

Last Update: Jul 17, 2024

NIPPO LTD.

Hirotsugu Mizuguchi, Executive Officer, General Manager of Corporate Planning Division

Contact: +81-52-218-3161

Securities code: 9913

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

The corporate governance of Nippo Ltd. (the “Company”) is described below.

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

1. Basic Views

At Nippo, our Corporate Policy is: “As a unique, value-creating company, we will continue to provide ideal, high-quality products and services to our customers who are leading the world in manufacturing. We greatly value all of our stakeholders, and view our employees as a source of strength for our company, and will make it our goal to be a global company with roots in each of our local communities.” To realize that policy, we will strive to enhance the soundness, efficiency, and transparency of business administration by maintaining a corporate governance regime founded on lawful, accurate decision-making, execution, and audits.

Disclosure Based on each Principle of the Corporate Governance Code

【Principle 1.3 Basic Strategy for Capital Policy】

【Principle 5.2 Establishing and Disclosing Business Strategies and Business Plans】

1. Basic Strategy for Capital Policy

The company’s basic policy is to continue investing in growth while maintaining financial soundness, and to enhance mid-to-long-term corporate value through sustainable profit growth.

2. Establishing and Disclosing Business Strategies and Business Plans

(1) Cost of Capital

- The company sees our cost of capital and our cost of shareholders' equity as around 9%. We face two challenges in this area: High cost of shareholders' equity at present due to investment risk level, which has been affected by large impairment losses incurred in previous years; and the insistence of markets on categorizing Nippo as a specialist trading company (an industry that tends to have a lower PER overall) despite the fact that trading is just one of two core businesses, the other being manufacturing.
- In our efforts toward “tree-ring management,” we set numerical targets in three-year spans in Medium-Term Management Plans rather than set single-year goals. By working toward and achieving these targets, we strive to steadily improve earning power. To this end, we will strengthen our manufacturing functions and create new business segments through our newly adopted business portfolio management style, and

will strive for ROE in excess of cost of shareholders' equity by pivoting to high-growth, high-profitability operations.

(2) Medium-Term Management Plan 2025 (Apr 1, 2023 ~ Mar 31, 2026)

※This reflects the revisions announced on March 25, 2024 in the "Notice of Partial Revision of Medium-Term Management Plan 2025."

① Quantitative Targets

- We have set two important management indicators: "consolidated operating income", which is the profit of our core business, and "ROE", which indicates shareholder equity efficiency. In fiscal 2025, the final year of this management plan, we have set a quantitative target of "achieving operating income of 2 billion yen/year", which is a milestone for our company.

< Comparison of Quantitative Targets >

		Medium-Term Management Plan 2022 Results	Medium-Term Management Plan 2025 Targets	Growth Rate
1	3-year Cumulative Total of Consolidated Operating Income	3.88bJPY	5.73bJPY	147%
2	3-year average ROE	7.3%	≧ 10.0%	136%

【Reference】

< Medium-Term Management Plan 2025 Results >

		FY2023
1	Consolidated Operating Income	1.91 bJPY
2	ROE	10.7%

② Initiatives

- We introduce business portfolio management to allocate management resources to businesses with high growth potential and profitability, while downsizing or withdrawing from businesses in each business segment that do not contribute directly or indirectly to the growth of operating income (amount) and that cannot be expected to contribute as time passes.

< Business Domains for Investment of Management Resources >

	Core Businesses	New Businesses	Strengthening Functions
Electronics	<ul style="list-style-type: none"> • Semiconductor materials • Wiring board materials 	<ul style="list-style-type: none"> • Hydrogen energy components • Power device components 	<ul style="list-style-type: none"> Strengthening manufacturer functions • Film slit processing • High performance adhesives

			<ul style="list-style-type: none"> • Wafer polishing carriers • In-house planned products
Mobility	<ul style="list-style-type: none"> • Electronic control parts • Coil parts 	<ul style="list-style-type: none"> • Sensor related parts • Automation 	Enhancing cost competitiveness <ul style="list-style-type: none"> • Promoting automation in Mass production and inspections process
Medical & Precision Devices	<ul style="list-style-type: none"> • Disposable parts for medical equipment 	<ul style="list-style-type: none"> • Parts for medical robots 	

③ Investment Plan

a) Investment in Current Business (including core business)

- Plan within the range of depreciation expenses in each fiscal year

b) Investment in Human Capital and Growth Investment in New Businesses and Enhancement of Business Functions

(Including growth investments, intellectual property rights, creation of novel know-how, alliances with partners and M&A for the Medium-Term Management Plan 2028-“Step Up” phase)

- Having reconsidered what we think is an appropriate level of working capital, we will adjust the balance of cash and deposits and effectively leverage increased free cash and the borrowing capacity of interest-bearing debt to double investment in human capital and growth investment in new businesses and enhancement of business functions from 3.0 bJPY to 6.0bJPY.

④ Basic Policy for Shareholder Returns

- With cash dividends as the pillar of shareholder returns, we have established a basic policy of “increasing dividends in line with sustainable profit growth” , and aim to continuously improve both the total amount of dividends and the dividend payout ratio.

< Target in Medium-Term Management Plan 2025 >

- For the duration of the Medium-Term Management Plan 2025, our goal is to expand investment in human capital and growth investment in new businesses and enhancement of business functions, while increasing the dividend payout ratio from 35% to around 50% and achieving consistent increases in dividends to shareholders.

	Dividend per share (end of FY)	Payout ratio
FY2023	74 JPY	Around 50%
FY2024	76 JPY	
FY2025	78 JPY	

【Reference】

< Results in Medium-Term Management Plan 2022 >

	Dividend per share (end of FY)	Payout ratio
FY2020	10 JPY	731.6%

FY2021	22 JPY	19.4%
FY2022	33 JPY	23.4%

<Results in Medium-Term Management Plan 2025>

	Dividend per share (end of FY)	Payout ratio
FY2023	74 JPY	45.5%

⑤ Measures to achieve 1x PBR

- In order to achieve PBR of 1x, we will implement measures from three perspectives: IR, improving balance sheet efficiency, and strengthening profitability and then we will continue to increase ROE.

a. IR Measures

- Tree ring management

Continue to explain the efforts and results that have been implemented to realize tree ring management since the medium-term management plan 2019.

- Strengthening IR measures for institutional investors

Utilize English-language sponsored research reports proactively for overseas institutional investors and strengthen dialogue with domestic and overseas small and medium-capitalization funds, etc.

b. Balance Sheet Efficiency

- Reducing the debt effect

Control the interest-bearing debt balance with free cash that would be increased due to profit expansion, etc. (do not increase excessively).

- Curbing increase in “Accumulated other comprehensive income”

Planning and execution of measures to curb increases in this account, which tend to be affected by exchange rate fluctuations.

c. Strengthen Profitability

- Profit expansion under the Medium-Term Management Plan 2025
- Continuation of “initiatives to create a sustainable competitive advantage” described by segment (https://www.nip.co.jp/english/esg/assets/esg_torikumi_en.pdf)
- Through the introduction of business portfolio management
 - ▶Redistribute resources to "main business", "new business", and "functional enhancement" of the current segments
 - ▶Allocate resources for the creation of new business segment

【Principle 1.4 Cross-Shareholdings】

1. Policy on Cross-Shareholdings

The company's policy is to hold or acquire shares of listed companies only if the significance and economic rationality are deemed sufficient after appropriate procedures based on sufficient consideration. Accordingly, we will reduce our holdings of listed shares that were deemed to not have sufficient significance or economic rationality, and disclose such reductions annually.

2. Criteria for Exercising Voting Rights on Cross-shareholdings

When exercising voting rights for shares, the company will make a decision by weighing each proposal based on its impact on the corporate value of the issuing company and on our corporate value.

【Principle 1.7 Related Party Transactions】

1. Basic Policy on Related Party Transactions

The company's basic policy is that the Board of Directors shall decide whether to approve or disallow business transactions with directors, major shareholders, etc., after comparing the terms of the transaction with those of other existing business partners.

【Principle 2.4.1 Ensuring Diversity in the Core Human Resources】

1. Ensuring Diversity in the Promotion to Core Human Resources

(1) Policy on Diversity in Hiring of Core Personnel

The company's policy is to hire people for management positions (which constitute core personnel) who meet or are expected to meet the job requirements and behavioral standards we establish in accordance with the Rank-specific Work Regulations and Management Position Work Regulations, and to do so regardless of gender, nationality, and age, or whether an individual came to Nippo as a recent graduates or as a mid-career hire.

(2) Metrics and Goals

We believe that having multiple perspectives—in other words, diversity—in core personnel, boosts organizational effectiveness. While our overseas subsidiaries have made progress in promoting female employees to management positions, the percentage of female directors and managers at Nippo in Japan (non-consolidated) was only 4.4% at the end of FY2023. This remains a challenge, but we are working to improve. For instance, it is our priority to build a pool of female employees and ready them for such positions; we do this by making women a larger percentage of those on the career-track and in specialist positions, which are candidates for future directorships and management positions, and promoting more women to assistant manager and have them begin leading teams of staff.

