

June 26, 2026

Socionext Inc.

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The corporate governance of Socionext Inc. (the “Company”) is described below.

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

**1. Basic Views**

(1) Basic Management Policy

1) Management philosophy

Socionext Group (the “Group”) defines the following common group philosophy for its mission and values. Based upon this philosophy, we will help to bring about a prosperous society by delivering new value to our customers and to people around the world beyond them. We will do this as a valued partner of customers seeking unique and cutting-edge SoCs to differentiate their services and products. We will also do this as a partner of our suppliers providing the latest technologies in the evolving semiconductor ecosystem, including foundries, outsourced semiconductor assembly & tests (OSATs) and providers of intellectual property (IP), electronic design automation (EDA) and software.

Mission

Together with our global partners, we bring innovation to everyone everywhere.

Values

Change: We adapt ourselves to the disruptive discontinuous changes in business, technology, mind, operations, and other environments.

Technology: By pursuing cutting-edge technology, we aim to become a company that supports global innovation through the development of competitive technology.

Growth: Our growth helps to deliver benefits to all stakeholders, including shareholders, customers, partners, and employees.

Speed: We respond quickly to dynamic and rapidly changing markets and customers.

Sustainability: We ensure a sustainable future by creating a cohesive society with customers and partners.

2) Management Policy

To pursue the above management philosophy, at the Group we are putting our guiding principles into practice through our own distinctive Solution SoC business model for customers who need leading-edge custom SoCs, whereby we combine an optimal mix of technologies to implement the functions they require. Along with the automotive, networking & data center, and smart device fields that represent our leading growth sectors, we are also seeking to combine regional balance with the winning of more business from global customers in the industrial field and in IoT & radar sensing.

Along with winning the trust of customers and supporting their growth by becoming the SoC supplier of

choice to major global and growth companies, our business activities also serve as a means for us to leverage our technologies to help overcome the challenges facing society, in areas like low power consumption, for example. Moreover, through the development work we undertake in partnership with customers, we seek to create a virtuous circle of growth for both engineers and the company, enhancing corporate value through this growth and thereby generating returns for our shareholders.

#### (2) Basic views on corporate governance

Recognizing the importance of management as a company having social responsibilities, the Company has positioned the development of organizational structures and mechanisms to ensure transparency and fairness in decision-making and the building of a trust relationship with all stakeholders, including shareholders, as one of its most important management issues. Accordingly, we aim to increase our corporate value and achieve sustainable growth through the implementation and continuous improvement of the Corporate Governance Code below.

#### **[Reasons for Non-compliance with the Principles of the Corporate Governance Code]**

[Supplementary Principle 4-1-3 Succession Plan for the Chief Executive Officer (CEO) and other top executives]

The succession plan for the CEO and other top executives is implemented through deliberations in the Nomination and Compensation Committee, the majority of whose members are Independent Outside Directors (three out of four members), which is chaired by an Independent Outside Director.

#### **[Disclosure Based on the Principles of the Corporate Governance Code] Updated**

[Principle 1-4 Cross-shareholdings]

As a general rule, the Company does not hold any cross-shareholdings and does not currently hold any listed shares as cross-shareholdings.

If it becomes necessary to acquire cross-shareholdings in the future from the perspective of management strategy, etc., the acquisition will be limited to cases that contribute to the sustainable growth of the Company and the enhancement of corporate value over the medium to long term. In addition, the Board of Directors will confirm the significance of acquiring each stock in advance, and after the acquisition, the appropriateness of the holding will be confirmed and reviewed annually. The exercise of voting rights in connection with cross-shareholdings is judged on the basis of whether it contributes to the corporate value of the Company.

[Principle 1-7 Related-Party Transactions]

In accordance with the Related-Parties Transactions Management Regulations, when conducting transactions with officers or major shareholders (related-party transactions), the Company verifies the reasonableness and appropriateness of the transactions and conducts appropriate approval procedures by the Board of Directors, etc.

