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ACOM CO., LTD.

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<https://www.acom.co.jp/>

The status of corporate governance of the Company is described below:

I Basic Policies on Corporate Governance, and Capital Structure, Company Outline and Other General Information

1. Basic Policy

The ACOM Group, guided by its lifelong “circle of trust” spirit, maintains an ongoing corporate commitment to respecting other people, putting the customer first, and conducting creative and innovative management. Based on this commitment, we are seeking to deepen mutual trust between our stakeholders and ourselves and thus progress in partnership with society.

In order to meet the expectations of stakeholders and build stronger trust, we will strengthen corporate governance as a key management priority. To this end, we will take steps to enhance the soundness, transparency, and efficiency of our operations and achieve sustained increases in our shareholder value.

We recognize that effective internal control systems are essential to creating an appropriate corporate governance framework. Based on this recognition, we are encouraging all members of our organization to join forces in building internal control systems and assuring their effectiveness, under the leadership of management. At the same time, we are constantly evaluating, verifying, and improving the effectiveness of internal control mechanisms already in place.

[Reasons for Non-compliance with the Principles of the Corporate Governance Code] (Updated)

[Supplementary Principle 4.10.1 Independence and Authority Roles of the Appointment Committee and Remuneration Committee]

ACOM has Appointment and Remuneration Committee in place as optional committee in charge of appointment of and compensation for senior management and directors. The committee deliberates and proposes the appointment candidates and remuneration for Directors to the board of Directors, under the policy of the Appointment and Dismissal of Senior Managements and candidates for management and the Policy of Determination of Compensation to Senior Managements and Directors, in consideration of the advice of independent outside directors.

The Appointment and Remuneration committee consists of six members including two independent outside Director. Although Independent outside directors do not constitute the majority of Appointment and Remuneration Committee, the Company ensures their appropriate involvement and receives their suitable advice upon consideration of appointment and remuneration.

[Disclosure Based on the Principles of the Corporate Governance Code] (Updated)

[Principle 1.4 Strategic Shareholdings]

The Company currently does not have any strategic shareholdings and does not plan to do so in the future.

[Principle 1.7 Transactions with Related Party]

Pursuant to relevant laws, it is provided in our regulations of board of directors that transactions with directors and material transactions with major shareholders require prior approval of the board of directors.

[Supplementary Principle 2.4.1 Ensure Diversity in the Appointment of Core Human Resources]

<Approach to Ensure Diversity>

Under the situation where competition between companies is intensifying and changes in needs are accelerating, in order to implement “creative and innovative management” that the Company advocates in its corporate philosophy, and to continue to meet the expectations from stakeholders, it is necessary to develop human resources who embody its corporate philosophy by respecting abilities, ideas and values from diverse human resources.

With that in mind, ACOM is actively taking measures to secure diversity, including advancement to manager and human resource development of female and mid-career employees.

<Status of Voluntary and Measurable Goals for Ensuring Diversity>

To ensure the diversity of core human resources, ACOM has set the following targets for the ratio of females and mid-career hires in managerial or higher positions.

Category	As of March 31, 2024	By March 31, 2025 (Target)
Percentage of Females in managerial positions (above assistant manager)	21.5%	25.0%
Percentage of Mid-Career Hires in managerial positions (above assistant manager)*	6.6%	Increase from current level

*For the purpose of this tabulation, mid-career hires are defined as “those who joined the company mid-career and have been with the company for 10 years or less.

< Policies on Human Resource Development, Internal Environmental Development, and Implementation Status to Ensure Diversity>

The Company is aiming to “Contributing to the realization of an enjoyable and affluent personal life, and to improving lifestyle,” based on the stipulations of our corporate philosophy of “The Spirit of Human Dignity,” “Customers First,” and “Creative and Innovative Management,” under our founding spirit of “Circle of Trust.” We promote our business in order to reach our vision of meeting the expectations of all stakeholders. To reach the vision, we believe it essential to maintain sustainable growth for both the company and each employee. We have promoted measures that contribute to enhancing human capital based on our “Policy on Human Resource Development” and “Policy on Internal Environmental Development.”

[Policy on Human Resource Development]

Aiming for the Company Group’s sustainable growth, the Company will respect the abilities, ideas, values, etc. of diverse human resources and develop human resources who can embody its corporate philosophy.

[Policy on Internal Environment Development]

Based on the Group’s corporate philosophy of “The Spirit of Human Dignity,” the Company will promote diversity and develop an internal environment in which employees can feel motivated and comfortable.

Based on the above policy, ACOM is implementing the following human resource development and internal environment development.

[Initiatives on Human Resource Development]

We are implementing measures based on the five points; 1. Recruitment and development of human resources, 2. Workstyle reform, 3. Diversity and inclusion, 4. Evaluation and remuneration of human resource, and 5. Employee engagement.

1. Recruitment and development of human resources

The Company is focused on securing human resources who are respecting the abilities, ideas, values, etc. of diverse human resources and embody its corporate philosophy. For that, we believe that striving for overall

optimization of human resources as well as improving the quality of human resources are important management issues and develop relevant measures. In regard to recruitment, we are working to secure excellent and promising human resources through recruitment activities for new graduates and mid-career employees. With regard to training, based on the Policy on Human Resource Development, we are promoting the improvement of the quality of human resources through various development measures and career development support.

Description of specific initiatives related to “Recruitment of promising and excellent human resources.”

○Recruitment activities for new graduates and mid-career hires

In our recruitment activities for new graduates, we hold events such as internships, workplace tours, and roundtable discussions in addition to company information sessions, then we are focusing on securing human resources who can embody our corporate philosophy by conveying our founding spirit and corporate philosophy to as many students as possible. We also appeal the Company’s job satisfaction and workplace comfort. Our recruitment activities for new graduates were ranked second place in the “Credit, Consumer Credit, Leasing, and Other Finance” category of the “MyNavi/Nikkei 2025 Ranking of Popular Employers for University Graduates.” We will continue to convey the appeal of our company to students to secure promising and excellent human resources.

In our recruitment activities for mid-career employees, we actively recruit human resources with specialized skills to speedily respond to operational issues and seek further expansion in each business domain. We will continue to maximize strength of our organization by securing promising and talented human resources.

○digital human resource development program

In today's rapidly advancing digital world, it is essential to constantly incorporate the latest technology and utilize data to realize our vision. For the purpose of developing human resources that contribute to digital promotion, the Company started “a digital human resource development program.” In the fiscal year ended March 31, 2024, we selected 50 employees who applied for this program and provided them with basic digital training. In addition, we have supported employees who had joined the program or in positions above Manager to improve digital literacy by providing accounts for video learning services.

From April 2024, we will provide advanced training (data analysis, programming, AI, UI/UX, etc.) to develop core human resources for digital promotion.

○ACOM Leadership Principles (promoting development of leaders)

The leaders of the Company are human resources who can lead our organization to sustainable growth and have the capacity as managers with excellent administrative skills and the ability to support the growth of members. We are committed to developing such outstanding leaders. In April 2023, we formulated the “ACOM Leadership Principles” as the requirements for leaders and held eight town hall meetings in the fiscal year ended March 31, 2024, based around the theme of these requirements for leaders.

○Other support for human resource development and career development

The Company actively works on measures to promote employees’ autonomous career development through means such as various training programs, including selective training and level-based training for the purpose of systematically developing future management candidates, correspondence education, support for acquisition of official qualifications, in-house study meetings, and open recruitment for business school.

2. Work style reform

Based on the Policy on Internal Environmental Development and under our corporate philosophy of “The Spirit of Human Dignity,” the Company has created a working environment in which employees can feel motivated and

comfortable. We are working on fixed-point observations of engagement and implement measures to maximize the performance of the organization and employees and increase corporate value as a result.

Initiatives related to Work style reform

○Promoted male employees taking childcare leave

The Company has set a target for the rate of male employees taking childcare leave to be 100%. In the fiscal year ended March 31, 2024, President & CEO Masataka Kinoshita send a message to encourage male employees to take childcare leave and featuring personal stories male employees who have taken childcare leave in our company n newsletter.

○Promoted health management

We believe that the physical and mental health of employees leads to happiness for employees and progress for the company. Under the Declaration of Health and Productivity Management from President & CEO Masataka Kinoshita, our officers, the Human Resource Department, the Hygiene Committee, industrial physicians, the ACOM Health Insurance Association, etc. are cooperating so that we can engage in the creation of a working environment where employees can work with vitality.

As a result of this endeavor, the Company has been recognized as a Superior Health Management Corporation by the Nippon Kenko Kaigi for the third consecutive year.

For more details on these initiatives, please refer to the Company's website.

<https://www.acom.co.jp/corp/english/csr/theme/staff/>

○Implemented Job Challenge

Aiming to realize an environment where diverse human resources can work with vitality, in the fiscal year ended March 31, 2024, we planned an internal recruitment system called "Job Challenge" and some employees moved to four different departments. By encouraging employees to seize growth opportunities through their own volition, we are committed to promoting their autonomous career development.

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○Other initiatives related to Work style reform

- Introduced a secondary job system, mainly for individual business owner
- Added 7-hour workday system to the shorter work hours system for employees returning to work after childcare leave (previously, only 6-hour workdays were available)
- Introduced allowance to support returning to work for employees who wish to return to work from childcare leave early
- Certified for three consecutive years with the "Superior Company Welfare (General) Award" through "Hataraku Yell" (selected by the Executive Committee of the Welfare Award and Certification System)
- Acquired the Kurumin Mark for the fiscal year ended March 2021

3.Diversity and Inclusion

Based on the Policy on Internal Environmental Development and under our corporate philosophy of "The Spirit of Human Dignity," the Company is working on promoting DEI (diversity, equity, and inclusion) and creating a working environment in which employees can feel motivated and comfortable.

Initiatives related to Diversity and Inclusion

○Participation and advancement of female employees

The Company established the “Woman Career Program” in the fiscal year ended March 2023, a training program to support female employees recognize the need for autonomous career development and their challenges. As of the current point in time, 32 women have participated in this program. Joining this program has led directly to further action, including 10 participants who have applied for selective training that is available for the purpose of developing future management candidates.

○Participation of Senior employees

Established new salary system for senior employees with specialized skill based on the expertise in order to promote active participation.

○Developed a follow-up system for employees with disabilities

To create a working environment in which employees with disabilities can feel motivated and comfortable, we conducted questionnaires once a year and interviews with their supervisor and Human Resources Department several times a year.

