kaigi as a corporation that practices particularly good health and productivity management based on the evaluation criteria established by the Health Investment Working Group of the Health and Medical New Industry Council

(3) Promotion of diversity and engagement

We have identified issues, considered measures, and engaged in various initiatives. In April 2021, a workshop for women, mid-career employees, people with disabilities, and employees with foreign nationalities was established under the Diversity Working Team (currently reformed as Diversity promotion working team), followed by LGBTQ+ employees in 2022 and senior human resources in 2023.

In particular, in the fiscal year ended March 2025, we conducted "TakasaGo! Woman Pride 2024", which brings together female employees to understand self-directed career development, build internal networks among female employees, and identify employees who can serve as role models.

< Training, events and others related to diversity promotion held during the fiscal year ended March 31, 2025 >

[Training]

- Diversity related training for managers (Human skills, Coaching female subordinate, etc)
- Female employee training (career management, leadership, work-life balance, etc.)
- Training provided by para-athletes for disability awareness raising
- LGBTQ+ related educational seminar

[Events]

- TakasaGo! Woman Pride 2024 (a convention bringing together all female employees of the Company)
- Visiting program for female employee to where non experienced job such as project sites or new business
- Talk sessions hosted by staff those who active inside and outside company
- Meetings for employees from each category to exchange opinions (mid-career hires, foreign nationals, people with disabilities, senior human resources)
- Sponsored and participated in the Tokyo Rainbow Parade 2023 to 2025, cheering parade from sidelines

[Others]

- Revision of working regulation about the gap of remuneration by job duty and title
- Tutorial program for mid carrier hires upon joining to Company
- Acquired PRIDE Indicator Silver Accreditation (work with Pride, general incorporated association)
- Dissemination of educational materials about elderly care (By stages of care needed, for manager, etc)

The Company conducts a quarterly engagement survey to increase employee engagement. After analyzing the results of this engagement survey, we identify

issues and implement improvement activities, and also use it as a tool to measure the effectiveness of various measures taken by the Company.

Improvements in employee engagement are included as part of the performance-linked indicators in the Company's officers' remuneration. For details of the officers' remuneration, please refer to "4. Status of the Reporting Company, 4. Corporate Governance, etc." As the results of those actions, the engagement survey results are improving in this 3 years.

With respect to addressing business and human rights issues, the Company respects the human rights of stakeholders affected by all of its business activities and strives to achieve a sustainable society throughout its value chain. To clarify our approach to respecting human rights, we established the Human Rights Basic Policy in December 2021 and launched initiatives related to human rights due diligence in 2022. Specifically, the Sustainability Committee has established priority issues by identifying and assessing risks in the supply chain and other areas, and then considering and implementing preventive and remedial measures. In FY2024, e-learning about human rights were conducted to all of employees, and also conducted questionnaire survey to the member companies of Kowakai, which is organized by the Company's head office and branch offices, as well as partner companies.

(Indicators and Targets)

In order to achieve the above strategies, we have set the following items as "Indicators and Targets".

Indicator	Target	Result
Number of employees	Increase the number of employees more than 350 by FY2026 (Set as a KPI in the Medium-Term Management Plan 2026)	2,365 *1
% of female managers	10% by around 2030 and 15% by around 2035	3.4% *2
% of male employees taking childcare leave (1 week or longer)	100% by around 2030	86.7% *3

*1 Results as of March 31, 2025

*2 Results as of April 1, 2025

*3 Results for FY2024

In addition, the revision of the human resources system that supports our employees and the implementation of professional human resources development are set as KPIs in the Medium-Term Management Plan 2026.

The above results and targets are about the Company only. We will continue to make efforts to promote diversity, including throughout the consolidated Group companies, to ensure that these efforts have a broad impact.

With regard to investments in intellectual property, the Company annually invests in research and development to create new business pillars and improve the productivity in design, procurement, and construction. The Company works to accumulate intangible assets related to design, procurement, and construction, and the Intellectual Property Strategy Office strives to maintain and acquire intellectual property rights for new technologies and products and services to be introduced to the market. The Company has secured a competitive advantage in the market through the accumulation of intangible assets through such investments in research and development and the number of intellectual property cases at the top level in the industry. At the same time, the Company has established a system to prevent patent infringement.

In addition, in recent years, as the Company works to disseminate and expand the Group's technologies in collaboration with value chains, the Company's intellectual property revenues have also been steadily increasing.

As we aim to expand into the four business domains in our long-term vision, we believe it is essential to develop strategies utilizing intellectual property, and we will continue to position intangible assets and intellectual property rights as important management resources to enhance our management strategies.

[Supplementary Principle 4-1-1 Scope of Delegation to Management]

The "Rules for the Board of Directors" and the "Regulations for the Management Council" stipulate matters to be discussed by the Board and the Management Council.

The Board of Directors supervises performance of duties by Representative Directors and other directors, improves the efficiency of business management and secures the legality and validity of business execution while making a decision on matters stipulated by laws and the Articles of Incorporation, the basic policy for business management and other important matters for business execution. For matters to be resolved by the Board of Directors, clear procedures are in place by developing certain quantitative criteria for disposal/transfer of important assets and large borrowings.

The Management Council consists of directors excluding outside directors (except for Directors who are Audit & Supervisory Committee members), working to have full discussions on important matters for business management and expedite decision-making on allocation of management resources. After the Management Council discusses important matters for business management, they are submitted to the Board of Directors for further discussion. For matters concerning allocation of management resources, they are reported to the Board after being discussed by the Management Council. Also, for these matters, clear procedures are in place by developing quantitative decision-making standards for each item such as acquisition of property, plant and equipment.

[Supplementary Principle 4-1-3 Plan for Successor to President and Representative Director]

To secure the transparency and objectivity of the President and Representative Director's succession to a successor, in a plan for successor to President and Representative Director, a policy and a plan to develop a successor and the progress thereof shall be reported to the Governance, Nomination and Remuneration Committee which in turn discusses these matters. President and Representative Director proposes the most qualified person as a candidate for successor when appointing a new director and CEO. The Committee deliberates on the candidate and reports its results to the Board of Directors.

[Principle 4-8 Effective Use of Independent Outside Directors]

The Company appointed seven out of 12 directors as independent outside directors.

Independent outside directors fulfill their management oversight and checking functions from an independent perspective at the meetings of the Board of Directors or the Governance, Nomination and Remuneration Committee, by drawing on their abundant experience and deep insight in their fields of expertise or corporate management.

[Principle 4-9 Independence Standards and Qualification for Independent Outside Directors]

The Independence Standards for Outside Officers of the Company are shown below.

Standards for Independence of Outside Officers

1. He or she is not a party whose major client or supplier* is the Company or an executive thereof

* A party whose major client or supplier is the Company is a business entity whose transactions with the Company in each target fiscal year (previous fiscal year and last three fiscal years) account for 2% or more of its net sales in principle.

2. He or she is not a major client or supplier* of the Company or an executive thereof

* A major client or supplier of the Company is a business entity whose transactions with the Company in each target fiscal year (previous fiscal year and last three fiscal years) account for 2% or more of the net sales of the Company in principle.

3. He or she is not a consultant, an accountant or a legal professional who receives a large amount of monetary consideration or other property* from the Company besides officer's remuneration (when a party that receives such property is an organization such as a corporation or an association, a person who belongs to such organization)

* A large amount of monetary consideration or other property is defined as those whose total value is 10 million yen or more in a given fiscal year in principle.

4. He or she was not recently applicable to any of (1) through (3) below

(1) A party set forth in 1, 2 or 3

- (2) Executive or a non-executive director of the parent company of the Company
- (3) Executive of a fellow subsidiary company of the Company
5. He or she is not a close relative (Note) of a party applicable to any of (1) through (6) below (except for a party who is not important*).
- (1) A party set forth in 1 through 4 above
- (2) Executive of a subsidiary of the Company
- (3) Non-executive director of a subsidiary of the Company
- (4) Executive or a non-executive director of the parent company of the Company
- (5) Executive of a fellow subsidiary company of the Company
- (6) A party that recently served as (2), (3) above or executive of a listed company

* An "important" party is an officer or a manager of each company/supplier in the case of the executive in 1. or 2. And a certified public accountant affiliated with each auditing firm or a lawyer affiliated with each law firm (including so-called associate) in the case of a person who belongs to an organization in 3. Close relative means relatives within the second degree of kinship.

[Supplementary Principle 4-10-1 Establishment of Governance, Nomination and Remuneration Committee]

With the aim of establishing a fair corporate governance system and ensuring management transparency, the Company has established the Nomination and Remuneration Committee, consisting of four independent outside directors (one of whom is a female) and one internal director. The Committee deliberates on the following matters regarding the nomination, remuneration, etc. of directors, Audit & Supervisory Committee members, and executive officers, and presents and reports them to the Board of Directors.

- Policy on the election and dismissal of directors*, representative directors, and executive officers
- * Consent of the Audit & Supervisory Committee is required for Directors who are Audit & Supervisory Committee members.
- Proposals for the election and dismissal of directors and Audit & Supervisory Committee members to be submitted to the General Meeting of Shareholders
- Succession plans for the President and directors
- Policy for the remuneration of directors (except for Directors who are Audit & Supervisory Committee members) and executive officers and the calculating method draft
- Other important management matters deemed necessary by the Board of Directors

At present, the Governance, Nomination and Remuneration Committee consists of a majority of independent outside directors in order to ensure independence and objectivity, and the chairperson is elected from among the committee members, including independent outside directors, by resolution of the committee from among the independent outside directors. The Company considers ways to further enhance independence and objectivity.