In accordance with the above regulations, the Company is required to report the results of all related-party transactions to the Board of Directors on a quarterly basis.

In addition, every year, a written survey is conducted with directors to confirm the presence of related-party transactions.

[Supplementary Principle 2-4-1 Ensuring Diversity in Promotion to Core Human Resources]

The Group strives to foster a corporate climate and culture that enables each and every employee with a wide range of personalities, ideas and values to work comfortably and demonstrate their abilities.

For this reason, the Company will continue to recruit and promote people of all nationalities, genders and ages, promote the development of an internal environment in which diverse human resources can work vigorously, and aim for higher ratios of female, foreign and mid-career employees to total employees and to total managers than the current ratio.

#### Female employees

In the fiscal year ended March 2026, female employees accounted for 9.9% of the Company's total employees and 3.1% of its management positions. We are also developing systems for shorter working hours, leave of absence and holidays to create more a comfortable environment with a good work-life balance for female employees.

#### Foreign nationality employees

In the fiscal year ended March 2026, employees with foreign nationality accounted for 2.3% of the Company's total employees and 1.2% of its management positions. We will continue to hire and promote foreign nationals.

#### Mid-career employees

The Company has been actively recruiting mid-career employees of all nationalities, genders and ages. In the fiscal year ended March 2026, we hired 23 mid-career employees, 4 of whom were for management positions. In the fiscal year ended March 2026, mid-career employees accounted for 12.9% of the Company's total employees and 10.4% of its management positions.

We will continue to hire and promote mid-career employees.

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

The Company employs a defined contribution pension plan. We provide education on defined contribution pension plans and asset management for employees when they join the company and on a regular basis.

[Principle 3-1 Full Disclosure]

To enhance management transparency, the Company strives to disclose information in a timely, fair and balanced manner. We will actively disclose our management philosophy, management strategies, and corporate governance initiatives on the Company's website at appropriate times.

- (i) For the management philosophy and policy, see "I-1. Basic Views" in this report.
- (ii) For basic views on corporate governance, see "I-1. Basic Views" in this report.
- (iii) For policies and procedures of determining directors compensation, please see "1. Matters Concerning Institutional Structure and Organizational Management, etc. [Director Remuneration]" and "2. Matters Concerning Functions of Business Execution, Auditing and Supervision, Nomination, and Remuneration Decisions (Overview of Current Corporate Governance System)" in "II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management" in this report.
- (iv) For policies and procedures of election, dismissal and nomination of directors, please see "2. Matters Concerning Functions of Business Execution, Auditing and Supervision, Nomination, and Remuneration

Decisions (Overview of Current Corporate Governance System)” in “II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management.”

- (v) The reasons for the election of new director candidates will be disclosed in the notice of convocation of the general meeting of shareholders.

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

The Group identifies materiality (important issues) to be addressed with a sense of priority and promotes sustainability activities.

Specifically among materiality, as part of our efforts to address environmental issues and climate change, we are working to achieve a decarbonized society by reducing our greenhouse gas (GHG) emissions, with such measures including the introduction of renewable energy from April 2024, and contributing to the reduction of GHG emissions by our customers through the Group’s advanced SoC that can reduce the consumption of energy and the use of space.

In terms of human capital, we are working to maximize the human capital of the Group by enhancing systems related to human rights, diversity, health and safety, and health promotion, and by formulating educational programs related to the training of engineers.

At the Group, we will continue to work with our partners in the semiconductor ecosystem to enhance the effectiveness of our efforts to address materiality throughout the supply chain, and strive to achieve a sustainable society by solving social issues and further growing our business.

Specific initiatives are disclosed in the ESG report and on the Company website, etc.

<https://www.socionext.com/en/sustainability/>

[Supplementary Principle 4-1-1 Scope and content of delegation to the management]

The Board of Directors of the Company makes resolutions on important matters related to the execution of business as stipulated in the Board Regulations and matters stipulated in laws and regulations, and supervises the status of the execution of business on a sequential basis. In addition, the Company employs independent outside directors who are experts in multiple diverse fields to strengthen the supervisory function of business execution and develop an effective system through appropriate advice. As a general rule, the Board of Directors meets once a month and holds extraordinary meetings of the Board of Directors as necessary.