4. Evaluation and remuneration of human resources

To create a working environment in which employees can feel motivated and comfortable, we are working to build a system that is more rewarded to employees based on the Policy on Internal Environmental Development.

○Wage Increase

In accordance with the "Principles of Wage Determination," we improve the treatment of the profits and results we generate by raising wages and other measures in an appropriate manner based on our company's situation. We have made large-scale improvements to the treatment of employees in April 2019, October 2022, and April 2024, and lump-sum payments in June 2018 and July 2020. In addition, in order to further improve employees' job satisfaction, we have changed the system in July 2022, to allow employees to reflect their achievements more than ever in bonuses.

5. Employee Engagement

Based on the Policy on We are working on fixed-point observations of engagement and implement measures to maximize the performance of the organization and employees and increase corporate value as a result.

Initiatives related to Employee Engagement

○Conducted engagement surveys

Since 2019, we have been conducting employee engagement surveys (through Motivation Cloud provided by Link and Motivation Inc.) that measure employee expectations and satisfaction and provides a fixed-point observation of the state of engagement in the organization. In addition, we were ranked in the top 10 in the Large Companies category in the Best Motivation Company Award organized by Link and Motivation for the fifth consecutive year. Based on the results of these survey, we are working to improve engagement for our employees and the organization while maintaining communication between officers, chief general managers, and the Human Resources Department.

○Vision Ingraining Program

On developing the medium-term management plan (fiscal year ended March 31, 2023 to fiscal year ended March 31, 2025), the Company reviewed and revised its vision and has made clearer its commitment to each of its stakeholders. In addition, the Company created a Vision Book and distributed it to all employees. Since September 2022, this Vision Book has been used in the Vision Ingraining Program, which designed to provide an opportunity

for the officers and employees to discuss the Company's vision. In the fiscal year ended March 31, 2024, the second year of the program, aiming to instill meaning in business operations and enhance employees' senses of pride, duty, and ownership, each employee was tasked with drafting a specific action plan for realizing the Company's vision based on discussions between the officers and employees.

○Established the business contest "DRIVE" across the ACOM Group

The Company believes that providing incentives for employees to take on challenges and aiming to be an organization that practices "Creative and Innovative Management" leads to enhancing corporate value. We held a business contest across the ACOM Group (total of 97 proposals) in the fiscal year ended March 31, 2023. In addition to general business proposals, the contest accepted entries related to all types of improvements and functional variations, promoting a structure that provides the opportunity for any employee to look forward toward new challenges.

[Principle 2.6 Functioning as an Asset Owner for Corporate Pension Plans]

The Company has Corporate Pension Asset Management Committee in place to effectively manage corporate pension asset. The committee comprises of the director in charge of Human Resources Dept. and chief general managers of Human Resources Dept., Corporate Planning Dept., Finance Dept. and Treasury Dept.

The members of the committee need to deepen their understandings on investment theory, asset management system, contents of asset for investment, etc. They also need to grasp asset management environment. Therefore, the Company provides necessary information from trustee management institutions to committee members in periodic manner.

The committee discusses basic policy on corporate pension asset management, matters on investment and trustee management institutions. The Company further discusses these matters at management meeting where Audit and Supervisory Committee members attend and share their opinion. Therefore, the Company ensures appropriate management of corporate pension asset.

[Principle 3.1 Enhancement of Information Disclosure]

(i) Guiding Principles of the Company (Corporate Philosophy, etc.), Management Strategy and Management Plan

(1) Guiding Principles of the Company (Corporate Philosophy, etc.)

Please refer to "Corporate Philosophy" on our website.

(<https://www.acom.co.jp/corp/english/about-us/philosophy/>)

(2) Management Strategy and Management Plan

Please refer to "Medium-term Management Plan" on our website.

(https://www.acom.co.jp/corp/english/ir/management/medium-term_management_plan/)

(ii) Basic approach and key policies on corporate governance

Please refer to "I. 1. Basic Policy" of this report for our basic approach and key policies on corporate governance.

(iii) Policies and procedures for determining compensations for senior management and directors

Please refer to "II. 1. [Compensation for Directors]" of this report for our policies and procedures for determining compensation for senior management and directors.

(iv) Policies and procedures for appointing and dismissing senior management, and nominating candidates for directors

- (1) Policies
- (A) Appointing Senior Management
- The candidate owns rich experience, in-depth insight and high expertise of Company's business which are necessary for conducting swift and pertinent business execution.
 - The candidate possesses great humanity such as wide trust from others, dignity and high moral.
 - The candidate is sound both in mind and body, and does not possess possible concern for business performance.
 - The candidate does not have any past record of violations of law and compliance (including harassment) which inflicted significant loss to the Company and any other entities the candidate has served.
 - The candidate is not affiliated with any anti-social forces.
- (B) Dismissing Senior Management
- A senior management is dismissed when one no longer meets criteria under appointment policy.
- (C) Nominating Candidates for Directors (Excluding Those Serving as Members of Audit and Supervisory Committee)
- The candidate owns rich experience, in-depth insight and high expertise which are necessary for efficient supervision on management.
 - The candidate possesses great humanity such as wide trust from others, dignity and high moral.
 - The candidate is sound both in mind and body, and does not possess possible concern for business performance.
 - The candidate does not have any past record of violations of law and compliance (including harassment) which inflicted significant loss to the Company and any other entities the candidate has served.
 - The candidate is not affiliated with any anti-social forces.
- (D) Nominating Candidates for Directors Serving as Members of Audit and Supervisory Committee
- The candidate owns rich experience in management, laws, finance and accounting, combined with deep insight and high degree of expertise needed for achieving management transparency and improving objectivity.
 - The candidate possesses great humanity such as wide trust from others, dignity and high moral.
 - The candidate is sound both in mind and body, and does not possess possible concern for business performance.
 - The candidate does not have any past record of violations of law and compliance (including harassment) which inflicted significant loss to the Company and any other entities the candidate has served.
 - The candidate is not affiliated with any anti-social forces.
- (E) Nominating Candidates for Directors Appointed as Independent Directors
- The candidate within (C) and (D) who is appointed as Independent Directors meets all requirements below and items set forth in "Independence Standards for Outside Directors."
 - * Please refer to "I. 1. Basic Policy [Disclosure Based on the Principles of the Corporate Governance Code] [Principle 4.9]" for "Independence Standards for Outside Directors."
 - The candidate is capable of offering advices on management policies and management improvements, by utilizing knowledge, from the viewpoint of increasing medium- to long-term corporate value by promoting sustainable growth of the Company.
 - The candidate is capable of supervising management through appointment/dismissal of senior management and other significant decision makings at the Board of Directors.
 - The candidate is capable of supervising conflict of interests between the Company, management, controlling shareholders, etc.

- The candidate is capable of reflecting opinions of stakeholders including minority shareholders at the Board of Directors, independent from the management and controlling shareholders, in a proper manner.

(2) Procedures

(A) Appointing and Dismissing Senior Management

The board of directors resolves appointments based on policies above after examinations are conducted and proposals are made by appointment and remuneration committee.

(B) Nominating Candidates for Directors (Excluding Those Serving as Members of Audit and Supervisory Committee)

The board of directors resolves appointments based on policies above after examinations are conducted and proposals are made by appointment and remuneration committee.

(C) Nominating Candidates for Directors Serving as Members of Audit and Supervisory Committee

The board of directors resolves appointments based on policies above upon agreement by the Audit and Supervisory Committee after examinations are conducted and proposals are made by president.

(v) Explanation on Appointment of Senior Management and Nomination of Individual Candidates for Directors

Explanation on appointment of senior management and nomination of individual candidates for directors (excluding those serving as members of Audit and Supervisory Committee) and directors serving as members of Audit and Supervisory Committee is mentioned on our convocation notice for ordinary general meeting of shareholders which is available for inspection on our website.

(https://www.acom.co.jp/corp/english/ir/stock/shareholders_meeting/)

[Supplementary Principle 3.1.3 Disclosure of initiatives related to Sustainability, etc.]

ACOM has adopted the "Basic Policy on Sustainability", aiming to reconcile solutions to social issues with enhancing corporate value.

In addition, ACOM has established the Sustainability Promotion Office under the Finance Department to examine and formulate companywide sustainability plans. Key matters are deliberated and decided at the Executive Officers' Meeting and Board of Directors meeting, and through this, we are working to develop the Company's sustainability promotion organization. Please refer to our "Basic Policy on Sustainability" and our sustainability-related initiatives in the "Sustainability" section of our website.

(<https://www.acom.co.jp/corp/english/csr/>)

In addition, the Company has implemented the following initiatives related to investment in human capital and intellectual property.

Category	Details
Investment in Human Capital	ACOM has set up a Personnel Development Office, which is a specialized department for employee education, and implemented various training programs such as "on-the-job training (OJT)," "level-based training," "selective training courses" and "digital human resource development program". ACOM also has implemented self-development support such as "correspondence education", "public qualification acquisition support", "reading support", and promotion of acquisition of "Chief of money lending operation" qualification.
Investment in Intellectual Property	ACOM has implemented brand awareness activities to strengthen its brand power, AI-based data analysis to enhance credit and credit screening capabilities, and employee training and CS promotion activities to enhance

	customer service.
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[Supplementary Principle 4.1.1 Scope of Delegation to Management]

The Company delegates decision-making on matters related to the execution of business operations other than matters to be resolved at the Board of Directors, to president and director. Moreover, the “Rules for the Board of Directors” of the Company provides the matters to be discussed at the Board based on laws and the article of incorporations. With regard to other business executions, the Board aims for expedite decision-makings and business execution, and clarification of roles of supervision and execution through following measures: appointing directors in office; providing division of duties, and roles and responsibilities on “Rules for Division of Duties within the Company”; and delegating business execution to executive officers.

[Principle 4.9 Independence Standards and its Qualifications for Independence Outside Directors]

The Company has set following “Independence Standards for Outside Directors” in order to focus on ensuring independence of Outside Independent Directors.

“Independence Standards for Outside Directors”

The Company appoints Independent Outside Directors who meet all requirement items 1 through 7 below.