- Ensuring Diversity in Core Human Resources

	FY2023 Results	FY2025 Target
Percentage of woman employees in career-track and professional positions (not including managers)	9.8%	15%
Percentage of woman employees among employees at assistant manager level (including general staffs)	30.5%	40%

*The above targets pertain to employees of Nippo (non-consolidated; includes Nippo employees seconded to overseas and domestic subsidiaries; excludes employees hired directly by overseas and domestic subsidiaries).

*More information on women in management positions (e.g., numbers, percentages) at the consolidated Nippo Group, including overseas and domestic subsidiaries, is available at our website. https://www.nip.co.jp/english/esg/assets/esg_society_en.pdf

<Measures>

- Exemption from Transfer to Other Regions

In FY2022, the company introduced a system under which employees can be exempted from transfer to other regions, thus facilitating the establishment of career paths in which employees can choose working styles that suit their life plans and apply their management and specialist work skills without compromising a viable balance of home life, childcare, and work. Under this system, male and female employees in career-track and specialist positions are exempted from being transferred to other regions for a certain period, allowing them to concentrate on childcare, and those in general positions (which are not subject to transfers) who switch to career-track or specialist positions (which are), can choose to remain exempted from being transferred to other regions.

- Creating a Workplace Environment Where Everyone Can Play an Active Role

We continue to create a system that allows any interested individual to take on the challenge of new initiatives and gain successful experience without the limits imposed by occupational classifications or specializations, thereby providing opportunities to encounter "more than the sum," an experience that results from discussions featuring multiple perspectives. In addition to continuing the "Strength Building Project" that started in FY2022 with the aim of securing our competitive advantage, we introduced a "Challenge Box" in FY2023. This is a system in which the general manager of the division to which the employee belongs accepts the desire of employees to take on challenges on their own, and supports them until they can experience success. In one year, 280 challenges were submitted from 262 employees. Currently, each and every one of our employees is taking on a challenge that they have committed to on their own.

2. Measures to Ensure Diversity

The NIPPO Group's employees—who we consider to be our technical innovators—are the source of our competitive advantage, and we may say that their existence is our strength. We enable "unique value creation"

through the active participation and diverse perspectives of each employee as well as their mutual coexistence and cooperation. In order to continue this practice, the NIPPO Group is placing even greater focus on efforts to strengthen human capital and increase diversity.

(1) Policy for Ensuring Diversity

① Policy for Developing human resources who can create unique value

- Continuously maintaining our practice of unique value creation requires employees to continue honing their expertise, to respect each other's values and ways of thinking, and to support derivation of the ideas and challenges of "more than the sum." Thus, we strive to create a workplace environment in which employees have a high degree of work engagement and are actively involved.

② Creating a Workplace Environment Where Diverse Employees Can Play an Active Role

- We consider an environment in which employees can work in safety and with peace of mind to be a basic condition in continuing to create unique value. We will introduce and review various personnel systems as we strive to create a comfortable working environment based on work style reform/innovation. We also consider an environment in which diverse perspectives—that is, an environment enabling discussions between those with diverse characteristics, including gender and internationality, regardless of position, career, or age—to be a basic condition in continuing to create unique value. We will introduce and review various personnel systems for the diversification of human resources as we strive to create opportunities for everyone to play an active role.

(2) Metrics and Targets

① Developing Human Resources Who Can Create Unique Value

< Enhancing Employee Training >

Metrics	FY2023 Results	FY2025 Target
Participation rate of level-specific training	95%	100%
Participation rate of training for managers	100%	100%

• Initiatives

▶ Stratified Human Resource Development System

To develop technical innovators with technology and strategic thinking from a medium-to long-term perspective, we have been phasing in a mutual learning form of training based on the concept of "teaching, learning, and growing together." In concrete terms, based on work requirements set for each level, we provide opportunities to carefully consider what employees want to be in the future and steps in achieving that.

▶ Developing Candidates for Management

For the purpose of improving the organization's ability to achieve goals, we conduct training in line

with the training system aimed at strengthening management capabilities for managers and candidates for management positions. For example, at the "Basic Management Training" program for management candidates, they learn basic knowledge about management, such as how to lead the organization to achieve its goals and producing results through subordinates, and then they analyze issues in their own departments and integrate the results and action plans with their department heads in an aim to provide them with an opportunities to acquire practical basis knowledge and experience.

▶ Enhancement Through Job-Specific Training

We conduct training specific to each business division, allowing trainees to acquire the knowledge and skills required in their specialized fields, as we strive to create a system that enables our personnel to grow through their work.

② Creating a Workplace Environment Where Employees Can Work Safely and Securely

< Increasing the Childcare Leave Rate >

Metrics	FY2023 Results ※1	FY2025 Target ※2
Male Employees	33.3%	≥ 15%
Women Employees	100%	100%

※1 FY2023 results: Cumulative total from July 1, 2022 to March 31, 2024

※2 FY2025 target: Cumulative total from July 1, 2022 to March 31, 2026

• Initiatives

We have focused on creating a system and workplace environment that allows employees to take leaves of absence for a childbirth, childcare, or other reasons without worrying, while also enabling them to return to work without difficulty.

< Initiatives to Improve Mental Health and Employee Satisfaction >

Metrics	FY2023 Results	FY2025 Target
Stress Check Index ※1	99	94
Employee Satisfaction ※2	55.1%	≥ 65%
High Stress Percentage ※3	21.2%	< 10%
Turnover Rate ※4	6.9%	< 5%

※1 Stress Check Index: An indicator of "comprehensive health risk" established by the Ministry of Health, Labor and Welfare. The national average is set at 100. The higher index (above 100) indicates the higher risk that the working environment is having a negative impact on workers' health.

※2 Employee Satisfaction: Index of job satisfaction based on stress checks (percentage of employees

who are “satisfied” or “somewhat satisfied” with their jobs)

※3 High Stress Percentage: Percentage of “employees deemed to be highly stressed” according to stress checks

※4 Turnover Rate: Turnover rate of regular employees (excluding mandatory retirement)

- Initiatives

Recognizing that our employees' mental health is a basic condition in leading a happy life for them and their families as well as in maintaining a lively workplace, we have been working to improve mental health, not only in terms of mental illness, but also with measures to revitalize communication in the workplace.

③Creating a Workplace Environment Where Everyone Can Play an Active Role

Since we believe a multifaceted perspective enhances an organization’s growth, one aim is to increase the percentage of woman employees in career-track and professional positions as explained in 【Principle 2.4.1 Ensuring Diversity in the Core Human Resources】” 1 . Ensuring Diversity in Core Human Resources” .

For specific activities (topics) related to “Ensuring Diversity in the Core Human Resources”, please refer to our website (https://www.nip.co.jp/english/esg/.assets/esg_torikumi_en.pdf)

【Principle 2.6 Roles of Corporate Pension Funds as Asset Owners】

The company operates a defined-benefit pension plan and a defined-contribution pension plan as a means of helping employees build assets and reduce the burden on the company's financial position. We have instituted regulations pertaining to the management of these corporate pension plans and assigned suitably qualified people to ensure that they function properly and stably.

For the defined-benefit plan, we have chosen an investment institution that has signed up to the Stewardship Code. We monitor the plan’s performance periodically to confirm operational soundness and, based on that monitoring, work together with the firm to review the investment vehicles.

In selecting individual investments for the defined-benefit plan and exercising voting rights, we have an agreement with the investment management firm in which we entrust such matters to the firm, and thus the plan is managed appropriately to avoid conflicts of interest.

【Principle 3.1 Full Disclosure】

1. Company Objectives (Management Philosophy, Etc.), Management Strategy, and Management Plans

All officers and employees of Nippo are constantly aware of our Management Philosophy, Management Policy, and Code of Conduct, and strive to put these into practice.

■ Management Philosophy

(Those are our founding philosophy and represents our ultimate purpose.)

Our company members share a common destiny, with all staff united by goodwill and faith. We are committed to promoting both prosperity for our company and happiness for our staff and associates by creating new value and selling it as widely as possible, so as to repay society for its blessings.

■ Management Policy

(Policies indicating “the reason for our company’s being” and “the direction for our efforts”)

As a unique, value-creating company, we will continue to provide ideal, high-quality products and services to our customers who are leading the world in manufacturing.

We greatly value all of our stakeholders, and view our employees as a source of strength for our company, and will make it our goal to be a global company with roots in each of our local communities.

■ Code of Conduct

(A code that indicates the basis for actions (conduct) at our company)

Customer Creed

Think from the customer's prospective and provide the customer with "value plus alpha."

Basic Consciousness

Prize the basics of manufacturing (craftmanship), sales, and work.

Fairness

Comply with rules and strive to work in a fair manner.

Taking on Challenges

Set high goals and take on the challenge of reaching them.

Speed

Be quick in obtaining updated information, quick in action and quick in achieving results.

Communication

Share information and knowledge and discuss them thoroughly.