The standards for ensuring the independence of independent outside directors are described in [Principle 4-9 Independence Standards and Qualification for Independent Outside Directors] above.

[Supplementary Principle 4-11-1 Views of the Board as a whole on Balance of Knowledge/Experience/Capability, Diversity and Size]

The Board of Directors of the Company works to improve the efficiency of business management and secure the legality and adequacy of business execution by making important decisions for business execution and supervising the performance of duties by executive directors. To do that, the Company believes the Board of Directors consisting of an appropriate number of diverse personnel is required to have active discussions and perform swift decision-making. Executive directors should have abundant experience and knowledge of their respective field of expertise and have a sense of balance as well as leadership to execute business from the perspective of total optimization. On the other hand, we believe that outside directors can contribute to the Company's sustainable growth and medium- to long-term improvement of corporate value by providing useful suggestions and opinions from an independent standpoint, drawing on their professional perspectives and wealth of experience and knowledge in management.

In order to realize the Group's medium- to long-term management strategy, the Company has identified the following as particularly important areas: (i) corporate management and management strategy, (ii) technology, innovation, and DX, (iii) environment, (iv) global, (v) sales strategy and marketing, (vi) finance and accounting, (vii) legal and risk management, and (viii) human resources development and labor.

The skills of the current members of the Company's Board of Directors are not excessive or inadequate and are appropriately assigned, and the list is as follows:

<Director's knowledge, experience, and ability>

	Corporate management and management strategy	Technology, innovation, and DX	Environment	Global	Sales strategy and marketing	Finance and accounting	Legal and risk management	Human resources development and diversity
Kazuhito Kojima	●	●	●		●			
Hiroshi Kubota			●		●			●
Tadashi Kamiya		●	●		●			
Masatoshi Morino						●	●	●
Shuma Uchino	●					●	●	
Atsushi Takagi	●			●		●		
Yoko Seki						●	●	●
Hideka Morimoto			●				●	●
Hirotaaka Yamada	●					●	●	●
Kazuo Sakakibara							●	●
Hiroyuki Hioka	●		●	●			●	●
Hiroyuki Wakamatsu						●	●	

[Supplementary Principle 4-11-2 Status of Concurrent Posts Held by Directors and Audit & Supervisory Committee Members]

When outside directors or outside Audit & Supervisory Committee members serve as an officer of any other listed company, the Company ensures that they would spend the time and energy required to fulfill their roles and responsibilities the Company expects them to perform. The Company checks and adjusts in advance a schedule of meetings of the Board of Directors and the Audit & Supervisory Committee to increase the attendance rate. The Company discloses the status of important concurrent posts in its business report, reference documents for shareholders meetings and securities reports. No internal director holds any important concurrent post.

[Supplementary Principle 4-11-3 Analysis/Evaluation of Effectiveness of the Board, Disclosure of Summary of Results Thereof]

The results of the evaluation of effectiveness of the Board for FY2024 are published at the following URL.

(URL: https://www.tte-net.com/sustainability/governance/corporate_governance/index.html#a01)

[Supplementary Principle 4-14-2 Policy for Training of Directors and Audit & Supervisory Committee Members]

The Company believes that the knowledge required of directors and Audit & Supervisory Committee members mainly consists of knowledge unique to the Company such as knowledge of the businesses, finance and organization of the Company and general knowledge such as the roles required of directors and Audit & Supervisory Committee members and responsibilities including legal ones.

Executive directors, through discussions at the Management Issue Review Committee, work to gain a better understanding of general matters such as the businesses, finance and organization of the Company every year. Executive directors and internal directors who are Audit & Supervisory Committee members work to understand the roles and responsibilities required of directors and Directors who are Audit & Supervisory Committee members by participating in training by outside experts.

The Company provides an explanation of matters such as the businesses, finance and organization of the Company to outside directors and outside Audit & Supervisory Committee members when they assume their posts and as required, to facilitate acquisition of knowledge required of the Company’s outside directors and outside Audit & Supervisory Committee members. As such, the Company develops an environment for them to fulfill their roles.

The Company provides opportunities and services and pays necessary expenses to acquire and properly update the knowledge required of each director and Audit & Supervisory Committee member. The Board of Directors regularly checks the progress of training for executive directors and internal directors who are Audit & Supervisory Committee members.

[Principle 5-1 Policy for Constructive Dialogue with Shareholders]

The Company works to secure an opportunity to give explanations to the stock market and have constructive dialogue with shareholders to facilitate understanding of the Company’s management. The Company continues to share information obtained through such dialogue within the Company and reflect it as required.

- (i) Appointment of Management and Directors Who Supervise Matters to Be Included in (ii) Through (v) Below for Overall Dialogue with Shareholders and Ensure Constructive Dialogue Is Held

The President and Executive Officer supervises the dialogue with shareholders, and CFO or the Manager supervising IR serves as the person in charge of handling information. The Manager of the Corporate Communication Division serves as the person in charge of timely information disclosure while the Manager of the Accounting Division serves as the person in charge of securities report, etc. (see the “Schematic Diagram of the Overview of System for Timely Disclosure” at the end of the Report).

- (ii) Measures for Organic Collaboration of Departments in Charge of IR, Corporate Planning, General Affairs, Finance, Accounting and Legal That Assist Dialogue

All of the above departments belong to the Corporate Planning, Corporate, and Finance & Investor Relations Departments, and share information and issues on a daily basis at regular meetings and on other occasions, and work together to take appropriate actions.

- (iii) Initiatives for Strengthening of Means of Dialogue Other Than Individual Interview (e.g., Investor briefings and IR activities)

In addition to a financial results briefing, the Company plans and holds dialogue such as investor briefings as appropriate. The Company also participates in an external event for investors.

- (iv) Measures for Proper and Effective Feedback of Opinions and Concerns of Shareholders Collected from Dialogue to Management and the Board of Directors

Directors and executives directly obtain information by attending investor briefings and circulating analyst reports and also receive reports from departments in charge on a regular basis and as required.

- (v) Measures for Management of Insider Information for Dialogue

The Company, from the perspective of preventing insider trading, ensures full compliance with the “Rules for Management of Insider Trading” which stipulate matters concerning the Financial Instruments and Exchange Act and other laws and management of internal information. In having dialogue, the Company carefully manages information so that others will not suspect it of communicating insider information, and discloses information in a non-selective and fair manner. The Company designates the period from the day following the last day of an accounting period (quarterly/full year) to the date of announcement of financial results as a “quiet period.” The Company provides training to acquire and update knowledge of prevention of insider trading.

[Measures to Realize Management With Awareness of Cost of Capital and Stock Price]

Contents 	Disclosure of actions (Update)
Availability of English disclosure 	Yes
The date of update 	May 13,2025

Supplementary Explanation

In order to continuously increase corporate value, the Company has set ROE of approximately 15% as one of the key goal indicators (KGI) by FY2026 in our 2026 Medium-Term Management Plan, and will pursue improvement of profitability on capital with an awareness of the cost of capital. We are also striving to expand constructive dialogue with shareholders and investors through efforts for shareholder returns as well as SR and IR activities.

Our current analysis, targets, and initiatives to realize management with awareness of cost of capital and stock price are disclosed in our 2026 Medium-Term Management Plan: Step for the FUTURE (including a partial review of the target management indicators) posted on our website, as well as in our financial results presentation for FY2024.

(Reference) For details, please refer to the Company’s website (URL below).

2026 Medium-Term Management Plan: Step for the FUTURE -Four years to embark for the future-

(URL: https://www.tte-net.com/ir/plan/pdf/medium_term_plan_2023_note.pdf)

(URL: https://www.tte-net.com/ir/plan/pdf/medium_term_plan_2023_review.pdf)

(URL: https://www.tte-net.com/ir/plan/pdf/medium_term_plan_2023_review_20250513.pdf)

(URL: https://www.tte-net.com/english/ir/plan/pdf/medium_term_plan_2023_note_en.pdf)

(URL: https://www.tte-net.com/english/ir/plan/pdf/medium_term_plan_2023_en_review.pdf)

2. Capital Structure

Foreign Shareholding Ratio From 20% to less than 30%

[Status of Major Shareholders] [Update](#)

Name/Company Name	Number of Shares Owned	Percentage (%)
The Master Trust Bank of Japan, Ltd. (Trust Account)	7,172,800	10.6
Nippon Life Insurance Company	4,560,540	6.74
State Street Bank And Trust Company 505001	3,875,893	5.73
The Dai-ichi Life Insurance Company, Ltd.	3,131,587	4.62
Custody Bank of Japan, Ltd. (Trust Account)	3,059,300	4.52
Takasago Thermal Engineering Employee Shareholding Association	2,842,894	4.20
Takasago Kyoeikai	2,655,971	3.92
Keiokaku, Ltd.	1,016,820	1.50
MSCO Customer Securities	918,327	1.35
Mizuho Bank, Ltd.	907,792	1.34

(As of March 31, 2025)

Controlling Shareholder (except for Parent Company) -

Parent Company None

Supplementary Explanation [Update](#)

(Note) The shareholding ratio is calculated net of treasury stock (2,598,502 shares).
Treasury stock does not include the Company's shares (588,542 shares) held by the Directors' Compensation BIP Trust.
Treasury stock does not include the Company's shares (381,700 shares) held by the Stock Benefit Trust (J-ESOP).