In accordance with the Group Approval Authority and Affiliate Management Regulations, the Board of Directors delegates part of its executive authority to the Management Committee, which is chaired by the CEO and is composed of executive officers who oversee each Group.

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

In the Company, the appointment of independent outside directors, including Audit & Supervisory Committee Members, is subject to deliberation by the Nomination and Compensation Committee on the conformity with independence standards and policies, and the results are reported to the Board of Directors, which deliberates and resolves the matter.

The independence standards adopted and established by the Company are based on the requirements for outside directors stipulated in the Companies Act and the requirements for independent officers stipulated by the Tokyo Stock Exchange.

[Supplementary Principle 4-10-1 Authorities and Roles of the Nomination Committees and Compensation Committees]

The Company has established a voluntary Nomination and Compensation Committee as an advisory body to the Board of Directors in order to enhance independence, objectivity and transparency regarding the nomination and compensation of officers.

The majority of the Nomination and Compensation Committee members are Independent Outside Directors, and the committee is chaired by an Independent Outside Director.

For details on Nomination and Compensation Committee, see “II 2. Matters Concerning Functions of Business Execution, Auditing and Supervision, Nomination, and Remuneration Decisions (Overview of Current Corporate Governance System)” in this report.

[Supplementary Principle 4-11-1 Views on Diversity of the Board of Directors]

The Company discloses a skill matrix that lists each director’s knowledge, experience, and abilities, as well as a combination of the director’s skills etc. in a manner appropriate to the business environment and business characteristics, along with policies and procedures for the election of directors.

Candidates for Directors who are not Audit & Supervisory Committee Members are determined by the Board of Directors based on a report by the Nomination and Compensation Committee, the majority of whose members are Independent Outside Directors.

Candidates for Directors who are Audit & Supervisory Committee Members are determined by the Board of Directors, with the consent of the Audit & Supervisory Committee, based on a report by the Nomination and Compensation Committee, the majority of whose members are Independent Outside Directors.

The skill matrix of directors is provided at the end of this report.

[Supplementary Principle 4-11-2 Concurrent Positions of Directors as Officers of Other Listed Companies]

To ensure that the overall roles and responsibilities of directors are fulfilled appropriately and soundly, the Company elects candidates for directors by considering whether their concurrent directors positions at other companies are reasonable.

The status of concurrent positions held by directors of the Company as directors of other companies is described in the Annual Securities Report on the Company website.

<https://www.socionext.com/jp/ir/library/>

[Supplementary Principle 4-11-3 Analysis and Evaluation of the Effectiveness of the Board of Directors as a Whole]

<The Company’s approach to the evaluation of effectiveness>

The Board of Directors of the Company analyzes and evaluates the effectiveness of the Board of Directors every year with the support of a third-party organization to further ensure its effectiveness and improve its functions.

A summary of the methodology and results of the evaluation of the effectiveness of the Company’s Board of Directors for the fiscal year ended March 2026 is provided below.

<Method of evaluation>

In December 2025, an anonymous external third-party questionnaire survey with approximately 40 questions (both multiple-choice and descriptive) was conducted with all nine directors, and the results were discussed at

a meeting of the Board of Directors to evaluate the effectiveness of the Board of Directors.

<Summary of evaluation results>

Overall, we judged that the effectiveness of the Board of Directors of the Company was adequately ensured.

The main issues identified as evaluation results of the effectiveness of the Board of Directors are as follows:

- 1) Strengthening the support system for directors
  - Ensuring advance distribution of materials and improvement of comprehensibility
  - Securing opportunities for explanations to the outside directors to understand the semiconductor business and the Company's business model
  - Enhancing the support system for the Audit & Supervisory Committee, including strengthening the internal audit department
- 2) Fullness for deliberation on important strategic topics (business strategy, risk management, human capital, sustainability , etc.)
- 3) Ensuring opportunities for business explanations and communication between the outside directors and the executive officers
- 4) Continuous consideration of the ideal structure of the Board of Directors (diversity, ratio of outside directors, succession planning, etc.)