2. Basic Idea and Policies Based on each Principle of the Corporate Governance Code

(1) Basic Views on Corporate Governance

At Nippo, our Corporate Policy is: “As a unique, value-creating company, we will continue to provide ideal, high-quality products and services to our customers who are leading the world in manufacturing. We greatly value all of our stakeholders, and view our employees as a source of strength for our company, and will make it our goal to be a global company with roots in each of our local communities.” To realize that policy, we will strive to enhance the soundness, efficiency, and transparency of business administration by maintaining a corporate governance regime founded on lawful, accurate decision-making, execution, and audits.

(2) Basic Policy on Corporate Governance

The company has instituted a Corporate Governance Code, which stipulates that we endeavor to contribute to the development of the company and our investors, as well as the economy as a whole, by acting autonomously toward sustainable growth and mid-to-long-term enhancement of corporate value. Under the code, our basic policy is to make a genuine effort to address the requirements of each principle, and to disclose our reasons in cases where we are unable to, or decide not to, take prompt action.

(3) Matters Pertaining to Policy on Determining Directors' Compensation Amounts and Calculation Methods

Regarding the representative directors' and executive directors' compensation, on March 22, 2024, the Board of Directors partially revised an Executive Compensation System (monetary compensation) that includes incentives linked to the mid-to-long-term business performance aimed at enhancing medium- to long-term corporate value and realizing sustainable society established on May 19, 2023. And the revised system have been applied since July 2024.

① Monetary Compensation

a) Representative Director and Executive Directors

The monthly amount of monetary compensation paid to the representative director and executive directors is the sum of A (fixed compensation) and B (incentive-based compensation) below, which shall be divided by 12 (months) and paid monthly.

Method of Calculation

A. Fixed Compensation

- Fixed compensation is 95% of executive compensation for the July 2022 – June 2023 period.

B. Incentive-based Compensation

- The base amount of incentive compensation shall be calculated by multiplying average consolidated net income for the past five years by the standard payment coefficient (maximum 5%).
- The total amount of incentive-based compensation shall be the amount obtained by multiplying this base amount by the weights and rates shown in the table below.
- In principle, the amount of incentive-based compensation paid to each director shall be an amount calculated by adding the total amount of incentive-based compensation to the ratio for directors' fixed compensation stipulated in A above.

Item evaluated	Weight			Degree of achievement / payout factor
		Compared with budget (target)	Compared with previous year	
Consolidated net sales	30%	70%	30%	≥110%/200%, ≤90%/0%
Consolidated operating income	40%	70%	30%	≥150%/200%, ≤50%/0%
ROE	30%	70%	30%	≥150%/200%, ≤50%/0%

b) Non-executive Directors

The monetary compensation paid to outside directors and other non-executive directors shall be a fixed monthly amount determined in accordance with a comprehensive consideration of other companies' compensation standards and Nippo's business performance.

② Changes in Evaluation and Evaluation Criteria

a) Directors (excl. Audit and Supervisory Committee members)

On June 24, 2021, the Board of Directors voted to establish a Nomination and Compensation Advisory Committee consisting of five members: the representative director, the chairperson of the Audit and Supervisory Board, and three independent outside directors. The committee will be responsible for reporting to the Board of Directors on evaluation and changes to the evaluation criteria.

b) Directors (Audit and Supervisory Committee members)

Compensation paid to individual directors who are Audit and Supervisory Committee members is determined through discussions by the Audit and Supervisory Committee.

(4) Policies and Procedures for Appointment and Dismissal of Senior Management and Nomination of Candidates for Directorships and Audit and Supervisory Committee Memberships by the Board of Directors

①-1 Selection Criteria (Apply to All Positions)

- The individual must share our management philosophy and have the will and ability to work toward its realization
- The individual must be law-abiding
- The individual must be an honest person, and must be able to strive to improve his or her own character, dignity, and other qualities
- The individual must be able to constantly think and act in the best interest of the company as a whole
- The individual must be in good physical and mental health, and must be able to devote the time necessary to perform his or her duties faithfully
- The individual must meet the eligibility requirements for directors and outside directors stipulated by law

①-2 Selection Criteria (Audit and Supervisory Committee Members)

- The individual must have the insights and background to provide appropriate advice and opinions on the company's management policies and on ways to improve management.
- The individual must have no major interest in the company; the individual's independence must be guaranteed.
- The individual must be able to remain fair and unbiased.
- The individual must, in principle, attend at least 80% of the company's board meetings.
- One of the candidates must have significant knowledge of accounting and finance.

①-3 Selection Criteria (Outside Directors)

A person whose term of office (including periods during which such person was a corporate auditor of the company and periods up to the expiration of the term of office in the event that such person is newly reappointed) does not exceed twelve years, in principle.

② Grounds for Dismissal

- The individual no longer meets the selection criteria for directors
- The individual violates a law or regulation, Nippo's Articles of Incorporation, or contravenes public order and morals, etc., and thereby seriously damages the company's credibility or corporate value.

③ Approach to Board Composition, Etc.

- The company will appoint as outside directors those who have extensive experience in Management Strategy, Business strategy, Accounting • Finance • Tax, Investor relations • ESG, Personnel & Labor • Human Resources Development or Legal Affairs • Intellectual Property • Risk Management.
- The Audit and Supervisory Committee shall have a majority of outside directors.
- At least one third of members of Nippo's Board of Directors shall constitute independent outside directors.

(5) Procedures for Appointment and Dismissal of Directors (excl. Audit and Supervisory Committee Members)

- Directorship candidacies tabled at general meetings of shareholders shall be discussed by the Nomination and Compensation Advisory Committee, which shall consist of five members—the president, the chairperson of the Audit and Supervisory Committee, and three independent outside directors—and the decision on whether or not to approve the appointment shall be made by the Board of Directors with due consideration of the company's selection criteria and approach to board composition.
- Motions to dismiss directors tabled at general meeting of shareholders shall be decided on by the Board of Directors.

(6) Procedures for Appointment and Dismissal of Audit and Supervisory Committee Members

- Audit and Supervisory Committee membership candidacies tabled at general meetings of shareholders shall be decided on by the Board of Directors having first obtained the agreement of the Audit and Supervisory Committee, with due consideration of the company's selection criteria and approach to board composition.
- Motions to dismiss Audit and Supervisory Committee members tabled at general meeting of shareholders shall be discussed by the Audit and Supervisory Committee and decided on by the Board of Directors.

(7) Explanations Regarding Individual Appointments and Dismissals of Senior Management and Nominations of Candidates for Directorships and Audit and Supervisory Committee Memberships as per (4) Above

- Starting from the 68th Ordinary General Meeting of Shareholders, Nippo has changed its practice for tabling proposals regarding the appointment of directors (including Audit and Supervisory Committee members); the company now provides its reasons for nomination with each proposal.

【Principle 3.1.3 Initiatives on Sustainability】

【Principle 4.2.2 Basic Policy for the Company's Sustainability Initiatives】

【Principle 5.2.1 Basic Policy Regarding the Business Portfolio and the status of the review of such portfolio.】

1. Sustainability Policy

The NIPPO Group's management philosophy expresses our mission to promote both prosperity for our company and happiness for our staff and associates by creating new value so as to repay society for its blessings. We have established the following policies as sustainability policies based on our “Compliance Declaration and Code of Conduct,” which we are bound to follow as a good corporate citizen, and commit ourselves through our business activities to enhancing our medium-to long-term corporate value and bringing about a sustainable society in accordance with the SDGs.

Social Policies	<ul style="list-style-type: none"> • We understand and respect the basic human rights guaranteed by Japan's Constitution and the laws and regulations of each individual country, as well as the basic human rights stipulated in international guidelines. • We respect every country's and region's culture and customs, and we strive to harmonize with and contribute to our local communities in cooperation with our diverse stakeholders. 	
Environmental Policies	<ul style="list-style-type: none"> • We promote business activities that help protect the global environment and continuously work to improve such activities. • We are proactive in dealing with the risks of climate change and strive to reduce CO2 emissions in the process of manufacturing and selling our products and materials. 	
Stakeholder Policies	Customers	With our new challenge of “creating and providing unique value,” we support our customers’ manufacturing businesses, and contribute to technological development and fuller, more convenient lifestyles around the world.
	Suppliers	We strive to build relationships as a trusted business partner based on the spirit of fairness and the philosophy of mutual prosperity through free and equitable business dealings.
	Employees	We adhere to the principle of mutual respect for one another's values and thinking, regardless of nationality, race, gender, age, religion, and other differences. We are committed to creating a workplace environment where employees can work with peace of mind as they take on challenges together, supporting our employees in their aim to build more enriching lives.

Shareholders/ Investors	We disclose information to our shareholders and investors in a timely and appropriate manner and emphasize constructive dialogue aimed at enhancing medium to long-term corporate value.
Local Community	As a good corporate citizen with roots in the community, we actively engage in programs that contribute to society.