3. Corporate Profile

Listed Stock Market and Market Section	Tokyo Prime
Fiscal Year-End	March
Type of Business	Construction
Number of Employees (consolidated) as of the End of the Previous Fiscal Year	1,000 or more
Sales (consolidated) as of the End of the Previous Fiscal Year	From ¥100 billion to less than ¥1 trillion
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

5. Other Special Circumstances Which May Have Material Impact on Corporate Governance

1. Organizational Composition and Operation

Organization Form	Company with Audit and Supervisory Committee
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[Directors]

Maximum Number of Directors Stipulated in Articles of Incorporation	17
Term of Office Stipulated in Articles of Incorporation	1 year
Chairperson of the Board	Outside Director
Number of Directors	12
Appointment of Outside Directors	Appointed
Number of Outside Directors	7
Number of Outside Directors appointed as Independent Officers	7

Outside Directors' Relationship with the Company (1)

Name	Attribute	Relationship with the Company*										
		a	b	c	d	e	f	g	h	i	j	k
Shuma Uchino	From another company								△			○
Atsushi Takagi	From another company								△			
Yoko Seki	Lawyer											○
Hideka Morimoto	Other											○
Kazuo Sakakibara	Lawyer											○
Hiroyuki Hioka	From another company											○
Hiroyuki Wakamatsu	Certified Public Accountant											○

* Categories for "Relationship with the Company"

* ○: the director presently falls or has recently fallen under the category, △: the director fell under the category in the past.

* ●: a close relative of the director presently falls or has recently fallen under the category, ▲: a close relative of the director fell under the category in the past.

- Executive of the Company or its subsidiaries
- Non-executive director or executive of a parent company of the Company
- Executive of a fellow subsidiary company of the Company
- A party whose major client or supplier is the Company or an executive thereof
- Major client or supplier of the Company or an executive thereof
- Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the Company besides compensation as a director/an audit & supervisory committee member
- Major shareholder of the Company (or an executive of the said major shareholder if the shareholder is a legal entity)
- Executive of a client or supplier company of the Company (which does not correspond to any of d, e, or f) (the director himself/herself only)
- Executive of a company for which outside directors/audit & supervisory committee members of the Company are appointed (the director himself/herself only)
- Executive of a company or organization that receives a donation from the Company (the director himself/herself only)
- Other

Name	Audit & Supervisory Committee Member	Independent Officer	Supplementary Explanation of the Relationship	Reasons for Appointment
Shuma Uchino		○	<p>Shuma Uchino is from Mitsubishi Corporation, and the Company maintains a regular business relationship with the said company. As the ratio of these transactions to the Company's sales is 0.00% (rounded off to the nearest hundredth) and due to other factors, and because their effect on the judgment of shareholders and investors is considered to be insignificant, the Company has determined that he has independence as an outside director.</p> <p>The Company's independence criteria for outside officers are set forth in "4. Supplementary Explanation" below.</p>	<p>Shuma Uchino has abundant experience and knowledge as a representative director and CFO of a general trading company, and we expect that he will be able to supervise and check business management from an objective perspective independent from business execution based on such experience and knowledge and adequately perform his duties as outside director given the reason mentioned above, such as offering advice and opinions useful to the business management of the Company. He currently serves as Chairperson of the Board of Directors and is expected to continue to contribute to the effective functioning of the Board of Directors. For the above reasons, we have appointed him as an outside director.</p> <p><Reason for Appointing as Independent Officer> We believe there is no particular problem in terms of independence and no possible conflict of interest with general shareholders, and so we appointed him as independent officer.</p>
Atsushi Takagi		○	<p>Atsushi Takagi served as part-time adviser from April 2021 to June 2022, when he was appointed as outside director of the Company at an ordinary general meeting of shareholders, on the condition that he would serve as outside director of the Company. His duty as adviser was to offer advice as an independent outsider and his fee was not substantial (less than 10 million yen). Hence, the effect on the judgment of shareholders and investors is considered to be insignificant, so the Company has determined that he has independence as an outside director.</p> <p>The Company's independence criteria for outside officers are set forth in "4. Supplementary Explanation" below.</p>	<p>Atsushi Takagi has work experience as an analyst at a securities company, high knowledge of finance and deep insight in the construction section, and we expect that he can supervise and check business management from an objective perspective independent from business execution based on such experience and knowledge and can adequately perform his duties as outside director given the reason mentioned above, such as offering advice and opinions useful to the business management of the Company. He currently chairs the Governance, Nomination and Remuneration Committee, a voluntarily established body that advises the Board, and is expected to continue to contribute to the ongoing improvement of corporate governance, etc. For the above reasons, we have appointed him as an outside director.</p> <p><Reason for Appointing as Independent Officer> We believe there is no particular problem in terms of independence and no possible conflict of interest with general shareholders, and so we appointed him as independent officer.</p>
Yoko Seki		○	-----	<p>Yoko Seki has abundant experience and knowledge as a lawyer and certified public accountant. We have appointed her as outside director, because we expect that she can supervise and check business management from an objective perspective independent from business execution based on such experience and knowledge. While she was not involved in corporate management by any other method than serving as outside officer, we believe she can adequately perform her duty as outside director given the reason mentioned above such as offering advice and opinions useful to business management of the Company.</p> <p>We believe that there are no particular issues regarding her independence, as she is not from the Company's parent company, other subsidiaries, major shareholders or major business partners.</p> <p><Reason for Appointing as Independent Officer> We believe there is no particular problem in terms of independence and no possible conflict of interest with general shareholders, and so we appointed her as independent officer.</p>

Name	Audit & Supervisory Committee Member	Independent Officer	Supplementary Explanation of the Relationship	Reasons for Appointment
Hideka Morimoto		○	<p>Hideka Morimoto served as a part-time advisor to the Company from April 2020 until the Company's General Meeting of Shareholders in June 2021, at which time he was elected as an outside director of the Company. However, we believe that he is independent as an outside director because his duties included providing advice from an independent outside perspective and his remuneration was not substantial (less than 10 million yen).</p> <p>The Company's independence criteria for outside officers are set forth in "4. Supplementary Explanation" below.</p>	<p>Hideka Morimoto has abundant experience and knowledge of public administration and the environment. We have appointed him as outside director, because we expect that he can supervise and check business management from an objective perspective independent from business execution based on such experience and knowledge. While he was not involved in corporate management by any method other than serving as outside officer, we believe he can adequately perform his duties as outside director given the reason mentioned above, such as offering advice and opinions useful to the business management of the Company.</p> <p>We believe that there are no particular issues regarding his independence, as he is not from the Company's parent company, other subsidiaries, major shareholders or major business partners.</p> <p><Reason for Appointing as Independent Officer> We believe there is no particular problem in terms of independence and no possible conflict of interest with general shareholders, and so we appointed him as independent officer.</p>
Kazuo Sakakibara	○	○	-----	<p>Kazuo Sakakibara has abundant experience and knowledge as a prosecutor and lawyer for many years. We have appointed him as outside director who is Audit & Supervisory Committee member, because we expect that he can supervise and check business management from an objective perspective independent from business execution based on such experience and knowledge and can adequately perform his duties as outside director who is Audit & Supervisory Committee member given the reason mentioned above, such as offering advice and opinions useful to the business management of the Company. While he was not involved in corporate management by any other method than serving as outside officer, we believe he can adequately perform his duty as outside director who is Outside Audit & Supervisory Committee member given the reason mentioned above.</p> <p><Reason for Appointing as Independent Officer> We believe there is no particular problem in terms of independence and no possible conflict of interest with general shareholders, and so we appointed him as independent officer.</p>
Hiroyuki Hioka	○	○	-----	<p>Hiroyuki Hioka, has abundant experience and knowledge as a representative director of a listed company, in addition to his experience in promoting compliance, handling corporate risks, and supervising general affairs at an airline company, which he will utilize to supervise and check management from an independent standpoint and provide useful suggestions and opinions for the Company's management. We have appointed him as outside director who is Audit & Supervisory Committee member, because we expect that he will be able to appropriately perform his duties as outside director who is Audit & Supervisory Committee member.</p> <p><Reason for Appointing as Independent Officer> We believe there is no particular problem in terms of independence and no possible conflict of interest with general shareholders, and so we appointed him as independent officer.</p>

Name	Audit & Supervisory Committee Member	Independent Officer	Supplementary Explanation of the Relationship	Reasons for Appointment
Hiroyuki Wakamatsu	○	○	-----	<p>Hiroyuki Wakamatsu has not only professional knowledge in accounting but also a wide range of professional knowledge and experience in corporate auditing through his experience as a certified public accountant at a major audit firm and as an outside corporate auditor at a listed company, which he will utilize to supervise and check management from an independent standpoint and provide useful suggestions and opinions for the Company's management. We have appointed him as outside director who is Audit & Supervisory Committee member, because we expect that he will be able to appropriately perform his duties as outside director who is Audit & Supervisory Committee member.</p> <p><Reason for Appointing as Independent Officer> We believe there is no particular problem in terms of independence and no possible conflict of interest with general shareholders, and so we appointed him as independent officer.</p>