1. Meet all requirements stipulated under Article 2, Paragraph 15 of the Companies Act;
2. Do not fall under any of items (1) through (3) below.
 - (1) Major creditors of the Company¹ or their executors of operations, and were executors of operations in the last three years;
 - (2) Those for whom the Company is a major business partner² or their executors of operations, and were executors of operations in the last three years;
 - (3) Major business partners of the Company³ or their executors of operations, and were executors of operations in the three years;
3. Are not consultants, accountants or legal experts who receive, in terms of the average for the past three years, ¥10 million or more of monetary or other property benefits other than executive remunerations from the Company, nor belong to accounting or law firms where the Company is a major business partner⁴;
4. Are not Directors, officers or executive officers of the Company or its subsidiaries, nor spouses or relatives within the second degree of kinship of those whom the Company judges their independences are not ensured as provided in items 2 and 3;
5. Are not current major shareholders⁵ of the Company or their executors of operations;
6. Those who do not belong to auditing firms of the Company or its subsidiaries, nor were in charge of auditing operations of the Company or its subsidiaries as employees of said auditing firms;
7. Were not executors of operations at the parent company and/or fellow subsidiary of the Company in the last ten years.

(Notes)

1. “Major creditors of the Company” refer to those the Company procures 3% or more of its consolidated amount of borrowings.
2. “Those for whom the Company is a major business partner” refer to those the Company accounted for 2% or more of their consolidated sales.
3. “Major business partners of the Company” refer to those who accounted for 2% or more of the Company’s consolidated operating revenue.
4. “Accounting or law firms where the Company is a major business partner” refers to those the Company for 2% or more of their consolidated sales.
5. “Major shareholders” refer to those who hold 10% or more of the Company’s total voting rights.

* Transaction included in “Attributes of Directors” shall be omitted as within range of negligible standard when items above are fulfilled.

[Supplementary Principle 4.11.1 The Policy of the Composition of the Board of Directors and the Skill Matrix]

< The Policy of the Composition of the Board of Directors >

To ensure that the Board of Directors fulfill its rolls and responsibilities effectively, the Company has established the Policy of the Composition of the Board of Directors as follows.

○Balance of knowledge, experience, and abilities

Based on the management strategy, the Company has defined the skills that the directors should have, as stated below. The Board of Directors must have an appropriate balance of these skills as a whole.

Skills	Definitions
Corporate Management / Management Planning	<ul style="list-style-type: none"> ◆Meet any of the followings: <ul style="list-style-type: none"> • Experiences to be a board of directors of the Company(including subsidiaries) or other companies • Experiences in planning and implementing of business strategies in the Company(including subsidiaries) or other companies ◆Have deep insight in the fields
Business Management	<ul style="list-style-type: none"> ◆Experiences in Corporate Governance or HR management ◆Have deep insight in the fields
Execution of Business	<ul style="list-style-type: none"> ◆Experiences of the Company’s core businesses: Loan / Credit Card Business, Credit Guarantee Business, and/or Overseas Business ◆Have deep insight in the fields
System / Digital	<ul style="list-style-type: none"> ◆Experience of System and/or Digital of the Company ◆Have deep insight in the fields
Finance / Accounting	<ul style="list-style-type: none"> ◆Meet any of the followings: <ul style="list-style-type: none"> • Experience of Finance and/or Accounting and have deep insight in the fields • High level expertise in Accounting, such as being a CPA
Legal / Compliance / Risk Management	<ul style="list-style-type: none"> ◆Meet any of the followings: <ul style="list-style-type: none"> • Experience of Corporate Laws, Compliance and/or Risk Management, and have deep insight in the fields • High level expertise in Law, such as being a Lawyer

*In principle, directors who are audit committee members shall include those with sufficient knowledge of finance and accounting, and Independent Outside Director shall include those with management experiences at other companies.

○Diversity

The composition of the Board of Directors shall take into account diversity in terms of gender, cosmopolitanism, professional experiences and age.

○Size

The Board of Directors shall be composed of an appropriate number of members, taking into consideration the Company’s Business domain and size, in order to keep a speed of decision-making process or ensure the effectiveness of the mutual supervisory function of the directors.

The Board of Directors of the Company consists of ten members at the point, three of whom are Independent Outside Directors, in order to expedite decision-makings and ensure effective mutual monitoring among directors. In order to ensure diverse perspectives in the Board, the Company appoints individuals with following qualifications as Directors: rich experience within the Company or from different companies; deep insight and high expertise.

The Company have created a skill matrix of the Board of Directors as follows:

Name	Position	Age	Corporate Management and Planning	Business Management	Execution of Duties	System and Digital	Finance and Accounting	Law, Compliance, and, Risk Management	Director (outside)
Shigeyoshi Kinoshita	Chairman	75	●	●			●		
Hiroshi Naruse	Deputy Chairman	65	●			●		●	
Masataka Kinoshita	President & CEO	46	●		●	●			
Takashi Kiribuchi	Deputy President	62	●			●	●		
Tomomi Uchida	Senior Managing Director	62		●	●			●	
Tadashi Yamamoto	Director	55	●	●				●	
Michelle Tan	Director	62	●					●	●
Toshihiko Yamashita	Director, Member of the Audit and Supervisory Committee	68	●				●	●	●
Akihiro Kiyooka	Director, Member of the Audit and Supervisory Committee	56	●				●	●	
Takuji Akiyama	Director, Member of the Audit and Supervisory Committee	66		●			● Certified public accountant	●	●

* The above is a list of up to three major skills marked that each director possesses. It does not represent all the skills that each director possesses.

* The age, shown above, is as of the 47th Ordinary General Meeting of Shareholders (June 21, 2024)

[Supplementary Principle 4.11.2 Concurrent Post of Directors]

Information on individual directors who have material concurrent post including other listed companies is mentioned on our convocation notice for ordinary general meeting of shareholders which is available for inspection on our website.

[\(https://www.acom.co.jp/corp/english/ir/stock/shareholders_meeting/\)](https://www.acom.co.jp/corp/english/ir/stock/shareholders_meeting/)

[Supplementary Principle 4.11.3 Analysis, Evaluation, and Results of the Overall Effectiveness of the Board of Directors]

The Company distributes surveys regarding the effectiveness of the Board to all directors every year. The Company conducts analysis and evaluation on effectiveness of the Board based on the results of surveys.

The Company conducted abovementioned analysis and evaluation this fiscal year. Consequently, the Company confirmed that the Board fulfills each and all of its function in formulation of management strategies and targets, settling management challenges, supervision on risk managements and business executors. Thus, the Company concluded that its current Board functions properly and its effectiveness is ensured.

In addition, we appreciate that a certain amount of progress has been made in expanding useful information to deepen and revitalize discussions at the Board of Directors, which was recognized as an issue in the previous year. However, we recognize that it is necessary to continue to enhance the content of reports to strengthen the supervisory function and to enhance discussions to fulfill the functions of the Board of Directors.

The Company recognized that current issues to be addressed include: deepening of discussions at the Board and expansion of useful information for further invigorating discussions at the Board. While the company will operate the Board of Directors in manners as described below, the Company will sustain periodic analysis and evaluation on effectiveness of the Board and continue its efforts to ensure enhanced effectiveness of the Board.

- (1) The Board will decide material business management matters, such as management strategies and business plans, and also will determine basic policies for building corporate governance and internal control systems. The Board will monitor and supervise the execution of duties.
- (2) Material subjects will be exhaustively selected as agendas based on regulations for matters to be resolved at the Board, provided in rules of the Board of Directors. The Board will discuss such selected material in timely and appropriate manner.
- (3) The Company will distribute materials to be used at the Board prior to the meeting to make it efficient and vigorous. Prior explanations will be given when deemed necessary.
- (4) The Board will receive periodic reports on business managements, etc. and supervises business execution.

[Supplementary Principle 4.14.2 Policy on Trainings for Directors]

The Company provides trainings to directors when deemed necessary upon their inaugurations. Even after their assumption of offices, the Company provides continuous training programs on diverse topics such as market trend of the Company's business segment and global economic issues

[Principle 5.1 Policy on Constructive Dialogue with Shareholders]

- (1) Basic Policy on Measures to Promote Constructive Dialogues with Shareholders

The Company strives for timely and appropriate dialogues with every shareholder to attain continuous growth and mid- to long-term enhancement in corporate value. With regard to information disclosure, in addition to the statutory disclosure and timely disclosure required by laws and regulations, we will actively disclose information that we believe is important or useful for our shareholders to deepen their understanding of our company, and we will strive to disclose information fairly and promptly, giving due consideration not only to shareholders in Japan but also to those overseas, by using methods designated by the Financial Services Agency and the Tokyo Stock Exchange and our website.

Upon disclosing such information, we will strive to disclose information in fair and prompt manner to both the domestic and the overseas shareholders through our website and processes designated by the Tokyo Stock Exchange.

In certain cases, forward-looking statements may be included in the information that we disclose. In regard to such forward-looking statements, we will strive to fully explain our assumptions, uncertain factors, etc. in order to avoid giving a false impression to the market.

In order to prevent divulgence of financial results information and ensure fairness of information disclosure, certain period prior to announcement of financial results shall be regarded as “Silent period” where we refrain from making any comments or answering inquiries regarding financial results.

(2) Development of Systems to Promote Constructive Dialogues with Shareholders

In addition to the ordinary general meeting of shareholders, the director in charge of Finance Dept. presides over dialogues with shareholders. Public & Investor Relations Office collaborates with relevant departments and conducts interim and annual earnings release conferences, domestic conferences (4 times a year), overseas IR roadshow (twice a year) and individual IR meetings (from 200 to 300 meetings per year).

Feedbacks given through these contacts with shareholders are reported to the Board of Directors.

2. Capital Structure

Ratio of shareholding by foreign investors	Less than 10%
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[Major Shareholders] (Updated)

Name	Number of Shares Held (shares)	Shareholding Ratio to Total (%)
Mitsubishi UFJ Financial Group, Inc.	588,723,490	37.57
Maruito Shokusan Co., Ltd.	273,467,550	17.45
Maruito Co., Ltd.	125,533,430	8.01
The Master Trust Bank of Japan, Ltd. (Trust Account)	96,920,400	6.18
Foundation of Kinoshita Memorial Enterprise	92,192,320	5.88
Maruito Shoten Co., Ltd.	38,733,200	2.47
Mitsubishi UFJ Trust and Banking Corporation (Standing proxy: The Master Trust Bank of Japan, Ltd.)	31,572,800	2.01
Custody Bank of Japan, Ltd. (Trust Account 4)	27,352,000	1.74
Aroa Shokusan LLC	17,000,000	1.08
Custody Bank of Japan, Ltd. (Trust Account)	13,819,000	0.88

Controlling Shareholders (except for the Parent Company)	—
Parent Company	Mitsubishi UFJ Financial Group, Inc. (MUFG) (Listed in Tokyo, Code Number: 8306)

Supplementary Description

3. Outline of the Company

Stock exchange and section	Tokyo Stock Exchange, Standard
Account settlement	March
Industry	Other financial business
Number of employees (consolidated basis) as of the latest fiscal year end	Not less than 1,000
Operating revenue (consolidated basis) as of the latest fiscal year end	Between 100 billion yen and less than 1 trillion yen
Number of consolidated subsidiaries as of the latest fiscal year end	Less than 10

4. Guidelines for the Protection of Minority Shareholders in Transactions with Controlling Shareholders **(Updated)**

Although ACOM engages in transactions with the parent company MUFG Group's companies, which include borrowing funds and guaranteeing unsecured card loans, the fairness of these transactions is ensured because they are based on our code of conduct of adhering to fair market rules and proper commercial practices. And like transactions with unrelated companies, they are based on impartial judgments made in accordance with internal rules, etc.