2. Basic Policy Regarding Our Business Portfolio

- (1) With our focus on the three business segments of Electronics, Mobility, and Medical and Precision Devices, we take on the challenge of creating a competitive advantage in these domains while aiming to expand our business with the creation of a new, fourth segment including niche domains.
- (2) In each business segment, we will strategically invest management resources to businesses exhibiting high potential for growth and profitability and promote the shift of resources to these domains. Simultaneously, we plan to downsize or withdraw from businesses in each segment that does not contribute directly or indirectly to the growth of operating income (amount) or that is deemed unlikely to make a commensurate contribution over time.
- (3) To identify management indicators considering the cost of capital and to ensure the linkage between these management indicators and our business activities (operations), we set operating income (amount) growth targets for each business segment, with the Board of Directors supervising efforts to achieve medium-to-long-term improvement in corporate value and regular reviews of our business portfolio.

3. Value Creation Process

The Nippo Group conducts business in three core business segments: electronics, mobility, and medical and precision devices. As a technical innovator supporting our customers' manufacturing efforts, we apply six types of capital (financial, manufacturing, intellectual, human, social, and natural) and two functions (trading and manufacturing) and pursue an approach of thinking, selecting, and creating to constantly deliver unique value—something more than the sum of its parts—and contribute to enhance mid-to-long-term corporate value and in achieving a sustainable society.

More information on our quest for mid-to-long-term increases in corporate value and our ESG initiatives aimed at generating sustainable growth is available at our website.

(https://www.nip.co.jp/english/esg/.assets/esg_torikumi_en.pdf)

4. Investment in Human Capital

Being a technical innovator is at the very core of our identity and the bedrock that underpins our business style, in which we think, select, and create unique value by combining technical prowess with a robust value chain. Indeed, the readiness of our people to embody this creed is our chief strength. Accordingly, our policy is to:

- Ensure the health and safety of work environments for employees
- Endeavor to provide training and education as stipulated in item (2)① (Develop human resources who can create unique value) of section 2. (Initiatives aimed at securing diversity) of Supplementary Principle 2-4① (Ensuring Diversity in Hiring of Core Personnel)
- Support employees' efforts to build rewarding lives.

5. Investment in Intellectual Property

Intellectual property is essential to our efforts to create a sustainable competitive advantage, and we have established a system to encourage invention and creation by employees and to generate motivation for research based on our Invention and Design Regulations. As we see it, intellectual property is not limited to inventions and devices, but also includes the creation of new know-how and the development of technologies and components through alliances with partners. That's why we take a flexible approach to investing in intellectual property within the framework of the Investment Plan set forth in our Medium-Term Management Plan 2025.

【Principle 4.1.1 Scope and Content of the Matters Delegated to the Management】

In addition to matters authorized by laws and regulations as well as matters authorized by the articles of incorporation and resolutions of the general meeting of shareholders, the Board of Directors shall include matters to be resolved by the Board of Directors in the " Rules of the board of directors," and matters to be delegated to representative directors and executive directors as "Organizational Regulations" and "Administrative Authority Regulations" etc.

1. Resolution of the Board of Directors

(other than requirements of laws and regulations as well as matters authorized by the articles of incorporation and resolutions of the general meeting of shareholders)

(1) Matters related to important operations

- ① Establishment, revision, or abolition of important rules and regulations
- ② Investments of 100 million yen or more per transaction
- ③ External loans, debt guarantees, and the establishment of important security interests of 100 million yen or more per case
- ④ Waiver of debts of 50 million yen or more per case
- ⑤ Providing free profit of 5 million yen or more per case (including donations)
- ⑥ Conclusion of important contracts pursuant to the preceding four items
- ⑦ Other matters deemed necessary by the Board of Directors

(2) Important matters concerning the subsidiaries companies

- ① Deciding basic management policies
- ② Establishment, revision, or abolition of the articles of incorporation

- ③ Acquisition of licenses for management or business
- ④ Increase or decrease of capital
- ⑤ Establishment, relocation and abolition of subsidiaries companies and related company, etc.
- ⑥ Cash dividends
- ⑦ (1) Items (viii) and (vii) as well as (iii) through (vii).
- ⑧ Litigation, Conciliation and Arbitration, etc., and Dispute Resolution Pertaining to Multiple Labor Relations
- ⑨ Establishment of rules and regulations contrary to the Company's rules and regulations

2. Summary of Matters Delegated to Directors

- ① Matters involving amounts less than the base amount set forth in (1)② through ⑤ and in (2)⑦ of the Board of Directors' resolutions
- ② Matters pertaining to management organization, division of duties, and authority
- ③ Matters pertaining to personnel and labor affairs of employees (excluding appointment and dismissal of executive officers and subsidiary directors)
- ④ Transactions and matters incidental to transactions
- ⑤ Matters that director is authorized to handle by laws and regulations, Nippo's Articles of Incorporation, and shareholder meeting resolutions, as well as matters pertaining to the operation of regulations, etc.
- ⑥ Other matters pertaining to the operation of Board of Directors resolutions

【Principle 4.8 Effective Use of Independent Directors】

Nippo's Board of Directors is made up of 11 directors: 5 inside directors and 6 outside directors (of which, 5 are independent outside directors). As summarized in item 1. below (Approach to Board Composition), we believe that at least one third of the Board of Directors should be independent outside directors so that the board may receive frank opinions that contribute to sustainable growth and increased corporate value over the mid-to-long-term.

1. Approach to Board Composition, Etc.

- The company will appoint as outside directors those who have extensive experience in Management Strategy, Business strategy, Accounting • Finance • Tax, Investor relations • ESG, Personnel & Labor • Human Resources Development or Legal Affairs • Intellectual Property • Risk Management.
- The Audit and Supervisory Committee shall have a majority of outside directors.
- At least one third of members of Nippo's Board of Directors shall constitute independent outside directors.

【Principle 4.9 Independence Standards and Qualification for Independent Directors】

Based on the independent director criteria stipulated by the Japan Exchange Group, we consider a director

to be independent if none of the following apply.

1. The director is an executive of Nippo or its subsidiaries (hereinafter “the Nippo Group”)*¹
2. The director is a major shareholder of the Nippo Group (i.e., directly or indirectly holds 10% or more of total voting rights), or is an executive of a major shareholder
3. The Nippo Group directly or indirectly holds 10% or more of total voting rights in the director’s company, or is an executive thereof
4. The director is a major business partner of the Nippo Group*², or is an executive thereof
5. The Nippo Group is a major business partner of the director*³, or is an executive in a major business partner of the director
6. The director belongs to an auditing firm that serves as the Nippo Group’s accounting auditor
7. The director is an attorney, certified public accountant, tax accountant, consultant, or other professional receiving monetary or material benefits from the Nippo Group other than executive compensation
8. The director belongs to a corporation, partnership, or other organization such as a law firm, auditing firm, tax accounting firm, or consulting firm, that receives monetary or material benefits from the Nippo Group
9. The director receives donations or grants from the Nippo Group, or is a director or other executive of a corporation, partnership, or other organization that receives donations or grants from the Nippo Group
10. The director is an executive officer or executive managing director of the Nippo Group serving concurrently as an outside director or outside member of the Audit and Supervisory Committee of another company, and constitutes an executive of such other company
11. Any of items 2 through 10 above applied to the director in the past three years
12. The director is the spouse or relative (up to the second degree of kinship) of any person to whom any of items 1 through 10 above applies, and such person occupies an important position*⁴

*1. An “executive” is a director, executive officer, corporate officer, executive employee, a corporation or other organization, or a person who holds a position corresponding to the foregoing, and who has been a member of the Nippo Group within the past ten years.

*2. A “major business partner of the Nippo Group” is a business partner that accounted for 2% or more of the Nippo Group’s annual consolidated sales in the most recent fiscal year; a business partner that provided loans equivalent to 2% or more of the Nippo Group’s consolidated total assets as of the end of the most recent fiscal year; or a business partner with whom the Nippo Group does ongoing business or who provides the Nippo Group with ongoing loans, regardless of the amount.

*3. The Nippo Group is a “major business partner of a director” when the director is a business partner that receives from the Nippo Group payments that account for 2% or more of the business partner’s annual consolidated sales in the most recent fiscal year; or when the director is a business partner does ongoing business with the Nippo Group or the Nippo Group provides the business partner with ongoing loans,

regardless of the amount.

*4. A person who occupies an important position is a director (excluding outside directors), Audit and Supervisory Committee member (excluding outside members), executive officer, or employee in a managerial positions ranked department head or above

【Principle 4.10.1 Nomination and Compensation Advisory Committee】

Because the number of independent outside directors (5) does not constitute a majority of the board members (11), we will establish an independent Nomination and Compensation Advisory Committee under the Board of Directors, the main members of which will be independent outside directors, as a means of obtaining appropriate involvement and advice when considering particularly important matters such as nomination of directorship candidates and executive compensation.