[Audit & Supervisory Committee] Update

Composition of Committee Members and Attributes of the Chairperson

	All committee members	Full-time members	Inside directors	Outside directors	Chairperson
Audit & Supervisory Committee	4	1	1	3	Outside director

Update

Presence of directors and employees to assist the Audit & Supervisory Committee in the performance of its duties	Present
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Matters concerning the independence of such directors and employees from the executive directors

To support the Audit & Supervisory Committee, the Audit & Supervisory Committee Office, which reports directly to the Audit & Supervisory Committee and consists of three dedicated staff members, has been established as an organization to assist the Audit & Supervisory Committee members in the performance of their duties. Staff members of the Audit & Supervisory Committee Office are not subject to the directions and orders of any directors who are not Audit & Supervisory Committee members in performing their duties to assist the Audit & Supervisory Committee, but are subject to the directions and orders of the Audit & Supervisory Committee, and their personnel transfer, evaluation, disciplinary actions, etc., are carried out by respecting the opinions of the Audit & Supervisory Committee, thereby ensuring independence from executive departments and the effectiveness of the instructions given by the Audit & Supervisory Committee to the staff of the Audit & Supervisory Committee Office.

Cooperation among Audit & Supervisory Committee, Accounting Auditors and Internal Audit Departments

Audit & Supervisory Committee members discuss an audit system/plan at the beginning of a year, regularly receive a report from KPMG AZSA LLC (accounting auditor) on the status and results of audits and observe an audit conducted by accounting auditors as required. By collaborating with accounting auditors by exchanging information and opinions, Audit & Supervisory Committee members improve the effectiveness of audits. They facilitate mutual collaboration through sharing of information and improve the effectiveness of audits while receiving a report from the Internal Audit Office on the status and results of audits regularly and as appropriate.

[Optional Committees]

Establishment of an optional committee corresponding to a nominating committee or compensation committee	Established
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Status of establishment of committee(s), composition of members, and attributes of the chairperson (chair).

	Committee Name	All committee members	Full-time members	Inside directors	Outside directors	Outside experts	Other	Chair person (Chair)
Optional committee corresponding to a nominating committee	Governance, Nomination and Remuneration Committee	5	0	1	4	0	0	Outside Director
Optional committee corresponding to a compensation committee	Governance, Nomination and Remuneration Committee	5	0	1	4	0	0	Outside Director

Supplementary Explanation

The Company has established the Governance, Nomination and Remuneration Committee, which is composed of a majority of independent outside directors and chaired by an independent outside director, as an optional advisory body for nomination of and remuneration for officers, including those of subsidiaries. After discussions at the Committee, the Company determines, based on a resolution of the Board of Directors, nomination of candidates for directors and remuneration of directors (except for Directors who are Audit & Supervisory Committee members and outside directors). The committee is chaired by an independent outside director. Independent outside directors who are members of the Committee are expected to provide useful advice and opinions from an independent perspective and enhance the objectivity and transparency. The Committee holds at least one meeting in a fiscal year.

[Independent Officers]

Number of Independent Officers	7
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Matters relating to Independent Officers

The Company appoints all outside directors and outside Audit & Supervisory Committee members who satisfy the requirements for independent officers as such.

For standards and a policy for independence from the Company in appointing outside directors and outside Audit & Supervisory Committee members, the Company refers to the standard for judgment of the independence of independent officers as stipulated by the guideline on listing management of TSE. The criteria for determining the independence of such outside directors and outside Audit & Supervisory Committee members are described in [Principle 4-9 Independence Standards and Qualification for Independent Outside Directors] above.

[Incentives]

Incentive Policies for Directors	Introduction of stock compensation plan (Director's compensation BIP trust)
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Supplementary Explanation for Applicable Item [Update](#)

For the purpose of clarifying the link between officers' remuneration and the financial performance/stock value of the Company and further motivating Directors to contribute to the medium- and long-term improvement of performance and corporate value, the Company introduced a stock compensation plan (Directors' Compensation BIP Trust) for Directors except for outside directors and Audit & Supervisory Committee members.

The new compensation covers three consecutive fiscal years and Directors of the Company (except for outside directors and Directors who are Audit & Supervisory Committee members), executive officers the Company signed an engagement agreement with (except for expats), and deputy executive officers the Company signed an engagement agreement with (except for expats). The Company contributes up to 1,800 million yen in cash for the three fiscal years to Directors. Performance-linked remuneration will be paid on a fixed schedule upon the completion of the Medium-term Management Plan, and non-performance-linked remuneration will be paid upon resignation.

Recipients of Stock Options

Supplementary Explanation for Applicable Item

[Director Remuneration]

Disclosure (of Individual Directors' Remuneration)	Individual Disclosure (partial)
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FY2024: From April 1, 2024 to March 31, 2025

Total remuneration by officer category, total amount of each type of remuneration and number of eligible officers

Category	Total remuneration (million yen)	Total amount of each type of remuneration (million yen)			Number of eligible officers
		Basic remuneration	Performance-linked compensation, etc.	Non-monetary compensation, etc. (stock compensation)	
Director (except for Audit & Supervisory Committee member) (except for outside director)	492	155	148	188	5
Outside director (except for Audit & Supervisory Committee member)	69	69	-	-	4
Director (Audit & Supervisory Committee member) (except for outside director)	29	29	-	-	1
Outside director (Audit & Supervisory Committee member)	52	52	-	-	3
Total	644	307	148	188	13

(Notes)

- Above information contains an information about a Director who retired upon 144th Ordinary General Meeting of Shareholders held on 19th June 2024..
The stock compensation is the amount recorded as a provision of allowance for share-based remuneration during the fiscal year under the BIP trust.
Above shown Non-monetary compensation, etc. (Stock compensation) includes 113 millions yen of adjustment caused by the change in average acquisition price of treasury share of the trust, due to additional monetary contribution and disposal of treasury share by the company based on the resolution passed at Board of Directors meeting held on 6th Aug 2024.
- The amount of monetary remuneration (bonus) is determined individually, with consideration of each Directors' (except for Directors who are the member of Audit and Supervisory Committee members) performance, duties and contributions comprehensively. The amount will be varied by the performance results with the range from 0% to 200% (based on standard amount of each position). And performance indicators for this fiscal year are composed by previous year's financial results (Consolidated ordinary profit and consolidated gross profit margin) for the purpose of boosting the motivation to achieve single fiscal year performance goal.
- The Directors' Compensation BIP Trust is separately established from the maximum amount of remuneration for Directors (except for Directors who are Audit & Supervisory Committee members) of 550 million yen determined by the resolution of the 143th ordinary general meeting of shareholders.
The maximum amount of the Directors' Compensation BIP Trust was approved at 1,800 million yen for each of the three (3) fiscal years by resolution of the 143rd Ordinary General Meeting of Shareholders (June 23, 2023).
There are four (4) Directors (excluding Directors who are Audit & Supervisory Committee members and outside directors) as of the closure of the said Ordinary General Meeting of Shareholders.

Name	Total remuneration (millions of yen)	Position	Company type	Total amount of each type of remuneration (million yen)			
				Basic remuneration	Performance-linked compensation, etc.	Non-monetary compensation, etc. (stock compensation)	
						Incurred amount	Adjusted amount within left
Kazuhiro Kojima	206	Director	Reporting company	56	64	84	52
Hiroshi Kubota	102	Director	Reporting company	37	34	29	15
Tadashi Kamiya	102	Director	Reporting company	34	30	37	23

(Notes)

Above shown Non-monetary compensation, etc. (Stock compensation) amounts are incurred amount during the fiscal year as provision of allowance for share-based remuneration under Director's compensation BIP trust. The amount for this fiscal year includes adjustment caused by the change in average acquisition price of treasury share of the trust, due to additional monetary contribution and disposal of treasury share by the company based on the resolution passed at Board of Directors meeting held on 6th Aug 2024.

Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods

The Company determines, based on a resolution of a shareholder meeting, the maximum limit of total remuneration of each director and Audit & Supervisory Committee member.

The Company has established the Governance, Nomination and Remuneration Committee as an optional advisory body to the Board of Directors, which is composed of a majority of independent outside directors and is chaired by an independent outside director. After discussions at the Committee, the Company determines, based on a resolution of the Board of Directors, remuneration of directors.

Remuneration of directors (except for Directors who are Audit & Supervisory Committee members and outside directors) of the Company consists of basic remuneration, bonus and stock compensation (Directors' Compensation BIP Trust).

Remuneration of Directors who are Audit & Supervisory Committee members only consists of basic remuneration whose amount is determined through discussions by audit & supervisory committee members by considering the details, volume and difficulty of duties of each Audit & Supervisory Committee member and the extent of responsibilities in a comprehensive manner. No bonus or stock-related remuneration such as stock compensation (Directors' Compensation BIP Trust) is paid to Directors who are Audit & Supervisory Committee members in light of their duties. For details, see [Principle 3-1 Full Disclosure] (iii) "Policy and Procedures for Board of Directors to Determine Remuneration of Executives and Directors" above.