<Initiatives based on evaluation results>

Based on the results of this evaluation, the company will work to further improve the effectiveness of the Board of Directors by promoting continuous improvement activities on issues identified.

[Supplementary Principle 4-14-2 Training Policies for Directors]

For newly appointed internal directors and executive officers, the Company has a policy to improve their skills by utilizing outside seminars for them to acquire the necessary knowledge regarding legal compliance, corporate governance, finance and other matters.

For newly appointed outside directors, the Company explains industry trends and the business situation of the Company, and also has a system in place whereby the new outside directors, after their appointment, can directly request directors and executive officers in charge of business to provide an explanation to deepen their understanding of the Company's business.

In order to revitalize the deliberations of the Board of Directors, the costs of training sessions and socializing opportunities, etc. in which each director voluntarily participates as necessary are to be borne by the Company.

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

The following is the Company's policy regarding the development of systems and initiatives to promote constructive dialogue with shareholders and investors.

<Policy for initiatives to promote dialogue>

- Disclose information in a timely and appropriate manner in accordance with laws and regulations, such as the Financial Instruments and Exchange Act, and the Timely Disclosure Rules of the Tokyo Stock Exchange.
- Efforts will be made to engage in two-way communication with shareholders to explain the the Group's management situation and operating policies in an easy-to-understand and accurate manner, and report the feedback of shareholders' opinions and requests to the Board of Directors as part of IR status reports,

which will be reflected in formulating management strategies, improving business operations and determining information disclosure.

- This will lead to sustainable growth of the Company and medium- to long-term enhancement of its corporate value.

#### <Internal Structure>

- The person in charge of Investor Relations and Shareholder Relations shall be the executive officer in charge of corporate planning, the department in charge of Investor Relations shall be the Public Relations & Investor Relations Office, and the department in charge of Shareholder Relations shall be Corporate Affairs & Human Resources Division.
- Departments committed to Investor Relations and Shareholder Relations (Public Relations & Investor Relations Office, Corporate Planning Office, Corporate Affairs & Human Resources Division, Corporate Finance Division, and ESG Promotion Office, etc.) will fully cooperate in preparing disclosure materials to promote dialogue with shareholders.

#### <Report to the Board of Directors>

- The person in charge of Investor Relations and Shareholder Relations regularly reports information and opinions from shareholders and investors to the Board of Directors.

#### <Initiatives to promote dialogue>

- Information that falls under the Timely Disclosure Rules shall be disclosed via TDnet operated by TSE.
- Disclose necessary information on the Investor Relations section of the Company's website.
- Set up opportunities for dialogue, such as individual meetings, group meetings and company briefings, and actively disclose information.
- The Company will hold financial results briefings and disclose materials on the Investor Relations section of its website.

#### <Management of insider information>

- Manage insider information appropriately in accordance with laws and regulations and internal company regulations.
- In order to prevent leaks of financial information and ensure fairness, the period from the day following the last day of the fiscal period (quarterly financial results) to the day of the announcement of financial results is designated as a "silent period," during which, in principle, the Company refrains from responding to comments or questions related to financial results. However, even during this period, timely disclosure may be made in accordance with the Timely Disclosure Rules.

#### [Implementation of Dialogue with Shareholders]

- We provide shareholders and investors with an interactive environment by disclosing the Group's latest business results and business strategies on the shareholders and investors pages of our website, and by posting a contact point for IR inquiries.
- We hold quarterly financial results briefings and individual interviews with institutional investors and analysts.
- Dialogues with shareholders, investors, and analysts are reported to the Board of Directors and other meetings to provide feedback to management.