< Member of the Nomination and Compensation Advisory Committee >

Position in this committee	Job Title	Name
Chairman	Independent Audit and Supervisory Committee Member (Outside)	Tsutomu Umeno
Member	President	Yasuchika Iwasa
	(Full-time) Audit and Supervisory Committee Chairman	Hiroyuki Kawabe
	Independent Audit and Supervisory Committee Member (Outside)	Keiko Ikeda
	Independent Audit and Supervisory Committee Member (Outside)	Hirokazu Tamaoki

【Principle 4.11.1 View on the Appropriate Balance of the Board as a Whole, and also on Diversity and Appropriate Board Size】

We believe that the effectiveness of the Board of Directors is enhanced not only by the knowledge, experience, and abilities of each director, but also by having a diversity of perspectives, i.e., gender diversity and different nationalities. With regard to the balance of the Board of Directors, considering our business model, the functions of the management organization, and the scale of our operations, we think it is best for the internal director seats to be filled by the chief executive officer (i.e., representative director), the heads of multiple departments, and business functions, and the heads of the various business and corporate divisions,

and for the outside director seats to be filled by professionals such as attorneys, accountants, and business executives.

1. Policies and Procedures for Appointment and Dismissal of Directors

For policies and procedures pertaining to the appointment and dismissal of directors (including Audit and Supervisory Committee members), see sections 2.(4)(5)(6) of Principle 3-1 (enhancement of information disclosure).

2. Skills Matrix (Skills (expertise and experience) required by the board of directors)

Name Skills (expertise and experience)		Board of Directors						Audit and Supervisory Committee Members				
		Yasuchika Iwasa	Hisatomo Mikami	Atsushi Nakamura	Yuji Okajima	Masahiro Goto	Yoko Dochi	Hiroyuki Kawabe	Tsutomu Umeno	Keiko Ikeda	Teiichi Gamo	Hirokazu Tamaoki
Management Strategy		●	●						●			
Business strategy	Sales & Marketing	●		●				●	●			
	Production and technology development	●			●			●	●			
	Global	●		●	●		●	●	●			
Accounting, Finance, Tax			●				●				●	●
Investor relations, ESG							●					
Personnel & Labor, Human Resources Development		●	●	●	●			●	●			
Legal Affairs, Intellectual Property, Risk Management			●			●		●		●		

【Principle 4.11.2 Concurrent Executive Positions at Other Listed Companies Held by Outside Directors】

1. Concurrent Executive Positions at Other Listed Companies Held by Outside Directors

Outside directors (including members of the Audit and Supervisory Committee) of Nippo serving concurrently as officers of other listed companies are as follows.

	Name	Company Name ・ Position
Outside Director	Yoko Dochi	Outside Director of Rinnai Corporation Outside Company Auditor of Kirin Holdings Company, Limited
Outside Director (members of the Audit and Supervisory Committee)	Tsutomu Umeno	Outside Director of SHIMOJIMA Co., Ltd.
Outside Director (members of the Audit and Supervisory Committee)	Keiko Ikeda	Outside Director of CHUBU-NIPPON BROADCASTING CO., LTD. Outside Corporate Auditor of TOHO GAS Co., Ltd. Outside Director of Kanemi Co., Ltd. (Audit and Supervisory Committee Member)

【Principle 4.11.3 Summary Results of the Evaluation on the Board of Directors】

We conducted a questionnaire pertaining to the four basic elements described below, and used this to analyze and evaluate the overall effectiveness of the board at a board meeting held on May 21, 2024. We reaffirmed to continue working on various measures in light of the evaluation's outcomes so as to further enhance the board's efficacy. We will implement further surveys in future and continue to improve the board's operations.

1. Items Studied to Evaluate the Board's Efficacy

- Composition of the Board of Directors
- Operation of the Board of Directors
- Board of Directors support system
- Others

2. Actions to Be Taken in Light of Evaluation Outcomes

- Ongoing discussion of long-term aims that may help boost corporate value, and of progress toward, and challenges in, achieving the Medium-Term Management Plan
- Ongoing monitoring of actions taken following deliberations by the Board of Directors on important matters
- Ongoing discussion of next-generation management structure

【Principle 4.14.1-2 Director and Audit and Supervisory Committee Member Training】

1. Policy on Training for Directors and Audit and Supervisory Committee Members

When directors and Audit and Supervisory Committee members, including outside directors and outside members take up their appointed position, we will provide them opportunities to acquire the necessary

knowledge of legal responsibilities required of directors and Audit and Supervisory Committee members, Nippo's Articles of Incorporation and regulations, business, finance, and organization, and to deepen their understanding of corporate governance and listing rules, and will provide ongoing opportunities to update their knowledge thereafter.

【Principle 5.1 Policy for Constructive Dialogue with Shareholders】

1. Policy for Constructive Dialogue with Shareholders and Investors

- We will respond to requests for dialogue from shareholders to the extent and by methods reasonably possible in light of shareholders' wishes and main topics of interests. Such responses shall be undertaken mainly by the director in charge of investor relations and other IR staff.
- The director in charge of investor relations will attend individual meetings, hold financial results briefings, and otherwise endeavor to enhance the company's investor relations activities.
- The director in charge of investor relations will report to the president as appropriate regarding the views and requests of shareholders and investors, and shall refer to the Board of Directors matters pertaining to the amendment of current plans, regulations, and the like that the president deems necessary.
- The director in charge of investor relations shall ensure strict information management in accordance with the Insider Information Management Regulations.

2. Capital Structure

Foreign Shareholding Ratio	20% or more but less than 30%
----------------------------	-------------------------------

Status of Major Shareholders

Name or Company Name	Number of Shares Owned	Percentage (%)
Freesia Macross Corporation	1,796,700	19.73
BBH FOR FIDELITY LOW-PRICED STOCK FUND (Standing Proxy : MUFG Bank, Ltd.)	628,764	6.90
NIPPO Employee Shareholding Association	583,011	6.40
GLOBAL ESG STRATEGY (Standing Proxy : Tachibana Securities Co., Ltd.)	536,700	5.89
FUJIMI INCORPORATED	337,600	3.71
Sumitomo Mitsui Banking Corporation	274,000	3.01
GLOBAL ESG STRATEGY (Standing Proxy : Phillip Securities Japan, Ltd.)	266,800	2.93
Kisao Tanaka	232,644	2.55
INTERACTIVE BROKERS LLC (Standing Proxy : Interactive Brokers Securities Japan, Inc.)	226,900	2.49
MUFG Bank Ltd.	216,480	2.38

Name of Controlling Shareholder, if applicable (excluding Parent Companies)

—

Name of Parent Company, if applicable

none

Supplementary Explanation

—

3. Corporate Attributes

Listed Stock Exchange and Market Segment	Standard Market
Fiscal Year-End	March
Business Sector	Wholesale Trade
Number of Employees (Consolidated) as of the End of the Previous Fiscal Year	1,000 or more
Net Sales (Consolidated) for the Previous Fiscal Year	¥10 billion or more but less than ¥100 billion
Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year	10 or more but fewer than 50

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

—

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

—

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

1. Organizational Composition and Operation

Corporate Governance System	Company with Supervisory Committee
-----------------------------	------------------------------------

Directors

Number of Directors Stipulated in Articles of Incorporation	12
Directors' Term of Office Stipulated in Articles of Incorporation	1 year
Chairperson of the Board	President
Number of Directors	11
Election of Outside Directors	Elected
Number of Outside Directors	6
Number of Independent Directors	5

Outside Directors' Relationship with the Company (1)

Name	Attributes	Relationship with the Company*											
		a	b	c	d	e	f	g	h	i	j	k	
Masahiro Goto	Lawyer												
Yoko Dochi	From another company												○
Tsutomu Umeno	From another company												
Keiko Ikeda	Lawyer												
Teiichi Gamo	Tax Accountant												
Hirokazu Tamaoki	CPA												

*Categories for "Relationship with the Company".

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

- Person who executes business for the Company or its subsidiary
- Person who executes business for a non-executive director of the Company's parent company
- Person who executes business for a fellow subsidiary
- Person/entity for which the Company is a major client or a person who executes business for said person/entity
- Major client of the Company or a person who executes business for said client
- Consultant, accounting expert, or legal expert who receives large amounts of cash or other assets from the Company in addition to remuneration as a director/company auditor
- Major shareholder of the Company (in cases where the shareholder is a corporation, a person who executes business for the corporation)
- Person who executes business for a client of the Company (excluding persons categorized as any of d, e, or f above) (applies to director him/herself only)
- Person who executes business for another company that holds cross-directorships/cross-auditorships with the Company (applies to director him/herself only)
- Person who executes business for an entity receiving donations from the Company (applies to director him/herself only)
- Other

Outside Directors' Relationship with the Company (2)

Name	Membership of Supervisory Committee	Designation as Independent Director	Supplementary Explanation of the Relationship	Reasons for Appointment
Masahiro Goto		○	Mr. Masahiro Goto is a lawyer and patent attorney, and the president of the Masahiro Goto Patent and Law Office.	<p>< Reason for the selection > Although Mr. Masahiro Goto has never been involved in corporate management other than through the positions of outside director/auditor in the past, he satisfies the selection criteria for directors set forth by the Company's board of directors, and the Company would like to continue to utilize his experiences on the supervision of the management of the Company in order to achieve the vision, execution strategy and quantitative targets for the "Mid-term Management Plan 2025." Accordingly, the Company appointed him as an outside director.</p> <p>< Reasons for designation as an independent officer > He satisfies the requirements for an independent director set by the Tokyo Stock Exchange, the Nagoya Stock Exchange, and the Company, and has a high degree of independence as there is no conflict of interest with the Company's general shareholders in performing his duties as an outside director. Therefore, we have continued to designate him as an independent officer.</p>
Yoko Dochi			Ms. Yoko Dochi is an Outside Director of Rinnai Corporation and Outside Company Auditor of Kirin Holdings Company, Limited	<p>< Reason for the selection > Ms. Yoko Dochi satisfies the selection criteria for directors set forth by the Company's board of directors, and the Company would like to continue to utilize her experiences on the supervision of the management of the Company in order to achieve the vision, execution strategy and quantitative targets for the "Mid-term Management Plan 2025." Accordingly, the Company appointed her as an outside director.</p>