[Supporting System for Outside Directors and/or Audit & Supervisory Committee Members]

Outside directors receive information as appropriate mainly from the persons in charge at the Global Business Planning Headquarters or at the Corporate Operations Headquarters, and are briefed in advance on agendas when a board meeting is held. In addition, outside directors who are Audit & Supervisory Committee members receive information directly from a person in charge of each department and are also briefed in advance on agendas mainly by internal directors who are Audit & Supervisory committee members when a meeting of the Audit & Supervisory Committee is held (usually held prior to a board meeting).

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

The Company has a "Board of Directors" and an "Audit & Supervisory Committee." The Company also has a system of executive officers in place to clarify the function of making a decision and supervising business management and the function of executing business, and to promote agile and efficient business management while keeping an adequate number of directors and shortening their term of office.

The Board of Directors currently consists of 12 members (of those, seven are outside directors) and holds a meeting each month in principle and as required. The Board of Directors passes a resolution for important matters based on the Rules for the Board of Directors as well as matters stipulated by laws and the Articles of Incorporation, and supervises the directors' performance of their duties.

Outside directors strive to fulfill their expected roles by providing useful suggestions and opinions at meetings of the Board of Directors and other meetings from an objective standpoint and professional perspective independent of the execution of business operations.

The Board of Directors improves the efficiency of business management and secures the legality and validity of business execution by making important decisions on business execution and supervising the performance of duties by directors. The Company signed a limited liability agreement for liability stipulated by Paragraph 1, Article 423 of the Companies Act with seven outside directors which limits liability for damages to the total amount stipulated by each item of Paragraph 1, Article 425 of the Act when they perform their duties in good faith and free of gross negligence.

The Audit & Supervisory Committee currently consists of four members (or those, three are outside directors) and meets once a month, in principle, and on an ad hoc basis. The Audit & Supervisory Committee supervises the directors' performance of their duties, including reporting audit results to the Board of Directors.

In addition, to have full discussions on important matters for business management and expedite decision-making on allocation of management resources, the Company has established the Management Council which consists of directors and Chief Executive Officers of Headquarters excluding outside directors. In addition, in order to promote the development and operation of the internal control system of the Company and its corporate group across the board, the "Internal Control Committee," chaired by the President and Representative Director and composed of directors, excluding outside directors, was established. The committee deliberates on the revision or abolition of basic policies regarding the internal control system, based on the development and status of the Group's internal control system, submits proposals to the Board of Directors, adopts resolutions regarding the management system for promoting compliance and risk management of the Internal Control Committee and the Group, the revision or abolition of rules regarding the Company's compliance and risk management, and annual activity policies regarding the Company's compliance and risk management, and makes reports to the Board of Directors.

The Governance, Nomination and Remuneration Committee has been established as an optional advisory body to the Board of Directors, and it consists of a majority of independent outside directors and is chaired by an independent outside director. The committee deliberates on the appointment, reappointment, dismissal, and recommendation to the Board of Directors of the Company's directors and executive officers, as well as the representative directors and audit & supervisory board members of its affiliates (except for affiliates of minor importance to the Company), recommendations to the Board of Directors (however, the consent of the Company's Audit & Supervisory Committee is required for the appointment or reappointment of Directors who are Audit & Supervisory Committee members) and remuneration of directors (except for Directors who are Audit & Supervisory Committee members) and executive officers of the Company as well as the representative directors of its affiliates. In addition, the Company analyzes and evaluates the effectiveness of the Board of Directors and confirms the policies and progress of the succession plan for the President and Representative Director formulated by the President and Representative Director.

Names of the members of the organizations above are listed in the following table.

Title	Name	Board of Directors	Management Council	Audit & Supervisory Committee	Governance, Nomination and Remuneration Committee	Internal Control Committee
President and Representative Director COO	Kazuhito Kojima	○	⊙		○	⊙
Director and Executive Vice President	Hiroshi Kubota	○	○			○
Director and Senior Managing Executive Officer	Tadashi Kamiya	○	○			○
Director and Executive Officer	Masatoshi Morino	○	○			○
Outside Director	Shuma Uchino	⊙			○	
Outside Director	Atsushi Takagi	○			⊙	
Outside Director	Yoko Seki	○			○	
Outside Director	Hideka Morimoto	○			○	
Director (Audit & Supervisory Committee member)	Hirofusa Yamada	○		○		
Outside Director (Audit & Supervisory Committee member)	Kazuo Sakakibara	○		⊙		
Outside Director (Audit & Supervisory Committee member)	Hirofusa Hioka	○		○		
Outside Director (Audit & Supervisory Committee member)	Hirofusa Wakamatsu	○		○		

○ Member of the organization, ⊙: Head of the organization * The head is elected by mutual vote

In addition, Audit & Supervisory Committee members, accounting auditors and the Internal Audit Office work together to enhance corporate governance by conducting an effective audit.

(1) Audit & Supervisory Committee

There are currently four Directors who are Audit & Supervisory Committee members at the Company (of those, three are outside audit & supervisory committee members). They monitor the status of corporate governance, attend board meetings and other important meetings, review important requests for approval and visit offices according to an audit policy/plan determined by the Audit & Supervisory Committee. They also collaborate with accounting auditors and the Internal Audit Department to audit the performance of duties by directors in an effective audit. For subsidiaries, they exchange information and cooperate with directors and Audit & Supervisory Committee members thereof at a meeting of the Group Management Council and the Group Audit & Supervisory Committee. Outside directors who are Audit & Supervisory Committee members including one lawyer and one certified public accountant obtain and provide information and work to monitor operations from an independent perspective. On the other hand, the Director who is full-time Audit & Supervisory Committee member monitors and supervises operations based on his abundant knowledge and experience at the Company and enhance the effectiveness of audits from his respective position.

The Company signed a limited liability agreement for liability stipulated by Paragraph 1, Article 423 of the Companies Act with three outside Audit & Supervisory Committee members which limits liability for damages to the total amount stipulated by each item of Paragraph 1, Article 425 of the Act when they perform duties in good faith and free of gross negligence.

(2) Internal Audit

Regarding internal audits, the Internal Audit Office (8 employees) has been established as a department under the direct control of the President, to carry out, from an independent perspective, the Business Audit Plan for the adequacy and efficiency of operations at the head office, branch offices and Group companies, in accordance with the Internal Audit Regulations. For subsidiaries, the Office exchanges information as required. The Internal Audit Office checks the status of required measures and improvements while reporting audit results to President and Representative Director and Audit and Supervisory committee. The Office evaluates the status of internal control over financial reporting of the Company and important consolidated subsidiaries (J-SOX). The Office also works with Directors who are Audit & Supervisory Committee members and accounting auditors to ensure an effective internal audit is conducted.

(3) Accounting Auditors

The certified public accountants who executed accounting audit work of the Company in FY2024 are Mr. Atsushi Nagata and Mr. Hiroshi Yabumae, and they are affiliated with KPMG AZSA LLC. The number of years of continuous auditing amount to four years for Mr. Nagata and three years for Mr. Yabumae. In addition, they have 6 certified public accountants as their assistants plus 19 other assistants. In selecting an audit firm, the Company considers a quality management system, independence and expertise as an accounting auditor in a comprehensive manner. When it is considered difficult for the accounting auditor to conduct a proper audit, the Audit & Supervisory Committee shall submit a proposal for dismissal or non-reappointment of the accounting auditor to a shareholders' meeting. When any of the reasons described in each item of Paragraph 1, Article 340 of the Companies Act applies to the accounting auditor, the Audit & Supervisory Committee shall dismiss the accounting auditor with the consent of all Audit & Supervisory Committee members.

Furthermore, as part of the procedures to reappoint the accounting auditor, the Audit & Supervisory Committee receives reports from KPMG AZSA LLC on its quality management system, audit plan and overview of audit status and interviews a department in charge on its assessment of the auditor to ensure that the firm properly conducts an audit.

3. Reasons for Adoption of Current Corporate Governance System

To further enhance the speed of management decision-making while ensuring rationality, as well as to further enrich discussions at Board of Directors meetings and strengthen the supervisory function of management, on June 23, 2023, the Company transitioned to a company with the audit & supervisory committee, which allows the Board of Directors to delegate a significant portion of the decision-making on important business execution to the executive directors.

Currently, seven out of 12 directors are independent outside directors (all seven are independent directors). We believe that the effectiveness of this system will be further enhanced by having these outside directors perform function of offering advice and supervising business management appropriately independent from business execution and from an objective and outside perspective based on their abundant experience and knowledge.