In addition, as a subordinate body of the Board of Directors, ACOM has established "Conflict of Interest Advisory Committee" which is composed solely of independent persons. The Committee deliberates on material transactions, etc., where MUFG's interest conflicts with minority shareholders' from perspective of protecting the interests of minority shareholders, and makes recommendations to the Board of Directors, etc.

(Note) Please refer to "II. 2. Matters Concerning the Functions of Execution of Duties, Audit and Monitoring, Appointment and Determination of Compensation, etc. (Outline of Status of System for Corporate Governance)"

5. Other Special Circumstances that may Significantly Affect Corporate Governance **(Updated)**

The Company has entered into a business and capital alliance agreement with MUFG, its parent company, and MUFG Bank, Ltd., a subsidiary of MUFG.

Assuming ACOM maintains its listing under the agreement, we aim to contribute to the sound and advanced development of the Consumer Finance Market of our country as the core company of the Consumer Finance Business of MUFG, and work to maximize the business scale and earnings of the business under the group's strategy. Nevertheless, while decisions on matters such as management policy and business strategy reflect the corporate management policy of the parent company, these decisions are based on ACOM's own judgments, and as such a certain level of independence as a listed company is ensured.

II Status of Other Corporate Governance Structure Including Corporate Management Organization Relating to Decision-Making, Execution and Monitoring for Managerial Purposes

1. Matters Concerning the Organizational Structure and Operation of the Organization

Organizational form	Company with Audit and Supervisory Committee
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[Directors]

Number of Directors in the Articles of Incorporation	15
Term of Directors in the Articles of Incorporation	1 year
Chairman of the Board of Directors	President
Number of Directors (Updated)	10
Appointment of Outside Directors	Applicable
Number of Outside Directors (Updated)	3
Number of designated Independent Directors in Outside Directors (Updated)	3

Relationship with the Company (1) (Updated)

Name	Description	Relationship with the Company (*)										
		a	b	c	d	e	f	g	h	i	j	k
Michelle Tan	Other											
Toshihiko Yamashita	From other company								△			
Takuji Akiyama	Certified public accountant								△			

*: Key to "Relationship with the Company"

*: "○" is used when the director in concern falls under the criteria "currently or recently," whereas "△" is used when he/she fell under the criteria in "past."

*: "●" is used when a close relative of the director in concern fall under criteria "currently or recently," whereas "▲" is used when such person fell under the criteria in "past."

a. Person who executes business of the Company or a subsidiary;

b. Person who executes business or a non-executive director of a parent company;

c. Person who executes business of a fellow subsidiary;

d. Person/entity for which the Company is a major client or a person who executes business for such person/entity;

e. Major client of the Company or a person who executes business for such client;

f. Consultant, accounting expert, or legal expert who receives large amounts of cash or other assets in addition to director/auditor compensation from the Company;

g. Major shareholder of the Company (in cases where the shareholder is a corporation, a person who executes business of the corporation);

h. Person who executes business for a client of the Company (excluding persons categorized as any of d, e, or f above)

- i. Person who executes business for another company holding cross-directorships/cross-auditorships with the Company;
- j. Person who executes business for an entity receiving contributions from the Company;
- k. Others.

Relationship with the Company (2) **(Updated)**

Name	Member of Audit and Supervisory Committee	Independent Director	Supplementary Description on the Conforming Item	Reason for Appointment
Michelle Tan		○	—	<ul style="list-style-type: none"> - No special interests in the Company - She has conducted comparative research, etc. on consumer protection systems in Japan and Australia, and has many years of experience and extensive knowledge as an expert on international consumer policy. It is anticipated that she will perform her duties as an Outside Director appropriately from a neutral and global perspective as she has abundant knowledge of domestic and international consumer protection trends, gained through her career as a professor at Tezukayama University and Chief Director at non-profit organization Japan Consumer Network (JACONET), etc. - As an Outside Director, she is expected to provide advice to be made from a standpoint of accelerating the Company's sustainable growth and striving towards enhancement of medium- to long-term corporate value based on her insight, and to supervise the management from an independent viewpoint through important decision-making at the Board of Directors meetings. - As she meets all requirements for "Independence Standards for Outside Directors" the Company has formulated, she has been designated as an independent director.
Toshihiko Yamashita	○	○	—	<ul style="list-style-type: none"> - Mr. Toshihiko Yamashita is an Outside Director as stipulated under Article 2, Paragraph 15 of the Company Law. - He has a wealth of knowledge and experience acquired in the finance industry over many years, and accomplishments as a corporate manager. He also has achievements as Auditor, Director and Audit and Supervisory Committee Member outside of the Company. Therefore, the Company believes that he can supervise and provide appropriate advice for the management of the Company from an external viewpoint based on his knowledge and experience. He is expected to play the role as an Outside Director to provide advice on management policies and improvements to be made from a standpoint of accelerating sustainable growth and striving towards enhancement of medium- to long-term corporate value based on his insight, and to supervise the management from an independent viewpoint through the appointment and dismissal of its members and other important decision-making at the Board of Directors meetings. - As he meets all requirements for "Independence Standards for Outside Directors" the Company has formulated, he has been designated as an independent director.
Takuji Akiyama	○	○	—	<ul style="list-style-type: none"> - Mr. Takuji Akiyama is an Outside Director as stipulated under Article 2, Paragraph 15 of the Company Law.

Name	Member of Audit and Supervisory Committee	Independent Director	Supplementary Description on the Conforming Item	Reason for Appointment
				<ul style="list-style-type: none"> - He is expected to supervise and audit the management of the Company from a neutral and objective viewpoint based on his advanced expertise and abundant experience gained in finance and accounting audits through his career as a certified public accountant over many years. Although he has not been directly involved in corporate management other than as an outside company auditor, it is anticipated that he will perform his duties as an Outside Director appropriately for the aforementioned reasons. -He is expected to play the role as an Outside Director to provide advice on management policies and improvements to be made from a standpoint of accelerating sustainable growth and striving towards enhancement of medium- to long-term corporate value based on his insight, and to supervise the management from an independent viewpoint through the appointment and dismissal of its members and other important decision-making at the Board of Directors meetings. - As he meets all requirements for “Independence Standards for Outside Directors” the Company has formulated, he has been designated as an independent director.

[Audit and Supervisory Committee]

Details on Members and Chairperson

	Total Number of Members	Number of Full-time Member	Number of Inside Directors	Number of Outside Directors	Chairperson
Audit and Supervisory Committee	3	2	1	2	Outside Director

Assignment of Directors and Employees to Support Duties of Audit and Supervisory Committee	Applicable
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Matters on Independence of Directors and Employees from Directors in Charge of Business Execution

The Company has established the Administration for Audit and Supervisory Committee to assist in the Audit and Supervisory Committee’s duties, and assign assistants for the Audit and Supervisory Committee. Employees to assist the Audit and Supervisory Committee will be exclusively in charge of work that assists the Audit and Supervisory Committee, and will not be subject to instructions and orders from the Directors (except for Directors serving as Members of Audit and Supervisory Committee) and other operational organizations. Assignment, transfer, evaluation and disciplinary action of such employees are decided after consultation with the Audit and Supervisory Committee.

Collaboration among Audit and Supervisory Committee, Accounting Auditors and the Internal Audit Department **(Updated)**

(A) Collaboration between Audit and Supervisory Committee and Accounting Auditors

Audit and Supervisory Committee confirms the accounting auditor's auditing plan, receives the overview and results of the audit and confirms audit reports.

In addition, the Company promotes collaboration with accounting auditors who have opinion exchange meetings when necessary.

(B) Collaboration between Audit and Supervisory Committee and the Internal Audit Department

Audit and Supervisory Committee confirms prior consultation with accounting auditors on its auditing plan of Internal Audit Department, reporting process and results of audits and status of correction. In addition, the Company promotes collaboration with Internal Audit Department who have opinion exchange meetings when necessary.

[Optional Committee]

Establishment of Any Optional Committees Equivalent to Appointment Committee or Remuneration Committee

Applicable

Details on Optional Committees: Members and Chairpersons

	Name of the Committee	Total Number of Members	Number of Full-time Members	Number of Inside Directors	Number of Outside Directors
Committee Equivalent to Appointment Committee	Appointment and Remuneration Committee	6	0	4	2
Committee Equivalent to Remuneration Committee	Appointment and Remuneration Committee	6	0	4	2

	Name of the Committee	Number of Outside Experts	Number of Other Members	Chairperson
Committee Equivalent to Appointment Committee	Appointment and Remuneration Committee	0	0	Inside Director
Committee Equivalent to Remuneration Committee	Appointment and Remuneration Committee	0	0	Inside Director

Supplementary Description

Appointment and Remuneration Committee is responsible for reviewing and making proposals on appointment and compensation for directors (excluding directors serving as members of Audit and Supervisory Committee).

[Independent Director]Number of Independent Directors **(Updated)**

3

Other Matters Concerning Independent Directors

ACOM designates all outside directors who meet requirements as independent directors.

[Incentives]

Status of implementation of incentive programs for Directors

Performance-linked compensation system is in place, etc.

Supplementary Description to the Relevant Item **(Updated)**

For the Representative of the Board of Directors and Directors who currently serve as executive officers, the Company introduced a performance-linked compensation system linked to business results for a single fiscal year and a stock-linked compensation system (Phantom Stock) as a mid-to-long term incentive.