				<p>< Reasons for not being an independent officer ></p> <p>> The Company does not designate her as an independent officer because it has transactions with Rinnai Corporation, where she serves as an outside director, for the purchase and sale of molded products used in water heaters, etc.</p>
Tsutomu Umeno	○	○	Mr. Tsutomu Umeno is an Outside Director of SHIMOJIMA Co., Ltd.	<p>< Reason for the selection > Mr. Tsutomu Umeno satisfies the selection criteria for directors and audit and supervisory committee members set forth by the Company's board of directors, and the Company would like to continue to utilize his experiences in supervising and auditing the management of the Company in order to maintain and improve the Company's governance. Accordingly, the Company appointed him as an outside director (Audit and Supervisory Committee Member).</p> <p>< Reasons for designation as an independent officer > He satisfies the requirements for an independent director set by the Tokyo Stock Exchange, the Nagoya Stock Exchange, and the Company, and has a high degree of independence as there is no conflict of interest with the Company's general shareholders in performing his duties as an outside director. Therefore, we have continued to designate him as an independent officer.</p>
Keiko Ikeda	○	○	Ms. Keiko Ikeda is a lawyer and patent attorney, partner of the IKEDA LAW & PATENT OFFICE, Outside Director of CHUBU-NIPPON BROADCASTING CO., LTD., Outside Corporate Auditor of TOHO GAS Co.,	<p>< Reason for the selection > Although Ms. Keiko Ikeda has never been involved in corporate management other than through the positions of outside director/auditor in the past, she satisfies the selection criteria for directors and audit and supervisory committee members set forth by the Company's board of directors, and the Company would like to continue to utilize her experiences in supervising and auditing the management of the Company in order to maintain and improve the Company's</p>

			<p>Ltd. and Outside Director of Kanemi Co., Ltd. (Audit and Supervisory Committee Member).</p>	<p>governance. Accordingly, the Company appointed her as an outside director (Audit and Supervisory Committee Member).</p> <p>< Reasons for designation as an independent officer > She satisfies the requirements for an independent director set by the Tokyo Stock Exchange, the Nagoya Stock Exchange, and the Company, and has a high degree of independence as there is no conflict of interest with the Company's general shareholders in performing her duties as an outside director. Therefore, we have continued to designate her as an independent officer.</p>
Teiichi Gamo	○	○	<p>Mr. Teiichi Gamo is a tax accountant, president of the Teiichi Gamo Certified Tax Accountant Office and Outside Auditor of, Niwayoshi, Co., Ltd.</p>	<p>< Reason for the selection > Although Mr. Teiichi Gamo has never been involved in corporate management other than through the positions of outside director/auditor in the past, he satisfies the selection criteria for directors and audit and supervisory committee members set forth by the Company's board of directors, and the Company would like to continue to utilize his experiences in supervising and auditing the management of the Company in order to maintain and improve the Company's governance. Accordingly, the Company appointed him as an outside director (Audit and Supervisory Committee Member).</p> <p>committee member.</p> <p>< Reasons for designation as an independent officer > He satisfies the requirements for an independent director set by the Tokyo Stock Exchange, the Nagoya Stock Exchange, and the Company, and has a high degree of independence as there is no conflict of interest with the Company's general shareholders in performing his duties as an outside director. Therefore, we have continued to designate him as an independent officer.</p>

Hirokazu Tamaoki	○	○	Mr. Hirokazu Tamaoki a CPA, Director of Tamaoki CPA Office and Representative Member of Sakae Audit Corporation	<p>< Reason for the selection > Although Mr. Hirokazu Tamaoki has never been involved in corporate management other than through the positions of outside director/auditor in the past, he satisfies the selection criteria for directors and audit and supervisory committee members set forth by the Company's board of directors, and the Company would like to utilize his experiences in supervising and auditing the management of the Company in order to maintain and improve the Company's governance. Accordingly, the Company appointed him as an outside director (Audit and Supervisory Committee Member).</p> <p>< Reasons for designation as an independent officer > He satisfies the requirements for an independent director set by the Tokyo Stock Exchange, the Nagoya Stock Exchange, and the Company, and has a high degree of independence as there is no conflict of interest with the Company's general shareholders in performing his duties as an outside director. Therefore, we have designated him as an independent officer.</p>
------------------	---	---	-----------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Supervisory Committee

Composition of Supervisory Committee and Attributes of the Chairperson

	All Committee Members	Full-time Members	Inside Directors	Outside Directors	Committee Chair
Supervisory Committee	5	1	1	4	Inside Director

Appointment of Directors and/or Staff to Support the Supervisory Committee	Not Appointed
----------------------------------------------------------------------------	---------------

Matters Concerning Independence of Said Directors and/or Staff from Executive Officers/Reasons for Adopting Current System

The company shall assign employees to assist the Audit and Supervisory Committee whenever required. In selecting such employees, the Audit and Supervisory Committee shall ensure the independence of the employees from executives and the effectiveness of instructions given to them.

Cooperation among the Supervisory Committee, Accounting Auditors and Internal Audit Department

The company has established an Internal Audit Division. The head of the Internal Audit Division notifies the full-time members of the Audit and Supervisory Committee and the accounting auditor of the audit plan in advance, and keeps the company updated on the status of audits through periodic reports on audit outcomes. The full-time members of the Audit and Supervisory Committee and the Internal Audit Division work closely together to conduct audits efficiently, for instance by accompanying the accounting auditor on audits as necessary.

Voluntary Established Committee(s)

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

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

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

Supplementary Explanation

Because the number of independent outside directors (5) does not constitute a majority of the board members (11), we will establish an independent Nomination and Compensation Advisory Committee under the Board of Directors, the main members of which will be independent outside directors, as a means of obtaining appropriate involvement and advice when considering particularly important matters such as nomination of directorship candidates and executive compensation.

Matters Concerning Independent Directors

Number of Independent Directors	5
---------------------------------	---

Other Matters Concerning Independent Directors

At the Board of Directors meeting held on June 24, 2020, the company revised its Independence Standards and Qualification for Independent Outside Directors to stipulate that any business partner with whom the Nippo Group does ongoing business, or has done so in the past, regardless of the amount, is not independent. The company believes that at least one third of the Board of Directors should be independent officers so that the board may receive frank opinions that contribute to sustainable growth and increased corporate value over the mid-to-long-term.

Incentives

Implementation Status of Measures related to Incentives Granted to Directors

Introduction of Performance-linked Remuneration Scheme

Supplementary Explanation for Applicable Items

Regarding the representative directors' and executive directors' compensation, on March 22, 2024, the Board of Directors partially revised an Executive Compensation System (monetary compensation) that includes incentives linked to the mid-to-long-term business performance aimed at enhancing medium- to long-term corporate value and realizing sustainable society established on May 19, 2023. And the revised system have been applied since July 2024.

Persons Eligible for Stock Options

—

Supplementary Explanation for Applicable Items

—

Director Remuneration

Status of Disclosure of Individual Director's Remuneration

No Disclosure for any Directors

Supplementary Explanation for Applicable Items

The total amount of compensation, etc. paid to each director is omitted as the company does not pay any director compensation of 100 million yen or more.

Policy on Determining Remuneration Amounts and Calculation Methods

Established

Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods

① Monetary Compensation

a) Representative Director and Executive Directors

The monthly amount of monetary compensation paid to the representative director and executive directors is the sum of A (fixed compensation) and B (incentive-based compensation) below, which shall be divided by 12 (months) and paid monthly.

Method of Calculation

A. Fixed Compensation

- Fixed compensation is 95% of executive compensation for the July 2022 – June 2023 period.

B. Incentive-based Compensation

- The base amount of incentive compensation shall be calculated by multiplying average consolidated net income for the past five years by the standard payment coefficient (maximum 5%).
- The total amount of incentive-based compensation shall be the amount obtained by multiplying this base amount by the weights and rates shown in the table below.
- In principle, the amount of incentive-based compensation paid to each director shall be an amount calculated by adding the total amount of incentive-based compensation to the ratio for directors' fixed compensation stipulated in A above.

Item evaluated	Weight			Degree of achievement / payout factor
		Compared with budget (target)	Compared with previous year	
Consolidated net sales	30%	70%	30%	≥110%/200%, ≤90%/0%
Consolidated operating income	40%	70%	30%	≥150%/200%, ≤50%/0%
ROE	30%	70%	30%	≥150%/200%, ≤50%/0%

b) Non-executive Directors

The monetary compensation paid to outside directors and other non-executive directors shall be a fixed monthly amount determined in accordance with a comprehensive consideration of other companies' compensation standards and Nippo's business performance.