III Implementation of Measures for Shareholders and Other Stakeholders

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

Update

	Supplementary Explanation
Early Notification of General Shareholder Meeting	The Company tries to send a notice of a general shareholder meeting by four weeks prior to the date of such meeting or by the end of May.
Exercise of Voting Rights by Electromagnetic Means	The Company has adopted an electronic voting system.
Participation in the Platform for Electronic Exercise of Voting Rights and Other Efforts to Improve the Environment for Institutional Investors to Exercise Voting Rights	The Company uses a platform for the exercise of voting rights by Institutional investors.
Provision of Convocation Notice (Summary) in English	Some content is translated into English and provided.
Other	<p>Before sending a notice of a general shareholder meeting, the Company discloses such notice (including an English translation of a part thereof) and a notification of independent officers to the Tokyo Stock Exchange, and posts them on the Company website.</p> <p>May 23, 2025: Disclosed a notice of a general shareholder meeting (including an English translation of a part thereof) and a notification of independent officers to the Tokyo Stock Exchange and posted them on the Company website.</p> <p>May 29, 2025: Sent out a notice of a general shareholder meeting.</p> <p>June 18, 2025: Held a general shareholder meeting.</p>

2. IR Activities

Update

	Supplementary Explanation	Explanation by Representative
Preparation and Publication of Disclosure Policy	The Company discloses the “Disclosure Policy (Rules for Information Disclosure)” on its website.	
Regular Investor Briefings for Analysts and Institutional Investors	<p>The Company holds a briefing on financial highlights, the status of a management plan and future outlook. About 60 securities analysts and fund managers attend this briefing.</p> <p>President and representative director and officers in charge attend to security company’s conference or small meeting with analysts and fund managers to having a discussion about management policy and performance with various institutional investors, in according with fair disclosure policy.</p>	Established
Posting of IR Materials on Website	The Company posts information such as a settlement of accounts, a securities report, timely disclosed materials, reference data on financial results and a medium-term management plan.	
Establishment of Department and/or Person in Charge of IR	Corporate Communication Division (Contact: Manager of Corporate Communication Division)	
Other	The Company participates in an IR event for individual investors twice a year or so.	

3. Measures to Ensure Due Respect for Stakeholders

	Supplementary Explanation
Stipulation of Internal Rules for Respecting the Position of Stakeholders	The Company has the Basic Principles of Sustainability in place.
Implementation of Environmental Activities and CSR Activities etc.	As part of promotion of CSR management, the Company developed the “CSR Activity Plan” in April 2012 based on the basic approach to CSR: “Position CSR management at the core of business management as part of business activities and work to improve corporate value and realize sustainable society while fulfilling social responsibility as a good corporate citizen.”

	Furthermore, in December 2021, the Company newly developed the Basic Principles of Sustainability to strengthen its efforts to address today's ESG issues, while following its existing approach. These activities are summarized in the Integrated Report and released on the Company website.
Development of Policies on Information Provision to Stakeholders	The Company discloses information while trying to secure timeliness, legality, accuracy and fairness according to the standard stipulated in the rules for listing of Tokyo Stock Exchange, Inc. The Company also proactively discloses information not covered by the standard if it is considered to help investors make a judgment.
Other	Currently, 12 Directors of the Company consist of 11 men and one woman. The Company will consider employing candidates regardless of their gender when they have appropriate qualities as our Director.

IV Matters Related to the Internal Control System Basic Views on Internal Control System and the Progress of System Development Update

(1) System to Ensure That Duties of Directors and Employees Are Performed in Compliance with Laws and the Articles of Incorporation

i) The Company establishes the Compliance Office, an organization dedicated to promotion of compliance, and properly manages the whistle-blower system, including a hotline for consultation and reporting, while appointing an Officer in Charge of Compliance. For important themes to promote, the Company develops compliance programs and performs PDCA management at the Risk and Compliance Committee under the Internal Control Committee. As such, the Company works to secure a system contributes to enforcement and improvement of compliance.

[Operation during the consolidated period under review]

We strengthened and thoroughly implemented our system by promoting the Compliance Program. In addition, various compliance activities were carried out by the relevant divisions, including the development of internal guidelines related to the Antimonopoly Act, the prevention of harassment, the consultation and reporting desk and its proper operation, as well as various topic-specific training sessions. The adequacy of these activities and the status of the development and operation of compliance were regularly monitored and confirmed by the Risk and Compliance Committee, which met five times during the year.

ii) The Company has established the Group Action Guidelines, which specify basic rules of conduct for Group officers and employees, and distributes the same to all of them via the internal network. Additionally, the Company enforces full compliance through continuous training on compliance for all directors and employees depending on their level and duties.

[Operation during the consolidated period under review]

In addition to further improving the environment in which each individual and workplace is familiar with and applies the Group Action Guidelines by posting it on the Company's website, we have also worked to ensure that the Code of Conduct is widely disseminated and becomes firmly established by providing relevant guidance in various training programs. In particular, with regard to preventing the recurrence of violations of the Anti-Monopoly Act, for all officers and employees, we have thoroughly implemented recurrence prevention measures and strived to prevent the measures from weathering over time or becoming a mere formality. In addition, we have made all officers and employees aware of the whistleblower system through training and notices, changed the name of the system internally and the contact point externally to promote its use, and worked to ensure compliance through PDCA cycle activities in our daily operations.

iii) The Company elects outside directors who have abundant experience and knowledge in areas outside the Company's realm of expertise and strengthens the guidance on and supervision of the execution of duties from diverse perspectives.

[Operation during the consolidated period under review]

In order to ensure the legality and appropriateness of the performance of duties by Directors, outside directors, who are independent of the Company, attended 15 meetings of the Board of Directors and provided useful suggestions and opinions to the Company's management from their professional viewpoints based on their respective high levels of insight from an independent standpoint. Thus, we have further strengthened the supervisory and control functions of the Company's management. In addition, in order to enable the outside directors to provide effective guidance and supervision, the Company engaged in initiatives to help them better understand the Company's business, such as explaining the background of the agenda of the Board of Directors' meetings in advance, inspecting each branch, and providing opportunities for dialogue with employees.

(2) System on Storage and Management of Information on Performance of Duties by Directors

The Company records data of important meetings such as board meetings, requests for approval and other information on performance of duties by directors in writing or in an electromagnetic medium, and stores and manages it in accordance with the internal rules for document management. In addition to the Information Security Policy and the Information Control Regulations, the Company worked on the thorough implementation of measures to prevent information leaks by establishing and disseminating information control regulations.

[Operation during the consolidated period under review]

The information about important meeting minutes (e.g. Board of Directors meeting, etc.), internal approval form and other information relates to Director's execution of duty are securely stored and managed by recording as documents and electronic media. IT security committee are periodically held (5 times a year) and took countermeasures to prevent information leakage, while monitoring incident such as cyber attacks. Company internally information security trainings were conducted by online basis.

(3) Rules and Other System for Management of the Risk of Loss

i) The Company establishes the cross-sectional Risk Management Committee under the Internal Control Committee, including administration, sales and technology divisions to formulate the Risk Management Rules and promote company-wide risk management, as well as appoint Risk Officer. The Company also promotes activities to prevent and mitigate risks through identification/assessment of risks including major affiliated companies and implementation of measures to deal with material risks.

[Operation during the consolidated period under review]

The Company has identified risk events according to their likelihood of occurrence and magnitude of impact, selected management risks with high priority in terms of risk response, and conducted PDCA management of measures to mitigate such risks. In addition to reviewing existing risks (including elimination and integration), we are identifying new risks, taking into account the political, economic, social, and other environments. Through these activities, we have established a framework to prevent such risks from materializing and, if they do materialize, to conduct causal analysis and prevent their recurrence. In addition, the Risk Management Committee met five times to assess the adequacy of these activities.

ii) The Company develops a system to accurately handle an unforeseen contingency by formulating Rules for Crisis Management and calling/holding a company-wide crisis management meeting which swiftly and properly handles material risks when they surface.

[Operation during the consolidated period under review]

We have established the Rules for Crisis Management, and have developed and operated a framework for responding appropriately to unforeseen circumstances.

iii) The Company improves its capability to continue business in the event of emergency circumstances by developing a business continuity plan in case of a wide-scale disaster and other events and reviewing and enhancing the effectiveness of the plan through a regular drill.

[Operation during the consolidated period under review]

We have regularly reviewed our Business Continuity Plan (BCP) to strengthen our ability to cope with earthquakes and other disasters by conducting effective drills. During the period under review, we conducted a BCP drill based on the assumption of the Nankai Trough Earthquake, and made necessary revisions based on the review of the current business continuity plan and lessons learned from the drill.

iv) For risks by function such as quality, safety, environment, compliance, information and profit/loss, the Company develops a proper risk management system by appointing departments in charge in identifying/assessing the risks mentioned above.

[Operation during the consolidated period under review]

With respect to function-specific risks, the Company has endeavored to properly manage such risks by establishing appropriate divisions, regularly assessing the degree of impact on management and the likelihood of occurrence, and taking preventive and remedial measures as appropriate.

(4) System to Ensure that Duties of Directors Are Performed Effectively

i) The Company clarifies the function to make a decision and supervise business management and the function to execute business, and promotes agile and efficient business management by placing the Management Council under the Board of Directors with the President and Representative Director as a chairperson and introducing a system of executive officers.

[Operation during the consolidated period under review]

By delegating certain matters to the Management Council in accordance with the Rules for Decision-Making, the Company promoted speedy and efficient management by ensuring that directors perform their duties effectively. The Board of Directors, which met 15 times, worked efficiently by explaining the agenda in advance and sharing the summaries thereof, while focusing as much as possible on discussions related to the supervision of management, such as the direction of medium- to long-term management strategies and the strengthening of corporate governance.

ii) The Company develops and reviews, as required, Rules for Administrative Authority, Rules for Segregation of Duties, Rules for Decision-Making, and other rules to expedite decision-making and improve the efficiency of business management such as the performance of duties.