Persons eligible to receive stock option

Supplementary Description to the Relevant Item

[Compensation for Directors]Status of disclosure
(Individual compensation for Directors)

Individual compensation for Directors is not disclosed

Supplementary Description to the Relevant Item **(Updated)**

Compensation for Directors (April 1, 2023, to March 31, 2024)

Aggregate annual compensation for Directors: 250 million yen

Amount of compensation or methods of policy decisions **(Updated)**

Applicable

Disclosed Information Regarding Amount of Compensation or Methods of Policy Decisions

Disclosed Information Regarding Amount of Compensation or Methods of Policy Decisions

The Board of Directors determined a policy concerning the decision on the details of individual compensation payable to Directors (excluding those serving as Audit and Supervisory Committee Members). In summary, compensation payable to Directors (excluding those serving as Audit and Supervisory Committee Members) is designed to sufficiently function as an incentive to aim for sustainable increase in corporate value by benchmarking the compensation levels of peer companies in related industries and segments with similar business scale. Compensation to Representative Directors and Directors serving as Executive Officers consists of basic

compensation, performance-linked compensation and stock price-linked compensation, while compensation to part-time Directors consists of basic compensation only. Basic compensation is fixed compensation to be paid once monthly, performance-linked compensation is variable compensation to be paid once yearly according to business results, and stock price-linked compensation is variable compensation to be paid upon retirement according to stock price.

The Company determines the amount of basic compensation payable to Directors (excluding those serving as Audit and Supervisory Committee Members) at the Board of Directors after the Appointment and Remuneration Committee deliberates and proposes the respective amounts to be paid according to the position and other factors, in consideration of the compensation levels at other companies, the business results of the Company, the levels of employees' salaries and other factors. The Company determines the amount of performance-linked compensation payable to Directors (excluding those serving as Audit and Supervisory Committee Members) at the Board of Directors after the Appointment and Remuneration Committee calculates the basic source of distribution using "Profit attributable to owners of parent" as an indicator to make a comprehensive measurement of the results of the management, and deliberates and proposes the respective amounts to be paid according to the positions, individual evaluations and other factors. The amount of stock price-linked compensation is calculated by multiplying the number of phantom stocks which are granted every year by the stock price three years later and the Company determines as to the grant of phantom stocks at the Board of Directors after the Appointment and Remuneration Committee deliberates and proposes such grant in consideration of its business condition, etc.

The target percentage of variable compensation (performance-linked compensation and stock price-linked compensation) out of total compensation is approximately 25% (assuming a standard amount of performance-linked compensation and stock price-linked compensation). The amount of performance-linked compensation is decided by a method whereby the Appointment and Remuneration Committee first determines a range of profit attributable to shareholders of the parent company, which becomes a standard for basic source of distribution, by taking into consideration special factors such as extraordinary income or losses from profit attributable to shareholders of the parent company, and the Board of Directors determines a specific amount of performance-linked compensation by multiplying the basic source of distribution by a ratio corresponding to the ratio of distribution for each title and individual evaluation of Directors. The amount of stock price-linked compensation is decided by a method whereby the Appointment and Remuneration Committee first determines a number of phantom stocks calculated based on a standard amount set every year for each Representative Director and Director serving as an Executive Officer, and the Company determines as to the grant thereof at the Board of Directors. The phantom stocks are converted into points by multiplying the number of phantom stocks by the stock price three years later, and the points accumulated during the term of office are converted into a specific amount to be paid upon retirement.

While target figures for the indicator for performance-linked compensation have not been determined for the current fiscal year, the actual figure of the basic source of distribution amounted to 35 million yen, with the standard range of profit attributable to shareholders of the parent company from 50,000 million yen or more to less than 60,000 million yen.

Other details of the compensation payable to Directors are deliberated and proposed by the Appointment and Remuneration Committee and thereupon determined by the Board of Directors. The amount of compensation payable to Audit and Supervisory Committee Members is determined through consultation among Audit and Supervisory Committee Members in consideration of their duties and responsibilities. The stock price-linked compensation system (phantom stocks) decided at the Board of Directors meeting held on January 31, 2023, was introduced and started in June 2023 for the purpose of incentivizing management to demonstrate sound entrepreneurial spirit as well as further promoting value sharing with shareholders, toward the Company's sustainable growth and enhancement of medium- to long-term corporate value.

At the 40th Ordinary General Meeting of Shareholders held on June 22, 2017, it was resolved that compensation payable to Directors (excluding those serving as Audit and Supervisory Committee Members) per year shall be no more than 400 million yen (excluding the portion of employee's salary payable to Directors who concurrently serve

as employees). The number of Directors (excluding those serving as Audit and Supervisory Committee Members) as of the conclusion of the above Ordinary General Meeting of Shareholders was six. In addition, at the same Ordinary General Meeting of Shareholders, it was resolved that compensation payable to Directors serving as Audit and Supervisory Committee Members per year shall be no more than 100 million yen. The number of Directors serving as Audit and Supervisory Committee Members as of the conclusion of the above Ordinary General Meeting of Shareholders was four.

As of March 31, 2024, the number of Directors (excluding those serving as Audit and Supervisory Committee Members) was six and the number of Directors serving as Audit and Supervisory Committee Members was three.

The details of the individual compensation payable to each Director (excluding those serving as Audit and Supervisory Committee Members) for the fiscal year under review were determined by the Board of Directors within the compensation limit approved by the general meeting of shareholders respecting the proposal from the Appointment and Remuneration Committee submitted upon deliberation based on the Director's position, evaluation, and other factors. Therefore, the Company believes that the details are in line with the Policy. As of June 23, 2023, the number of Directors (excluding those serving as Audit and Supervisory Committee Members) was six and the number of Directors serving as Audit and Supervisory Committee Members was three.

[Supporting System for Outside Directors]

When meetings of the Board of Directors are held, the Company distributes the materials for the meetings by one day prior to the meetings in principle.

To support the Audit and Supervisory Committee's duties, the Company established "the Administration for Audit and Supervisory Committee" and assigned persons to assist its duties. Employees to assist the Audit and Supervisory Committee will be exclusively in charge of work that assists the Audit and Supervisory Committee, and will not be subject to instructions and orders from the Directors (except for Directors serving as Members of Audit and Supervisory Committee) and other operational organizations.

2. Matters Concerning the Functions of Execution of Duties, Audit and Monitoring, Appointment and Determination of Compensation, etc. (Outline of Status of System for Corporate Governance) (Updated)

(1) Outline of current framework of management structure

(A) Board of Directors

The Board of Directors of the Company consists of nine members: President & CEO Masataka Kinoshita who chairs the Board, Directors Shigeyoshi Kinoshita, Hiroshi Naruse, Takashi Kiribuchi, Tomomi Uchida, Tadashi Yamamoto and Michelle Tan, and Members of Audit and Supervisory Committee Toshihiko Yamashita (Outside Director), Akihiro Kiyooka and Takuji Akiyama (Outside Director).

The Board deliberates and decides important business management matters, such as management strategies and business planning, and basic policies for building corporate governance and internal control systems, while ensuring objective and rational judgment. Furthermore, the Board delegates decision-making on matters related to the execution of business operations other than matters to be resolved at the Board of Directors to President and Director, and monitors and supervises the execution of duties by thorough monitoring and other measures on delegated matters.

It meets at least once every quarter, in principle, and more as deemed necessary.

During the current fiscal year, the Company held a total of 12 Board of Directors meetings. Status of attendance at meetings of each Board of Directors member is as follows:

Name	Number of meetings held	Number of meetings attended	Number of attendance
Shigeyoshi Kinoshita	12	12	100%
Hiroshi Naruse	12	12	100%
Masataka Kinoshita	12	12	100%
Takashi Kiribuchi	12	12	100%
Tomomi Uchida	12	12	100%
Masakazu Osawa*1	4	4	100%
Tadashi Yamamoto*2	4	7	87.5%
Michelle Tan*3	-	-	-
Masahide Ishikawa*1	4	4	100%
Toshihiko Yamashita*2	8	8	100%
Kazuo Fukumoto*4	12	12	100%
Akihiro Kiyooka*3	-	-	-
Takuji Akiyama	12	12	100%

(*1) This member has retired from the position of Director as of June 23, 2023. Thus, the status of attendance includes attendance at Board of Directors meetings held during the period prior to their retirement.

(*2) This member was appointed to the position of Director as of June 23, 2023. Thus, the status of attendance includes attendance at Board of Directors meetings held during the period following their appointment.

(*3) No data is available as this member assumed the position of Director as of June 21, 2024.

(*4) This member has retired from the position of Director as of June 21, 2024.

The Board of Directors has determined the following items mainly as details to be deliberated in the current fiscal year.

[Details of management strategy-related matters]

- Items relating to single-year management plans
- Items relating to the revision of full-year performance forecasts
- Items relating to interim and year-end dividends

[Details of business management-related matters]

- Items relating to Basic Policy of Establishing ACOM Group's Internal Control System
- Items relating to the enhancement of stances on risk management

[Details of financial results and accounting-related matters]

- Items relating to financial statements
- Items relating to business reports

[Corporate management-related items]

- Items relating to the selection of the positions of Representative Directors and Directors
- Items relating to basic compensation, performance-linked compensation and stock price-linked compensation for Directors

(B) Audit and Supervisory Committee

The Audit and Supervisory Committee consists of three members: Toshihiko Yamashita (Outside Director) who chairs the committee, Akihiro Kiyooka and Takuji Akiyama (Outside Director).

It meets regularly to receive reports concerning important audit-related matters, hold discussions, and pass resolutions.

(C) Committees

(a) Appointment and Remuneration Committee

The Appointment and Remuneration Committee consists of six members: President & CEO Masataka Kinoshita who chairs the committee, Representative Directors Shigeyoshi Kinoshita and Hiroshi Naruse, and Members of Audit and Supervisory Committee Toshihiko Yamashita (Outside Director), Akihiro Kiyooka and Takuji Akiyama (Outside Director).

The Appointment and Remuneration Committee reviews and proposes the appointment of candidates and remuneration for Directors (excluding those serving as Audit and Supervisory Committee Members) for resolution at the Board of Directors Meeting. The Committee also checks management and the status of training for candidates for management and provides an overview of the same to the Board of Directors.

The Appointment and Remuneration Committee meets three times a year, in principle, and more as deemed necessary.