② Changes in Evaluation and Evaluation Criteria

a) Directors (excl. Audit and Supervisory Committee members)

On June 24, 2021, the Board of Directors voted to establish a Nomination and Compensation Advisory Committee consisting of five members: the representative director, the chairperson of the Audit and Supervisory Board, and three independent outside directors. The committee will be responsible for reporting to the Board of Directors on evaluation and changes to the evaluation criteria.

b) Directors (Audit and Supervisory Committee members)

Compensation paid to individual directors who are Audit and Supervisory Committee members is determined through discussions by the Audit and Supervisory Committee.

Support System for Outside Directors

Support for outside directors is provided by the Corporate Planning Division based on the division of duties. To enable active expression of opinions at board meetings, the company distributes the agenda and provides explanations as necessary in advance. Moreover, study workshops are held to enable directors to acquire necessary knowledge of the company's business, finances, and organization.

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

The company views corporate governance as a framework to check the lawfulness and efficiency of management on behalf of shareholders. To that end, an appropriate mechanism is in place—in the form of the general meeting of shareholders, Board of Directors, Audit and Supervisory Committee, representative director, and accounting auditors—to supervise and audit directors' execution of duties. In addition, with the establishment of a Basic Approach to Internal Control System and Framework for Promotion of Internal Control System, the company has developed the necessary systems to ensure the appropriateness of the operations of Nippo and the affiliated companies of the Nippo Group. The Board of Directors meets at least once every two months in principle, and matters deemed material to management are thoroughly discussed meetings of the Management Strategy Council, which comprises the full-time directors (including the chairperson of the Audit and Supervisory Committee) before being tabled at board meetings.

The Audit and Supervisory Committee has five members: one full-time member and three outside directors serving as committee members. The committee meets at least once every two months in principle to discuss and adopt resolutions on matters deemed material to management, the outcomes of audits by Audit and Supervisory Committee members and internal audits, as well audits by the accounting auditors, and other matters.

3. Reasons for Adoption of Current Corporate Governance System

The company chose the system described in 2. above because we believe it is the most appropriate structure in terms of business execution, supervision, and auditing.

III. Implementation of Measures for Shareholders and Other Stakeholders

1. Measures to Vitalize General Meeting of Shareholders and Facilitate Exercise of Voting Rights

	Supplementary Explanation
Early Posting of Notice of the General Meeting of Shareholders	The company strives to send out AGM convocation notices as early as possible without compromising the accuracy of the information contained therein in order to allow shareholders sufficient time to give thorough consideration to the agenda. Information included in convocation notices is also published electronically on TDnet and the company's website in the period between the board's vote to convene the AGM and the dispatch of the convocation notice.
Scheduling of the General Meeting of Shareholders on a Non-Peak Day	The company schedules dates relating to the AGM—including the date of the meeting itself—appropriately, taking into consideration matters such as promoting constructive dialogue with shareholders, providing accurate information for that purpose, avoiding days on which other companies' AGMs are concentrated.
Electronic Exercise of Voting Rights	Starting with the 70th Ordinary General Meeting of Shareholders (for the year ended March 31, 2021), the company now allows shareholders to exercise their voting rights online.
Provision of Notice (or Summary of Notice) of the General Meeting of Shareholders in English	Because institutional investors and overseas investors make up a significant portion of the company's shareholders, we provide English translations of AGM convocation notices (containing reference material for the meetings).

2. Status of IR-related Activities

	Supplementary Explanation	Explanation by a representative director or a representative executive officer
Formulation and Publication of Disclosure Policies	The company endeavors to enable all stakeholders, including shareholders and investors to understand the company and to build cordial relations based on trust by disclosing useful, appropriate information about the Nippo Group in a fair and timely manner. The company also posts its disclosure policy on its website.	
Regular Investor Briefings held for Individual Investors	The company does not hold regular briefings for retail investors, but responds to questions and inquiries from all stakeholders, including shareholders and investors, on a case-by-case	Not Held

	basis.	
Regular Investor Briefings held for Analysts and Institutional Investors	The company holds financial results briefings twice a year (2Q and full-year).	Held
Regular Investor Briefings held for Overseas Investors	The company does not hold regular briefings for overseas investors, but responds to questions and inquiries from all stakeholders, including shareholders and investors, on a case-by-case basis. To boost supply of information to overseas investors, we issue sponsored research reports twice a year (2Q and full-year).	Not Held
Online Disclosure of IR Information	The company posts quarterly and annual financial results briefing materials on its website.	
Establishment of Department and/or Placement of a Manager in Charge of IR	The company has an investor relations desk within the Corporate Planning Department.	

3. Status of Measures to Ensure Due Respect for Stakeholders

	Supplementary Explanation
Establishment of Internal Rules Stipulating Respect for the Position of Stakeholders	In keeping with the company’s management policy— <i>We greatly value all of our stakeholders, and view our employees as a source of strength for our company, and will make it our goal to be a global company with roots in each of our local communities</i> —we respect the positions of all stakeholders, including customers, suppliers, and other business partners whose steadfast support we appreciate, as well as employees, shareholders, and local communities.
Implementation of Environmental Preservation Activities and CSR Activities, etc.	In keeping with the company’s Environmental Policy and Compliance Declaration and Code of Conduct, we make a conscious effort to act in line with social norms so as to earn broad recognition as a good corporate citizen. The company also supports the recommendations of the Task Force on Disclosure of Financial Information (TCFD), and we are endeavoring to tackle climate change and disclose information based on the TCFD's recommendations.
Formulation of Policies, etc. on Provision of Information to Stakeholders	In keeping with the company’s Stakeholder Policies (stipulated as part of the Sustainability Policy), Basic Policy on Accounts and Financial Reporting" and Basic Information Security Policy, we strive to disclose accurate corporate information in a timely manner.

IV. Matters Concerning the Internal Control System

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

At a meeting of the Board of Directors held on August 21, 2020, NIPPO LTD. (hereinafter referred to as "the Company") adopted the following resolution concerning the establishment of a system to ensure that the execution of duties by Directors complies with laws and regulations and the Articles of Incorporation in accordance with Article 399-13 of the Companies Act and Article 110-4 of the Ordinance for Enforcement of the Companies Act, as well as the establishment of a system necessary to ensure the appropriateness of operations of the corporate group consisting of us and our subsidiaries companies (hereinafter collectively referred to as the "NIPPO Group")

1. System for ensuring that the Directors, corporate officers and employees conform to laws, regulations and the articles of incorporation in the execution of duties

(1) The Board of Directors adopted the "Compliance Declaration" and the "Code of Conduct" as basic compliance policies and established the "Compliance Rules" as a code of conduct to be observed during business operations. The Board of Directors, led by directors, decided to put these rules into practice together with corporate officers and employees.

(2) The Board of Directors established the "Rules of the Board of Directors," supervised the execution of duties by each Director, and established the "Rules of the Audit Committee" for the Auditing Committee, and audited the execution of duties by the Director.

(3) The Board of Directors has completed the labor regulations and has made corporate officers and employees observe the service disciplines stipulated in the labor regulations.

(4) The Board of Directors has completed the operational rules and has made corporate officers and employees comply with the procedures set forth in the operational rules.

(5) The Board of Directors has established a system to ensure thorough compliance with laws and the Articles of Incorporation by directors, executive officers, and employees through the establishment of a compliance promotion system, internal reporting system, and internal auditing.

2. System for the storage and control of information pertaining to the performance of Director duties

(1) The minutes of meetings of shareholders, Board of Directors, and Auditing Committees and other important documents shall be stored and managed, and made available for inspection and disclosed by law, in accordance with laws, regulations, and internal regulations.

- (2) With respect to trade secret information, the Rules for the Management of Trade Secrets shall be established, and a person responsible for management shall be appointed to prevent access to such information from both inside and outside the Company and to completely seal the leakage.
- (3) "Rules for personal information management" and "Specific Personal Information Management Rules" shall be stipulated, and personal information, etc. shall be protected in the same manner.

3. Systems for managing risks of loss including the relevant internal regulations

- (1) The Internal Control Promotion Division shall be established under the Board of Directors, and a system shall be established to predict the risk of loss at all times, and appropriate and prompt responses shall be made to the risk of loss. The Corporate Headquarter Director-General shall serve as the Director-General of the Promotion Division.
- (2) In order to manage the risk of loss, the Company has established the Basic Risk Management Rules and prepared a management manual for each individual risk to prevent the occurrence of risk, accurately respond to risks that have arisen, and promptly recover from such risks.
- (3) The Board of Directors shall develop an internal control system, and supervise, monitor, and verify the status of responses and operations to risk management at each Director.