[Operation during the consolidated period under review]

Rules and regulations, such as the Rules for Administrative Authority, the Rules for Segregation of Duties, and the Rules for Decision-Making, were revised as needed, and a framework for the rapid development of business strategies was established.

(5) System to Ensure the Adequacy of Operations of the Corporate Group Consisting of the Company and Subsidiaries Thereof [Overview of the System]

i) With respect to the management of subsidiaries, while respecting their autonomy, the Company has established a management control system by placing a department in charge of management control within the Company and by stipulating rules for discussion and reporting of important matters in the Affiliate Companies Governance policy. For certain important matters of subsidiaries, the Company approves them based on a prior discussion with subsidiaries. The Company also requires subsidiaries to report operating results, financial conditions and other important information. Furthermore, meetings are regularly held with the attendance of the Company's management and presidents of subsidiaries to ensure the appropriateness of business operations. When risks surface, the Company requests subsidiaries to promptly report them to the contact department of the Company.

[Operation during the consolidated period under review]

Important matters of the Group companies were reported to our Company in accordance with the Regulations on the Affiliate Companies Governance policy and were approved in accordance with the Rules for the Board of Directors or the Regulations for the Management Council of our Company and other related regulations. The Group Management Council in Japan and the CEO Meeting of overseas Group companies were held three times over the year to regularly review the status of business and management issues, and to confirm the adequacy of Group management. The occurrence of significant risks at the Company's subsidiaries and their subsequent responses were reported to the Company in a timely and appropriate manner.

ii) The Company operates a compliance system appropriately including a risk management system, a crisis management system and a whistle-blower system as a corporate group to share a basic view with the Company by formulating the Group Action Guidelines which specify basic rules of conduct and developing internal rules for the respective subsidiary.

[Operation during the consolidated period under review]

In addition to the Japanese version, we prepared and distributed multiple language translated versions of the Group's Corporate Code of Ethics to our employees, and made efforts to disseminate the same basic action guidelines for the Group's officers and employees to the Company's (parent company) subsidiaries in Japan and abroad. In addition, the Risk Management Committee and the Risk and Compliance Committee regularly monitored and managed the status of risk management and compliance at subsidiaries. The internal reporting system was operated by not only maintaining the reporting framework at each subsidiary, but also by ensuring that there is a direct reporting route to the Company, and proper effort such as calling awareness of employee by dissemination of information was made in order to run the system properly.

iii) The Internal Audit Office shall conduct audits of the Company and its subsidiaries and report the results directly to the Board of Directors and the Audit & Supervisory Committee as necessary. In addition, the Internal Audit Office monitors the proper execution of business by the subsidiaries by dispatching directors, etc. from the Company as necessary.

[Operation during the consolidated period under review]

The Internal Audit Office conducted internal audits of all business operations from the perspective of legality, appropriateness, and efficiency. In addition, employees of the Company were dispatched to each company as officers, etc., to ensure the appropriateness of operations.

The results of the internal audits were reported directly to the Board of Directors and the Audit & Supervisory Committee as needed.

iv) The Audit & Supervisory Committee regularly audits the status of performance of duty of subsidiaries.

[Operation during the consolidated period under review]

The Audit & Supervisory Committee regularly conducted audits of subsidiaries, reviewed key documents and interviewed key officers and employees regarding the status of business operations.

v) The Company develops an internal control system required to secure the adequacy and credibility of financial reporting.

[Operation during the consolidated period under review]

The Internal Audit Office, in cooperation with the Financial IR division, has performed internal control assessments and internal audits for each Group company to ensure the adequacy and reliability of financial reporting and to develop an internal control framework. The results of the internal control assessments and internal audits were also reported to the Group as needed.

In addition, to strengthen financial governance, the Company regularly reviewed accounting and finance-related rules and regulations, including those of Group companies.

(6) Matters Concerning Employees Who Assist Audit & Supervisory Committee, Matters Concerning the Independence of Such Employees From Directors (excluding Directors who are Audit & Supervisory Committee members) and Matters Concerning Securing of the Effectiveness of Instructions to Such Employees
Continue from past fiscal year, the Company establishes the Audit & Supervisory Committee Office which consists of dedicated employees independent from the function of performance of duty and assists duties of audit & supervisory committee members. Audit & Supervisory Committee retains the right to lead and issue orders to employees engaged in duties of the Audit & Supervisory Committee Office.

Therefore, the Company manages HR matters for these employees including performance review, transfer and disciplinary action in accordance with the Company's rules and after consultation with Directors who are Audit & Supervisory Committee members.

[Operation during the consolidated period under review]

Continue from past fiscal year, the Audit & Supervisory Committee Office was established and full-time employees were assigned to assist in the duties of the Directors who are Audit & Supervisory Committee members. The said employees performed their duties in accordance with the instructions of the Directors who are Audit & Supervisory Committee members. Therefore, the Company managed HR matters for these employees including performance review, transfer and disciplinary action in accordance with the Company's rules and after consultation with Directors who are Audit & Supervisory Committee members.

(7) System for Directors and Employees to Report to the Audit & Supervisory Committee, and Other System on Reporting to the Audit & Supervisory Committee

For matters to be reported to audit & supervisory committee members by directors and employees, the Company formulates the Regulation for Development of Audit Environment for Audit & Supervisory Committee and develops a system to report any event which causes significant damage, material misconduct such as an internal scandal or legal violation, results of an internal audit and status of whistle-blowing in addition to statutory matters at the Company and its subsidiaries.

The Company develops a system which secures rights of Directors who are Audit & Supervisory Committee members to attend important meetings such as meetings of the Board of Directors and thus allows them to keep track of the status of execution of duty.

[Operation during the consolidated period under review]

Through the establishment of the Regulation for Development of Audit Environment, the Audit & Supervisory Committee has improved and operated a framework for the reporting of, in addition to statutory matters, events that cause significant damage to the Company or its subsidiaries, serious fraud such as internal misconduct and violations of laws and regulations, the results of internal audits and the status of whistleblowing.

(8) System to Ensure That Anyone Who Reported to the Audit & Supervisory Committee Is Not Treated Unfairly on the Grounds of Such Reporting

The Company clarifies a system in the Regulation for Development of Audit Environment for Audit & Supervisory Committee to ensure that a person who made the report mentioned above to Audit & Supervisory Committee is not treated unfairly on the grounds of such reporting.

[Operation during the consolidated period under review]

A system has been established and operated in accordance with the regulations to ensure that no person who reports to the Audit & Supervisory Committee will be subjected to any adverse treatment as a result of such reporting.

(9) Expenses Incurred for Performance of Duties of Directors who are Audit & Supervisory Committee members or Matters Concerning Policy for Settlement of Debts

When Directors who are Audit & Supervisory Committee members claim certain expenses and fulfillment of obligations in performing their duties, the Company pays them except when such expenses or obligations are considered not necessary for the duties of these Directors who are Audit & Supervisory Committee members. The Company also secures a budget for various expenses of audits to ensure their effectiveness.

[Operation during the consolidated period under review]

Any claim for prescribed expenses or the performance of liabilities incurred in relation to the performance of duties by a Director who is a member of the Audit & Supervisory Committee shall be paid, unless the said expenses or liabilities pertaining to the request are found not to be necessary for the duties of the said member. In addition, a budget has been allocated for various audit expenses to ensure the effectiveness of audits, except in cases where the expenses or related liabilities are not deemed necessary for the performance of the duties of the Director who is a member of the Audit & Supervisory Committee.

(10) Other System to Ensure Effective Audit Is Conducted by Audit & Supervisory Committee

i) Outside directors account for the majority of the Audit & Supervisory Committee.

[Operation during the consolidated period under review]

Four members of the Board of Directors serve on the Audit & Supervisory Committee, three of whom are outside directors.

ii) In accordance with the Audit Policy and Audit Plan established by the Audit & Supervisory Committee, the Directors who are Audit & Supervisory Committee members shall monitor the status of corporate governance, attend meetings of the Board of Directors, Management Council and other important meetings, inspect important approval documents, and visit the Company's offices for on-site audits, while also utilizing means such as telephone lines, the Internet and others.

Directors who are Audit & Supervisory Committee members also had communication with the President and Representative Director by regularly holding meetings and exchanging opinions.

[Operation during the consolidated period under review]

In accordance with the Audit Policy, Audit Plan and this policy established by the Audit & Supervisory Committee, the Directors who are Audit & Supervisory Committee members monitored the status of corporate governance, attended the Board of Directors' meetings, Management Council and other important meetings, inspected important approval documents, and visited the Company's business sites for on-site audits. In addition, they regularly exchanged opinions with the President and Representative Director to maintain mutual communication.

iii) Directors who are Audit & Supervisory Committee members, the Internal Audit Office and accounting auditors regularly discuss the status of audits, share information, and collaborate with one another conduct an effective and efficient audit.