During the current fiscal year, the Company held a total of 6 Appointment and Remuneration Committee meetings. Status of attendance at meetings of each Appointment and Remuneration Committee member is as follows:

Name	Number of meetings held	Number of meetings attended	Number of attendance
Shigeyoshi Kinoshita	6	6	100%
Hiroshi Naruse	6	6	100%
Masataka Kinoshita	6	6	100%
Masahide Ishikawa*1	3	4	100%
Toshihiko Yamashita*2	3	4	100%
Kazuo Fukumoto*3	6	6	100%
Akihiro Kiyooka*4	-	-	-
Takuji Akiyama	6	6	100%

- (*1) This member has retired from the position of Director as of June 23, 2023. Thus, the status of attendance includes attendance at Appointment and Remuneration Committee meetings held during the period prior to the retirement.
- (*2) This member was appointed to the position of Appointment and Remuneration Committee Member as of June 23, 2023. Thus, the status of attendance includes attendance at Appointment and Remuneration Committee meetings held during the period prior to the appointment.
- (*3) This member has retired from the position of Director as of June 21, 2024.
- (*4) No data is available as this member assumed the position of Appointment and Remuneration Committee Member as of June 21, 2024.

The Appointment and Remuneration Committee has determined the following items mainly as details to be deliberated in the current fiscal year.

- Items relating to Evaluation of Directors
- Items relating to candidates for Directors and Representative Directors of subsidiaries
- Items relating to the selection of the positions of Representative Directors and Directors
- Items relating to basic compensation, performance-linked compensation and stock price-linked compensation for Directors
- Items relating to the status of training for management and candidates for management

(b) Conflict of Interest Advisory Committee

The Conflict of Interest Advisory Committee consists of three independent persons, chaired by independent director (outside) Toshihiko Yamashita, the independent director (outside) Takuji Akiyama, and lawyer from Nozomi Sogo Attorneys at Law, Hitoshi Shimbo. The Committee deliberates on material transactions, etc. where the controlling shareholders' interest conflicts with minority shareholders' from the perspective of protecting the interests of minority shareholders and makes recommendations to the Board of Directors, etc.

The Conflict of Interest Advisory Committee meets, in principle, each time when there is a material transaction, etc. where controlling shareholder's interest conflicts with the minority shareholders' interest. The Committee did not meet in the current fiscal year.

(c) Compliance Committee

The Compliance Committee consists of five members: chaired by director (outside) Michelle Tan, experts from outside the Company Yasunari Takaura, Outside Director Toshihiko Yamashita and Representative Directors Hiroshi Naruse and Masataka Kinoshita. The Committee discusses and, as necessary, makes recommendations to the Board of Directors about the following compliance-related matters.

- Items relating to formulation, revision or abolishment of the ACOM Group Code of Ethics and Code of Conduct;
- Important items related to establishment and operation of compliance systems;
- Items relating to formulation of basic plans;
- Items relating to the correction of major violations related to compliance, actions for improvement and recurrence prevention measures; and
- Important items related to other compliance issues.

The Compliance Committee meets four times a year, in principle, and more as deemed necessary.

(d) Corporate Risk Committee

The Corporate Risk Committee consists of seven members: Deputy Chairman Hiroshi Naruse who chairs the committee, Representative Directors Shigeyoshi Kinoshita and Masataka Kinoshita, and Members of Audit and Supervisory Committee Toshihiko Yamashita (Outside Director), Akihiro Kiyooka and Takuji Akiyama (Outside Director), and an executive officer who concurrently serve as director in charge of Compliance and Risk Management Department Masatoshi Nabeoka.

The Corporate Risk Committee discusses important items related to risk management and makes proposals and reports to the Board of Directors as deemed necessary. The Committee also monitors the status of risk management and other matters and reports the results to the Board of Directors.

The Corporate Risk Committee meets once every quarter, in principle, and more as deemed necessary.

(e) Information Disclosure Committee

The Information Disclosure Committee consists of seven members: a deputy chairman Hiroshi Naruse who chairs the committee, a director Takashi Kiribuchi, a member of Audit and Supervisory Committee Akihiro Kiyooka, and executive officers who concurrently serve as directors in charge of the relevant departments, Tomomi Uchida, Masaru Kuroda, Masatoshi Nabeoka and Kazuki Morishita.

To ensure accurate, timely and appropriate information disclosure, the Committee deliberates on matters such as statutory disclosure materials based on the Companies Act and Financial Instruments and Exchange Act, timely disclosure materials based on the Securities Listing Regulations, and matters related to the development of information disclosure systems.

The Information Disclosure Committee meets twice every quarter, in principle, and more as deemed necessary.

(D) Executive Officers' Meeting and other important meetings

The Executive Officers' Meeting and other important meetings consist of eleven members: President & CEO Masataka Kinoshita who chairs the committee, Representative Directors Shigeyoshi Kinoshita and Hiroshi Naruse, executive officers who serve concurrently as directors Takashi Kiribuchi, Tomomi Uchida, Michihito Onodera, Masashi Yoshiba, Masaru Kuroda, Yuji Kinoshita, Masatoshi Nabeoka and Kazuki Morishita.

In the presence of Members of Audit and Supervisory Committee, the Executive Officers' Meeting and other important meetings discuss and make decisions related to the execution of important business operations delegated by the Board of Directors to the President and Director, and deliberates management policies and management plans in advance for resolution at the Board of Directors Meeting in accordance with basic policies determined by the Board of Directors.

The Executive Officers' Meeting and other important meetings assemble three times a month, in principle, and more as deemed necessary.

(2) Status of Internal Audit and Audit by Audit and Supervisory Committee

(A) Internal Audit

With an auditing staff of 18 people, the Internal Audit Department verifies, evaluates, and recommends ways to address problems pertaining to compliance status, including observance of relevant laws, internal control initiatives, and other activities of the Company's business execution departments. In addition to ensuring conformity with various rules, the Department obtains an accurate understanding of the risks facing the Company. Based on this understanding, it conducts risk approach audits to evaluate the risk management stance of each relevant entity within the Company, and reports the results of such audits regularly to Representative Directors, the Board of Directors and the Audit and Supervisory Committee.

In addition, the Internal Audit Department conducts direct audits of subsidiaries in the ACOM Group and provides assistance to auditing staff of such subsidiaries, thus ensuring establishment of an effective Group auditing system.

(B) Audit by Audit and Supervisory Committee

(a) Organization, members, and procedures of the Audit and Supervisory Committee

The Audit and Supervisory Committee consists of three Audit and Supervisory Committee Members, two of whom are selected as a Full-time Audit and Supervisory Committee Member. The Company has selected two Outside Audit and Supervisory Committee Members who have been registered as independent directors with the Tokyo Stock Exchange in accordance with its regulations. Furthermore, with a view to enhancing the effectiveness of audits, all Audit and Supervisory Committee Members have been selected as Selected Members of Audit and Supervisory Committee who are authorized to investigate pursuant to Article 399-3 of the Companies Act. Kazuo Fukumoto has many years of experience in the accounting department, and Takuji Akiyama has extensive experience as a certified public accountant, and both have considerable knowledge of finance and accounting.

(b) Status of Activities of the Audit and Supervisory Committee and Audit and Supervisory Committee Members (April 1, 2023, to March 31, 2024)

During the current fiscal year, the Group held a total of 15 Audit and Supervisory Committee meetings. Status of attendance at meetings of each Audit and Supervisory Committee Member is as follows:

Category	Name	Number of meetings held	Number of meetings attended	Number of attendance
Full-time Member of Audit and Supervisory Committee (Outside) (*1)	Masahide Ishikawa	4	4	100%
Full-time Member of Audit and Supervisory Committee (Outside) (*2)	Toshihiko Yamashita	11	11	100%
Full-time Member of Audit and Supervisory Committee (*3)	Kazuo Fukumoto	15	15	100%
Full-time Member of Audit and Supervisory Committee (*4)	Akihiro Kiyooka	-	-	-
Member of Audit and Supervisory Committee (Outside)	Takuji Akiyama	15	15	100%

- (*1) This member has retired from the position of the Member of Audit and Supervisory Committee as of June 23, 2023. Thus, the status of attendance includes attendance at the meetings held during the period prior to their retirement.
- (*2) This member was appointed to the position of the Member of Audit and Supervisory Committee as of June 23, 2023. Thus, the status of attendance includes attendance at the meetings held during the period following their appointment.
- (*3) This member has retired from the position of Director as of June 21, 2024.
- (*4) No data is available as this member because this member was appointed to the position of the Member of Audit and Supervisory Committee as of June 21, 2024

The Audit and Supervisory Committee has determined the following material audit items as details to be deliberated and has formulates an audit plan.

- Status of implementation of the development and operation of the Group governance system
- Status of implementation of the ingraining and qualitative improvement of risk management system
- Status of implementation and establishment of the qualitative improvement of internal audit
- Status of operation of whistleblowing system
- Status of response to breach of laws and regulations, whistleblowing, unforeseen circumstances, and deficiencies detected through internal audit and other matters
- Sufficiency of provision for loss on interest repayment and allowance for doubtful accounts, etc.

Audit and Supervisory Committee Members mainly engage in the following activities in accordance with audit plans, etc.

- Attend the Board of Directors meetings and other important meetings, committees and management-related meetings
- Exchange opinions with Representative Directors, Directors and executive officers who concurrently serve as directors

- Review important approval documents and other materials
- Examine the business and financial situation at the head offices, other offices and subsidiaries in accordance with audit plans
- Exchange opinions with representative directors and full-time corporate auditors, etc. of major subsidiaries
- Cooperate with the Accounting Auditor, receive audit reports and exchange opinions
- Cooperate with the Internal Audit Department, receive internal audit reports and exchange opinions

For key audit matters, the Committee discussed with Deloitte Touche Tohmatsu LLC, received reporting on status of the audits, and requested explanations as necessary.

(3) Status of Accounting Audit

(A) Name of the audit corporation

Deloitte Touche Tohmatsu LLC

(B) Period of continuous audit service to the Company

15 years

(C) Names of Certified Public Accountants (CPAs) who audited the Company's Accounts

Designated employee, managing partner: Masanori Matsuzaki

Designated employee, managing partner: Hiroshi Tajima

CPAs: 15 persons

Assistant certified public accountants, etc.: 14 persons

Other staff: 31 persons

(D) Breakdown of compensation for Auditors

Amounts of compensation, etc. for Accounting Auditors of the Company:

Amount of compensation, etc. for the duties provided for in Article 2-1 of the Certified Public Accountants Act: 122 million yen

(4) Breakdown of Compensation for Directors

(A) Directors (excluding directors serving as members of the Audit and Supervisory Committees and Outside Director)

Number of payees: 7

Amount paid: 184 million yen (including performance-linked compensation accounts for 31 million yen and stock price-linked compensation accounts for 11 million yen)

(B) Directors serving as members of the Audit and Supervisory Committee (excluding outside directors)

Number of payees: 1

Amount paid: 20 million yen

(C) Outside Directors:

Number of payees: 3

Amount paid: 32 million yen

Note

1. There are no employee-directors.
2. Number of persons represents the cumulative number of officers who received compensation during the current fiscal year.
3. Stock price-linked compensation is the amount reported as expenses in the current fiscal year.