4. System for ensuring efficient execution of Directors' duties

- (1) Deliberations on management policies and other important matters set forth in the Rules of the board of directors shall be conducted by the Strategic Management Council consisting of a full-time Director and the chairperson of the Auditing Committee, and the final decision shall be made by the Board of Directors as a basis for the determination of what has been unofficially determined.
- (2) The Company shall clarify the responsibilities of each Director business operation in accordance with the Rules Concerning the Execution of Duties of Officers, the Rules on Administrative Authority, and the Rules on the Division of Duties, and have each Director faithfully and loyally perform the duties specified for each business operation.
- (3) The full-time Director of The Company shall attend "Board of Directors", "Strategic Management Council" and "Corporate Strategy Meeting "; the part-time Director shall attend "Board of Directors" and "Corporate Strategy Meeting "; Director shall supervise the execution of duties mutually; and the Audit Committee members shall also audit Director duties.

5. System to ensure the appropriateness of business operations within the corporate group consisting of NIPPO Group

- (1) Subsidiaries companies Management Regulations, Managerial Position System Regulations, and Standards for Transaction between subsidiaries companies have been established to manage the directors, auditors, and employees of the subsidiaries companies, and to establish a system in which we give direct instructions to subsidiaries companies directors, etc.
 - (2) The Audit and Supervisory Committee and the Internal Audit Office have established a system to conduct subsidiaries companies audits on a regular basis.
6. With respect to an employee who assists the duties of The Audit and Supervisory Committee, etc.
- (1) Where it is necessary for an employee to be assisted by The Audit and Supervisory Committee, etc., such employee shall be established on a case-by-case basis. In selecting such employees, The Audit and Supervisory Committee shall ensure the independence of the operating officer and the effectiveness of instructions to such employees.
7. System for the Directors, corporate officers and employees to report to The Audit and Supervisory Committee and other systems for reporting to The Audit and Supervisory Committee
- (1) All members of The Audit and Supervisory Committee attend the Board of Directors, and the Chairman of the Audit Committee attends important The Company meetings such as Strategic Management Council. The Director shall report the status of execution of duties to The Audit and Supervisory Committee at these important meetings.
 - (2) All information reported through the in-house reporting system shall be promptly reported to The Audit and Supervisory Committee.
8. Other systems to ensure that audits by The Audit and Supervisory Committee are conducted effectively.
- (1) The Internal Audit Division reports the audit plan and results to the Audit and supervisory committee member to contribute to efficient results by the Audit and supervisory committee member.
 - (2) To secure the effectiveness of audits by the responsible parties, "Audit and supervisory committee Regulations" are established to ensure that reports are submitted to NIPPO LTD.'s Audit and supervisory committee member by directors, executive officers and employees, as well as directors, auditors and employees of subsidiaries.
 - (3) Directors and employees of subsidiaries should swiftly submit appropriate reports when auditors of the relevant subsidiaries request reports related to the execution of operations.

- (4) Without limitation to internal reports, directors, auditors and employees of Our Company's Group submitting reports to Audit and supervisory committee member shall not be placed at a disadvantage for the reason of the said report.
- (5) When Audit and supervisory committee member request advance payment for the execution of their duties, we shall pay it without delay. However, the necessity and required amount of payment may be checked by the Corporate Planning Division at a later date.

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

The company's basic policy of rejecting all connections to organized crime groups and other anti-social forces that adversely affect social order and sound corporate activity is stipulated in our Compliance Regulations.

The Company has established a department to oversee such matters—the Corporate Planning Division—and instituted a system to prevent the involvement of antisocial forces in its corporate activities and thereby prevent any damage that such involvement would cause. The system entails cooperation with external organizations such as consulting attorneys, local police, and the Corporate Defense Council, as well as employee education employees through a Compliance Guidebook.

V. Other

1. Adoption of Anti-Takeover Measures

Adoption of Anti-Takeover Measures	Adopted
------------------------------------	---------

Supplementary Explanation for Applicable Items

Response Policies to Large-scale Purchases of Company Shares (Takeover Response Policies) (hereinafter called the “Plan”) was approved at the 73rd Ordinary General Meeting of Shareholders

< Basic Policy regarding Persons who Control Decisions on the Company’s Financial and Business Policies >

As an organ of a company with its stock listed on a financial instruments exchange, the Board respects free trading of the shares in the Company on the market and does not categorically reject a large-scale purchase of the shares in the Company by a particular party as long as it contributes to the protection and enhancement of the corporate value of the Group and eventually to shareholders’ common interests.

The Company also believes that the decision on whether or not to accept a proposal for a large-scale purchase of shares should be ultimately made by the shareholders and it is therefore essential that the necessary information is provided to the shareholders and that the transparency and fairness are ensured.

However, there may be a proposal for a large-scale purchase of shares which could undermine the Group’s corporate value and eventually, shareholders’ common interests by, for instance, preventing the Group from maintaining a good relationship with its stakeholders. It is also possible that some of such proposals do not fully reflect the Group’s value or do not provide sufficient information required for our shareholders to make a final decision.

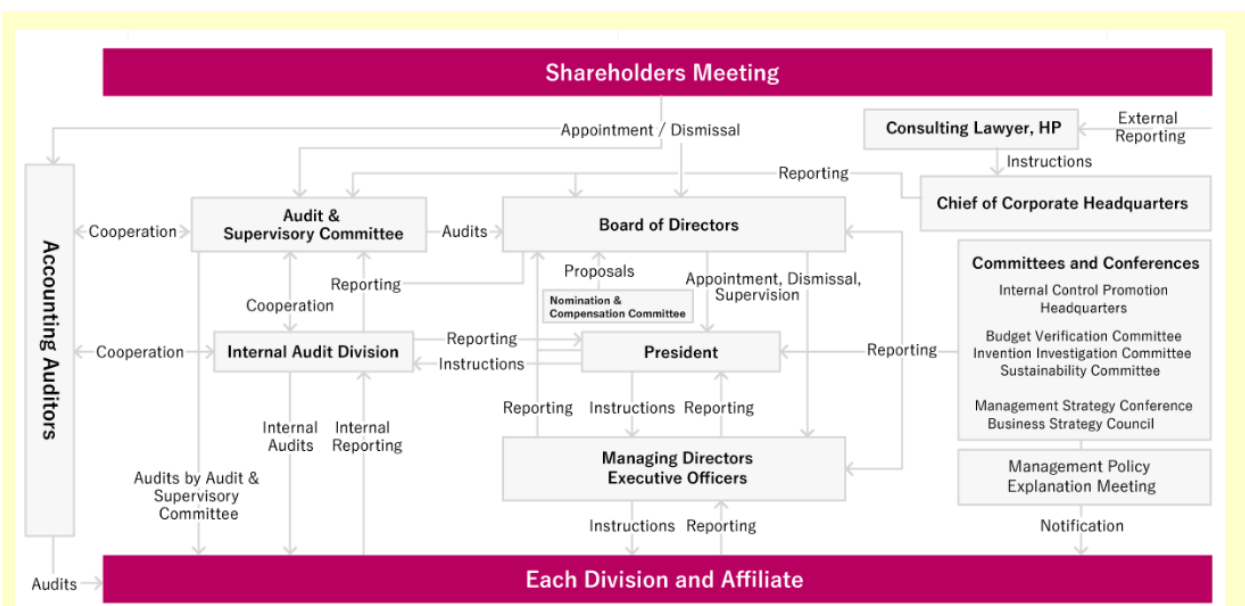
The Board believes that upon receipt of such proposals for large-scale purchases of shares, it must, as it has a duty to ensure the common interests of shareholders, secure necessary time and information and negotiate with the proposers on behalf of shareholders.

For more details, please refer to our website (https://www.nip.co.jp/english/ir/.assets/tob-1_en.pdf)

2. Other Matters Concerning the Corporate Governance System

(1) Overview of Corporate Governance Structure

a. The diagram below shows the company's corporate governance structure.



(2) Overview of Timely Disclosure System

a. Basic Policy on Information Disclosure

In order to properly disclose information about the Nippo Group to all stakeholders, including shareholders and investors, the company's basic policy is to disclose information as required under the Companies Act, the Financial Instruments and Exchange Act, and other laws and regulations, as well as the Tokyo Stock Exchange's and the Nagoya Stock Exchange's ("exchanges") Timely Disclosure Rules. We also disclose information not required under the Timely Disclosure Rules if this is deemed useful and appropriate.

b. Disclosure System

Based on the aforementioned basic policy, the company has established an internal system described below for timely and appropriate information disclosure.

① Information Gathering Process

The pertinent person at each department or office endeavors to collect information, and reports to the Corporate Planning Department anything that may require action in accordance with relevant laws and regulations. The Corporate Planning Department carefully examines all relevant information and reports to the head of Corporate Headquarters and the director in charge of investor relations.

② Analysis and Judgment Process

Discuss with relevant departments and determined whether or not disclosure is necessary. Seek advice from outside experts, exchanges, etc., where necessary. Judgments on important matters rest with the president or Board of Directors.

③Publication Process

Having first obtained the approval of the director in charge of investor relations (in the case of important matters: the president or the Board of Directors), information subject to timely disclosure is uploaded to TDnet, and information required to be disclosed under the Financial Instruments and Exchange Act is uploaded to EDINET. Timely disclosure information is also posted promptly on the company's website.

END