[Operation during the consolidated period under review]

The Audit & Supervisory Committee, the Internal Audit Office and the Accounting Auditor regularly reported on the status of audits, exchanged information and cooperated to conduct effective and efficient audits. In addition, a tripartite audit meeting attended by the Audit & Supervisory Committee, the Internal Audit Office and the Accounting Auditor was held on a quarterly basis to exchange information and confirm issues among them.

2. Basic Views on Elimination of Anti-Social Forces and the Progress of System Development

To cut off relations with anti-social forces and organizations, the Group Action Guidelines stipulate that we deal with anti-social forces and organizations in a resolute manner and have no relations with them. The Company also develops an internal system capable of conducting practical solutions such as making the Guidelines well known through education/training and cooperation with an external specialized agency.

[Operation during the consolidated period under review]

The Group Action Guidelines stipulates that the Company must take a firm stance against, and have no relationship with, antisocial forces and groups. In addition, we have established and operate an internal framework that enables us to take practical measures in cooperation with external specialized organizations.

Other

1. Adoption of Anti-Takeover Measures

Adoption of Anti-Takeover Measures	None
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Supplementary Explanation for Applicable Item

The following is a description of the Company's basic policies regarding the nature of the persons who control its financial and business policy decisions.

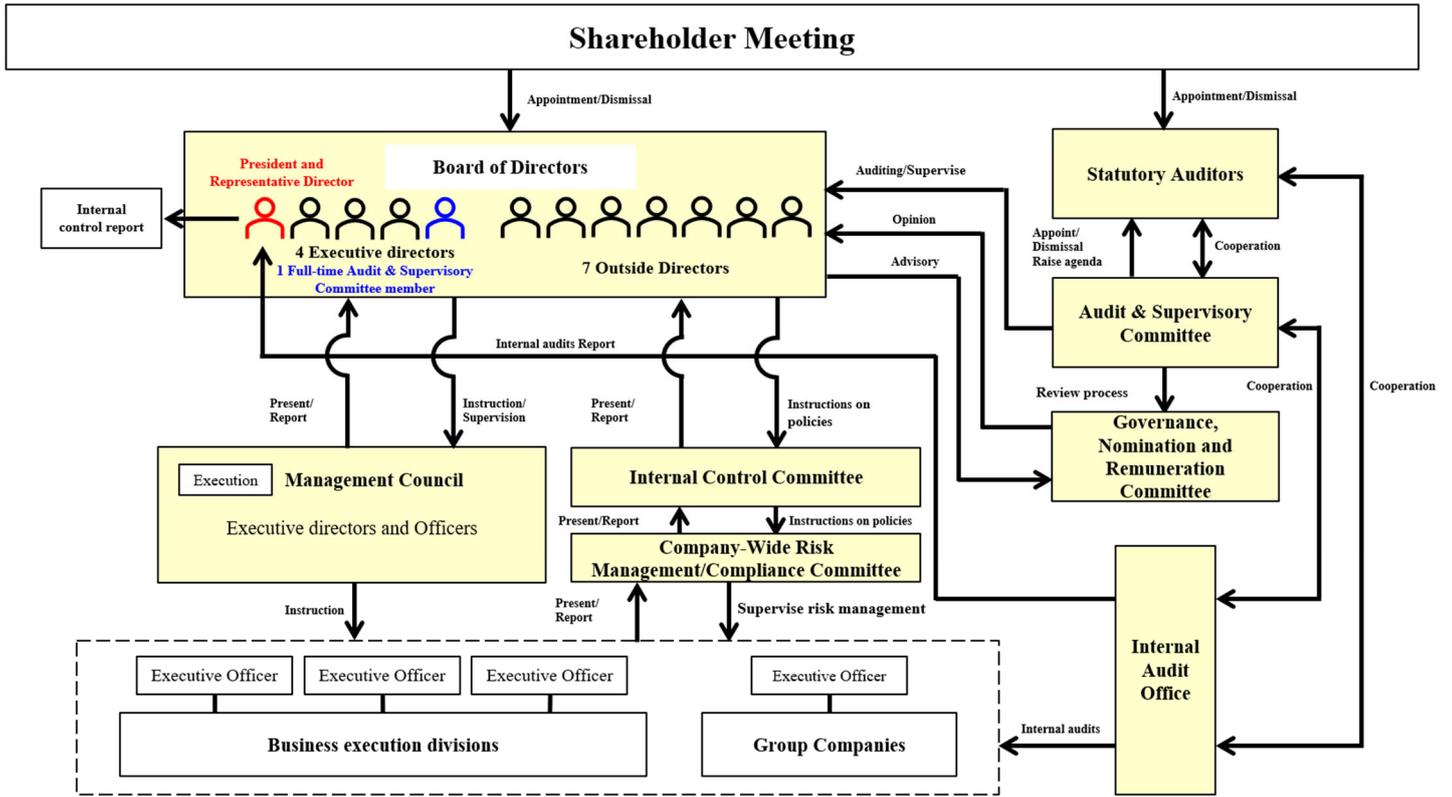
The Company will strive to secure and enhance its corporate value and the common interests of its shareholders through business development based on our Group Purpose of "With our revolutionary environmental innovations, we activate the Earth's future", which aims to enhance the engagement of all stakeholders, including shareholders, investors, customers, business partners, cooperating companies, and officers and employees.

In order to continuously and sustainably secure and increase corporate value and thus realize the common interests of shareholders, based on "Takasago Thermal Engineering Group Long-Term Vision 2040 Create our PLANET, Create our FUTURE", the Company will formulate and steadily implement a medium-term management plan while striving to strengthen corporate governance. In addition, for those who intend to make large-scale purchases of shares of the Company, the Company will take appropriate measures in accordance with the Financial Instruments and Exchange Act, the Companies Act and other relevant laws and regulations, such as seeking to provide shareholders with necessary and sufficient information to properly determine the appropriateness of large-scale purchases, disclosing the opinions, etc. of the Board of Directors, and endeavoring to ensure time and information for shareholders to consider them.

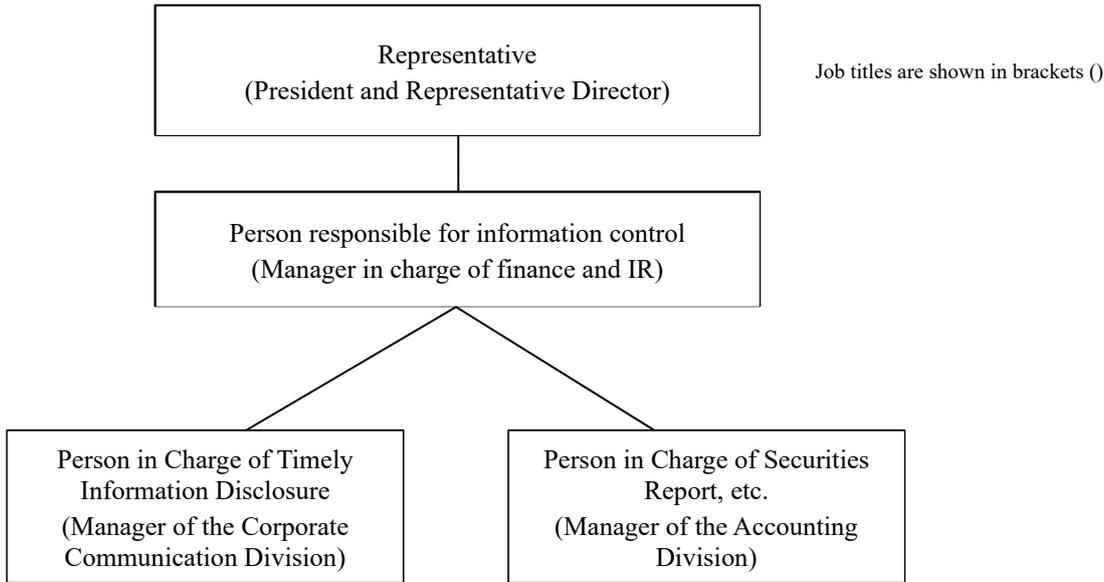
2. Other Matters Concerning Corporate Governance System

A schematic diagram of the corporate governance system and a schematic diagram of an overview of the system for timely disclosure are shown below.

[Schematic Diagram]



[Schematic Diagram of an Overview of System for Timely Disclosure]



Overview of the System for Timely Disclosure

The status of the internal system for timely disclosure of corporate information on the Company is shown below.

- (1) The representative and the person in charge of handling information to ensure the timeliness, legality, accuracy and fairness of information to be disclosed. These matters are discussed at and reported to the Management Council and the Board of Directors as appropriate.
- (2) The person in charge of timely information disclosure not only complies with the rules for timely disclosure and relevant laws and regulations but collects information from related departments in a swift and comprehensive manner to carry out his/her task. He or she also works on preparing proper disclosure materials and full disclosure by referring to other companies' examples of disclosure.
- (3) The Company regularly receives advice and guidance from Directors who are Audit & Supervisory Committee members and accounting auditors. The Company also obtains opinions of third party experts as required.
- (4) While the Company has the "Rules for Management of Insider Trading," the "Disclosure Policy (Rules for Information Disclosure)" and the "Group Corporate Code of Ethics" that stipulates strict adherence thereto, it works on preventing insider trading including at our affiliates and compliance with the Fair Disclosure Rule.