3. An overview of corporate governance structure and reasons for employing said structure

The Company is a company with an Audit and Supervisory Committee and aims to enable swift decision-making and enhance the Board of Directors' supervisory functions by significantly delegating decision-making on material business executions to directors from the Board of Directors. The Board of Directors, in turn, performs thorough monitoring and other measures on delegated matters.

The Company aims to improve the transparency and objectivity of its management by having an Audit and Supervisory Committee composed mainly of outside directors conduct audit and supervisory functions.

III Status of Implementation of Measures Concerning Shareholders and Other Stakeholders

1. Status of Efforts Made for Vitalization of General Meeting of Shareholders and Facilitation of Exercise of Voting Rights (Updated)

	Supplementary Description
Early Dispatching Convocation Notice for Ordinary General Meeting of Shareholders	The latest date of Ordinary General Meeting of Shareholders was June 21, 2024. The date of Dispatching Convocation Notice for Ordinary General Meeting of Shareholders was May 31, 2024.
Fixing the date for the General Meeting of Shareholders by avoiding inconvenient days	The Company fixes the date of the General Meeting of Shareholders for several days prior to those of other companies to enable shareholders to attend the meeting.
Exercise of voting rights by the electromagnetic means	Exercising voting rights is available by PC or Mobile Phone through Website.
Participation in electronic voting platform for institutional and other investors and other measures to enhance environment for institutional investors to execute their voting rights	The Company has participated in the “Electronic Voting Platform” for provided by ICJ, Inc. from 2015 (the 38th Annual General Meeting of Shareholders).
Providing Convocation Notice (Summary) in English	Convocation Notice in English is disclosed at the Company website at the same time as the notice of convocation in Japanese

2. Status of Investor Relations Activities (Updated)

	Supplementary Description	Explanations made by the Representative
Establishment and disclosure of Disclosure Policy	Our website (https://www.acom.co.jp/corp/english/ir/policy/) contains “IR Policy.”	
Financial Results Conferences for financial analysts and institutional investors are held on a regular basis.	The President & CEO explains the details of the business results and management plans for fiscal year-end in the middle of May and the second-quarter period in early November. In late July and late January, respectively, the Chief PR & IR Officer, provides explanations of the business results for the first quarter and third quarter (as for the period	Applicable

	Supplementary Description	Explanations made by the Representative
	from April 1, 2023, to March 31, 2024).	
Financial Results Conferences for investors at overseas are held on a regular basis.	The Chief PR & IR Officer explains the details of the business results for fiscal year-end in the middle of May and the second-quarter period in early November (as for the period from April 1, 2023, to March 31, 2024).	Not applicable
Investor Relations materials are disclosed on the Company website.	Our website (https://www.acom.co.jp/corp/english/ir/) contains Securities Reports, brief statements of financial results, news releases, Annual Report, presentation material, Data Book, monthly report, convocation notice for ordinary general meeting of shareholders and Business Report in Japanese and English (as for the period from April 1, 2023, to March 31, 2024).	
A section/individual has been designated to take charge of investor relations.	Public & Investor Relations Office engages investor relations activities.	

3. Status of Efforts Made to Respect the Stakeholders' Position (Updated)

	Supplementary Description
Respect for Stakeholders' Position is provided for under the internal rules, etc.	The Company includes "Respecting other people" and "Putting the customer first" under its corporate philosophy and the ACOM Group's Code of Ethics.
Implementation of environmental protection activities, CSR activities, etc.	Guided by the basic principle of the "Circle of Trust" spirit on which it was founded, the Company embraces a corporate philosophy emphasizing contribution to enriched cultural lifestyles. The Company engages in various social contribution activities in social welfare and regional contribution.
Formulation of policies for the provision of information to stakeholders	The ACOM Group's Code of Ethics provide for "maintaining transparency of management" and "disclosure of management information in timely and appropriate manner." The Company endeavors to maintain and improve transparency of management for the benefit of stakeholders through accurate and prompt disclosure of various management information. Concurrently, the Company concentrates on diverse investor relations activities both in domestic and overseas. These consisted of, but not limited to: earnings release conferences for the press, investors and institutional analysts; individual

Supplementary Description

interviews; online conference and overseas IR roadshow.

IV Basic Policies on the Internal Control System

1. Basic stance on internal control system and the development of such a system

The Company resolved as described below on the development of its internal control system to ensure the appropriateness of its business activities, in accordance with the Companies Act, etc.

The Company is making efforts to periodically evaluate the status of improvement of the internal control system, take remedial measures as necessary, review the system to respond to changes in the business environment, etc. and improve the effectiveness of the internal control system.

[Basic Policy of Establishing ACOM Group's Internal Control System]

- (1) System to ensure that execution of duties by the Directors and employees of the Company and its subsidiaries complies with laws, regulations and the Articles of Incorporation of the Company
 - (A) The Company regards compliance as the highest priority in the corporate management, and establishes the ACOM Group Code of Ethics and Code of Conduct, while developing the rules for compliance and various internal rules and making employees fully aware of them.
 - (B) The Company and its subsidiaries establish a committee on compliance, etc. and place officers in charge of compliance and departments with across-the-board responsibilities for compliance.
 - (C) The Company and its subsidiaries formulate compliance plans, while managing their progress.
 - (D) The Company and its subsidiaries establish contact points for reporting and inquiry by employees concerning the act of violations or possible violations of compliance.
 - (E) In accordance with the ACOM Group Code of Ethics and the Company Group's basic policy with respect to antisocial forces, the Company and its subsidiaries develops a system to prevent relations with antisocial forces and ensure appropriate business operations.
 - (F) The Company and its subsidiaries shall be aware of the possibility that financial services they offer may be used for financial crimes, including money laundering and terrorism financing and will establish a system to detect, deter and prevent the crimes.
 - (G) The Company shall establish a system for accurate, timely, and appropriate disclosure of information by establishing a policy on information disclosure and a committee to deliberate on information disclosure.
 - (H) In accordance with the Company Group's basic policy for the internal control over financial reporting, the Company shall strive to develop and operate internal control over financial reporting to ensure transparency, accuracy, and reliability of financial reporting.
 - (I) The Company establishes an internal audit department and ensures its independence and specialties. It also develops an internal audit system in accordance with the rules on internal audit to ensure the soundness and appropriateness of its business activities. In order to contribute to the development of internal controls at the subsidiaries of the Company, an internal audit department of the Company audits the subsidiaries and assists the subsidiaries with their audits.
- (2) System concerning storage and management of information on the execution of duties by Directors of the Company and its subsidiaries
 - (A) In accordance with the rules for confidential information management and related rules, the Company and its subsidiaries establish procedures for managing documents related to the execution of duties by the Directors

- (including electromagnetic records), stores and manages such information in an appropriate manner, ensuring that such documents are available for inspection by directors when necessary.
- (B) The Company and its subsidiaries place officers in charge of information management and establish departments with cross-the-board responsibilities for information management.
- (C) In order to maintain the appropriateness of information storage and management, the Company and its subsidiaries appoint personnel responsible for information security management, determines the roles of respective organizations, officers and employees, and stores and manages information in a systematic manner. The Company and its subsidiaries regularly verifies the status of information storage and management.
- (3) Rules concerning loss risk management and other systems of the Company and its subsidiaries
- (A) The Company and its subsidiaries establish a system for proper and efficient risk management in accordance with the rules for risk management.
- (B) In order to manage risks in an integrated manner, the Company and its subsidiaries establish a committee on risk management, etc. and officers and responsible departments in charge of risk management.
- (C) The Company and its subsidiaries formulate risk management plans, while managing their progress.
- (D) The Company and its subsidiaries establish a system to minimize economic losses and loss of credibility and to continue or swiftly resume business operations in cases where risks that may have significant internal or external impacts arise.
- (4) System to ensure efficient execution of duties by the Directors of the Company and its subsidiaries
- (A) The Company formulates management policies and management plans of the Company Group and carries out business management based on appropriate methods.
- (B) The Board of Directors delegates decision-making on matters related to the execution of business operations other than matters to be resolved at the Board of Directors to President and Director. The Company establishes the Executive Officer's Meeting, and etc. presided over by President and Director to discuss and decide on delegated matters.
- (C) The Company and its subsidiaries, based on internal rules, etc., determine the division of duties by each organization and the criteria of decision making for each position so as to make decisions more quickly and execute duties more efficiently.
- (5) System to ensure the propriety of business carried out by the group consisting of the Company, parent company and subsidiaries
- (A) While maintaining independence as a publicly-traded company, the Company coordinates with the parent company in accordance with the rules for consultation and reporting with the parent company. The Company also establishes the Group's business management systems in accordance with the parent company's policy for its group management so as to contribute to the appropriate business operations of both of the groups.
- (B) The Company establishes departments for managing its subsidiaries, and manages its subsidiaries in accordance with the rules for management of subsidiaries, etc. The subsidiaries of the Company report important matters related to management and business execution to the Executive Officers' Meeting of the Company.
- (C) Since the transactions with Mitsubishi UFJ Financial Group, Inc., the parent company, and its subsidiaries may cause conflicts of interest between the controlling shareholder and minority shareholders, the Company establishes a committee to deliberate and make recommendations to the Board of Directors on important transactions, etc. that may cause conflicts of interest between the controlling shareholder and minority shareholders.

- (6) System for employees to assist the Audit and Supervisory Committee of the Company in the execution of their duties
- (A) The Company will establish the Administration for Audit and Supervisory Committee to assist in the Audit and Supervisory Committee's duties, and assign assistants for the Audit and Supervisory Committee.
 - (B) The number of employees to assist the Audit and Supervisory Committee and their requirements will be decided after discussion with the Audit and Supervisory Committee.
 - (C) Employees to assist the Audit and Supervisory Committee will be exclusively in charge of work that assists the Audit and Supervisory Committee, and will not be subject to instructions and orders from the Directors (except for Directors serving as Members of Audit and Supervisory Committee) and other operational organizations.
 - (D) Assignment, transfer, evaluation and disciplinary action of employees who assist the Audit and Supervisory Committee will be decided after discussion with the Audit and Supervisory Committee.
- (7) System for reporting to the Audit and Supervisory Committee of the Company
- The Company reports the following matters at the Company and its subsidiaries to the Audit and Supervisory Committee. In addition, the Company will not treat any person who has reported to the Audit and Supervisory Committee unfavorably as a reprisal to such reports.
- (i) Matters which may significantly damage the company
 - (ii) Material breach of laws and regulations, etc.
 - (iii) Implementation status and results of an internal audit
 - (iv) Status of whistleblowing and the details of cases reported
 - (v) Other matters that the Audit and Supervisory Committee ask the company to report
- (8) Other systems to ensure that audits are effectively implemented by the Audit and Supervisory Committee of the Company
- (A) The Company will ensure a system that allows Members of Audit and Supervisory Committee selected by the Audit and Supervisory Committee to: attend the Executive Officers' meetings, and other important meetings and committees; and have access to the important documents concerning the execution of duties, such as statutory documents.
 - (B) President and Director will have regular meetings with Members of Audit and Supervisory Committee selected by the Audit and Supervisory Committee to exchange opinions on issues with which the Company should deal, issues concerning the execution of duties, and primary issues on audits. They will also take actions regarding the matters that the Audit and Supervisory Committee deems necessary to be addressed.
 - (C) Directors (except for Directors serving as Members of Audit and Supervisory Committee) and employees will respect the rules of the Audit and Supervisory Committee and other rules, including audit policies, and will cooperate with the Audit and Supervisory Committee for inspection and consultation requests.
 - (D) The internal audit department will establish a cooperation system with the Audit and Supervisory Committee in order to contribute to ensuring the effectiveness of audits by the Audit and Supervisory Committee.
 - (E) In cases where the internal audit department detects breaches of laws and regulations and possible breaches (whether the act is breach of internal regulations or not) which may involve Directors (excluding Directors serving as Members of Audit and Supervisory Committee), the internal audit department will report to Audit and Supervisory Committee before reporting to Directors (excluding Directors serving as Members of Audit and Supervisory Committee).
 - (F) The Audit and Supervisory Committee specifies a budget for expenses acknowledged by the Audit and Supervisory Committee to be necessary for the execution of their duties. Any expenses expended urgently or extraordinarily beyond the budget can be claimed after the event.

2. Basic stance on the Exclusion of Anti-Social Forces and the Status of Improvement (Updated)

(1) Basic Policies on the Exclusion of Anti-Social Forces

The Company ensures that it carries out its business in a way that is both appropriate and safe by clarifying the Code of Conduct on the basic position to be taken against anti-social forces and groups to the effect that “the Company will not succumb to any unjust demands or acts of interference with businesses by anti-social forces such as so-called corporate racketeers and crime syndicates,” and that “the Company will take uncompromising actions against any aforementioned unjust demands, etc. in coordination and cooperation with the relevant departments, and inform immediately the relevant regulatory authorities of such events and enlist their cooperation,” as well as by laying down the basic policy against anti-social forces, which all executives and employees are required to observe.

(2) Status of Improvement toward Exclusion of Anti-Social Forces

(A) Establishment of internal rules

The Company has established internal rules providing for the basic matters concerning the improvement and establishment of a system to prevent business with anti-social forces, and actions to be taken.

(B) Control department and Unreasonable demands prevention officer

In April 2008, the Company designated the Compliance and Risk management Department as the controlling department regarding actions to be taken against anti-social forces, and it plans, promotes and manages to prevent business with anti-social forces. The Company places unreasonable demands prevention officers at sales divisions, etc. to prevent business with anti-social forces.

(C) Coordination with external professional institutions

In addition to notifying police and obtaining legal advice in an emergency, the Company endeavors to reinforce coordination with external professional institutions by participating in the regular meetings of the Federation for the Prevention of Specific Violations, of which the Company is a member, to receive guidance from law enforcement authorities, etc., and to provide workshops for practical operation staff.

(D) Collection and management of information

The Company has established a centralized system of collecting, managing and storing in the database information relating to anti-social forces.

(E) Status of formulating manuals for countermeasures

The Company has created manual that provides for specific countermeasures against anti-social forces.

(F) Status of implementation of workshops

To obtain further understanding of the internal rules and manuals, and make sure appropriate actions are taken, e-learning study, etc. are conducted at the workplace.

V Others

1. Introducing Takeover Defense

Introducing Takeover Defense	Not applicable
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Supplementary Description to the Relevant Item

2. Other Matters Concerning Corporate Governance System **(Updated)**

[Outline of Timely Disclosure System]

(1) Our basic policies for timely disclosure

The Company discloses information based on Financial Instruments and Exchange Act and timely disclosure rules, etc. established by Tokyo Stock Exchange. The Company has made an effort for strict information management under following basic policies.

Management and disclosure methods for insider information are executed by internal rules of the Company such as “Regulations on prevention of insider trading” and “Manual for insider information management.”

- Based on procedures stipulated by Tokyo Stock Exchange, the Company discloses information in timely and proper manner regarding “Information on business, operation and financial results of listed company that may have an extremely material influence on investors' investment decisions,” which comes from Financial Instruments and Exchange Act and timely disclosure rules, etc. established by Tokyo Stock Exchange.
- Considering the influence on investors' investment decisions and in order to respond to shareholders and investors' expectations, the Company discloses information in timely and proper manner by internal rule and procedures even if the information is not applicable to “Timely disclosure of corporate information,” established by Tokyo Stock Exchange.

(2) Status of internal framework regarding timely disclosure

The Company has a system in place for disclosing materials related to "information on business, operation, or performance of a listed company that materially affects investment decisions on securities" (e.g., decisions, occurrences, financial information, and revisions to performance and dividend forecasts), which are required to be disclosed in a timely manner, after approval by the Information Disclosure Committee, which is a subordinate body of the Board of Directors.

(Note) Please refer to "II. 2. Matters Concerning the Functions of Execution of Duties, Audit and Monitoring, Appointment and Determination of Compensation, etc. (Outline of Status of System for Corporate Governance)" in this report for the members, etc. of the Information Disclosure Committee.

(3) Timely Disclosure Methods

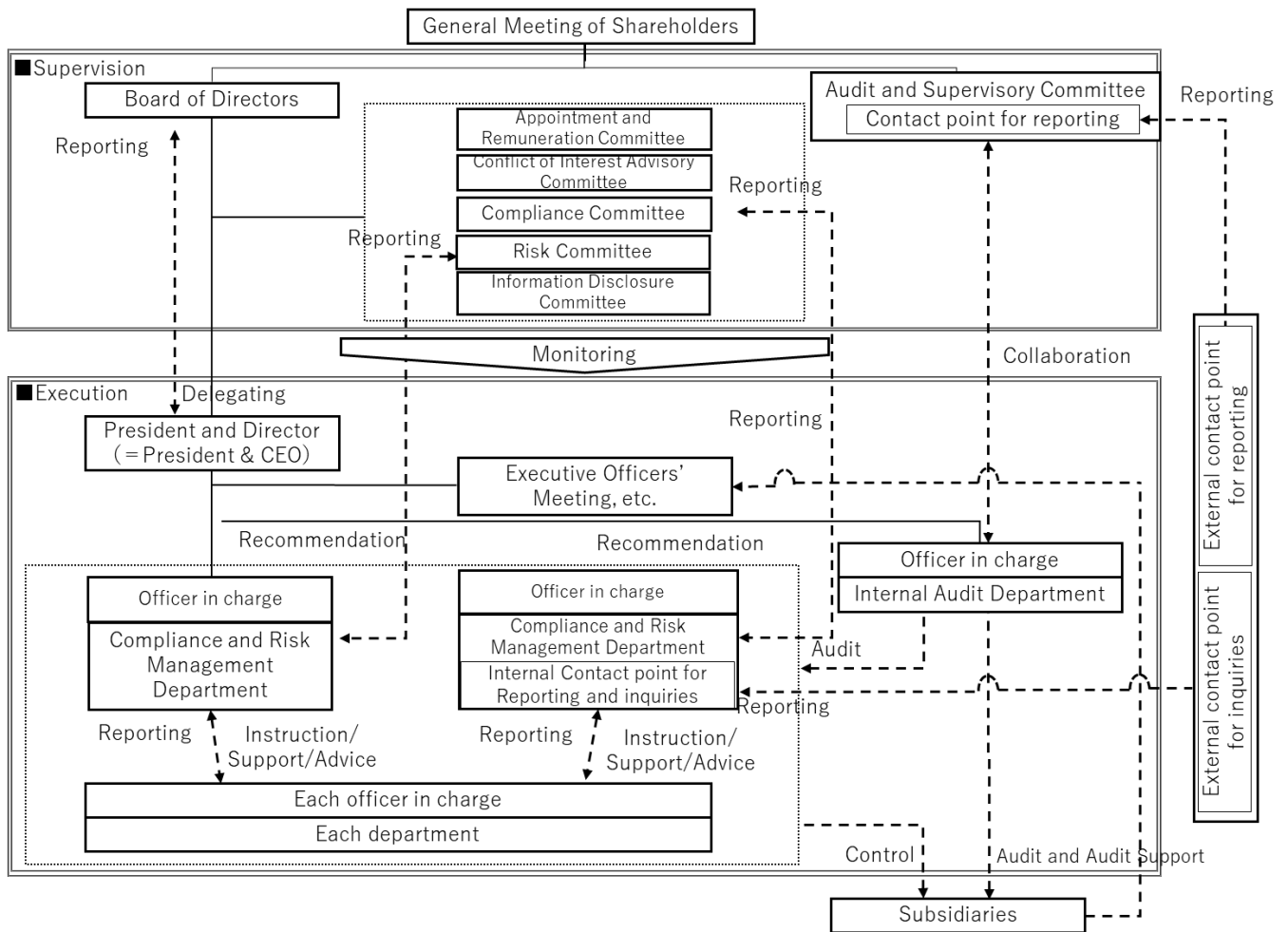
Insider information, which is applicable to timely disclosure rules established by Tokyo Stock Exchange, is disclosed through TDnet provided by Tokyo Stock Exchange. After the information is disclosed, the Company promptly distributes the information to the press and posts it on the Company's website to ensure timely and fair disclosure.

(4) Monitoring for framework of timely disclosure

To ensure that framework of timely disclosure is appropriately working, the company monitors the framework. Internal audit division periodically executes internal audit, and Audit and Supervisory Committee executes the monitoring from their independent and objective standpoints.

*Corporate Governance contains information as of June 21, 2024 (except where a date or time period is indicated).

Corporate Governance and Internal Control System Structure



Internal System of Information Disclosure for the Company Information