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#### [Measures to realize management with capital cost and stock price in mind] Updated

Content of Disclosure	Disclosure of Initiatives (Update)
Availability of English Disclosure	Available
Update Date	June 26, 2026

#### Supplementary Explanation Updated

In promoting the solution SoC business, the Group is implementing management with capital profitability in mind.

Specifically, we set up multiple checkpoints for each business project, focusing on profitability and cash flow, during the period from the beginning of the project to the acquisition of the project, and during the period from the acquisition to the start of mass production.

Once a year, we calculate the cost of capital for the fiscal year ended and reports the results compared to the return on capital (ROE, ROIC) to the Board of Directors.

The group's ROE and ROIC exceeded the cost of capital from the fiscal year ended March 2023 to the fiscal year ended March 2025, but fell below the cost of capital in the fiscal year ended March 2026.

In our Medium-Term Targets, established in April 2025, the group aims to achieve an average annual sales growth rate in the mid-teens and an operating profit margin in the mid-to-high teens.

In order to restore and improve the capital profitability of the group, we will strengthen our cooperative relationships with global players in the semiconductor ecosystem providing and implement the following measures.

- Continuous restructuring and strengthening of the global R&D structure (Strengthening “Entire Design” capability, Building a globally competitive R&D structure, etc.).
- Aggressive investments in cutting-edge technologies (Upfront investment in advanced nodes (2nm and smaller) / Chiplet, Active introduction of Artificial Intelligence into Design & Development, etc.).
- Sales growth in the automotive and data center & networking sectors, where demand is expanding (Improvement in operating margin through leverage effect associated with increased sales in growth markets).

By promoting these measures, we aim to increase our corporate value and improve our market valuation.

## 2. Capital Structure

Foreign Shareholding Ratio	From 20% to less than 30%
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#### [Status of Major Shareholders] Updated

Name or Company Name	Number of Shares Owned	Percentage (%)
The Master Trust Bank of Japan, Ltd. (trust account)	38,787,600	21.97
Custody Bank of Japan, Ltd. (trust account)	15,766,200	8.93
STATE STREET BANK AND TRUST COMPANY 505301	4,882,724	2.76
JP MORGAN CHASE BANK 385781	2,479,645	1.40
NORTHERN TRUST CO.(AVFC) RE UKUC UCITS CLIENTS NON LENDING 10PCT TREATY ACCOUNT	2,338,900	1.32
HSBC-FUND SERVICES CLIENTS A/C 500	2,203,500	1.24

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STATE STREET BANK AND TRUST COMPANY 505001	2,149,288	1.21
MSCO CUSTOMER SECURITIES	1,893,854	1.07
HSBC HONG KONG-TREASURY SERVICES A/C ASIAN EQUITIES DERIVATIVES	1,871,300	1.06
MORGAN STANLEY & CO. LLC	1,683,667	0.95

Name of Controlling Shareholder, if applicable (excluding Parent Company)	-
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Name of Parent Company, if applicable	None
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#### Supplementary Explanation Updated

1. The ratio of foreign shareholdings and the status of major shareholders are as of March 31, 2026.

2. Although Statements of Large-Volume Holdings are available for public inspection, they are not included in the table of "Status of Major Shareholders" because the actual status of shareholdings as of March 31, 26 cannot be confirmed. The main contents of the reports are as follows.

The Company conducted a stock split on January 1, 2024, and the number of shares held before the stock split is stated in the report for which the reporting obligation date is earlier than the effective date of the stock split.

- Holder: Capital Research and Management Company
- Date of mandatory reporting: December 15, 2023
- Number of shares held: 1,716,018 shares
- Ownership ratio: 4.82%
  
- Holders: Principal Global Investors, LLC
- Date of mandatory reporting: February 14, 2025
- Number of shares held: 395,100 shares
- Ownership ratio: 0.22%
  
- Holders: BlackRock Japan Co., Ltd., and eight others
- Date of mandatory reporting: April 30, 2025
- Number of shares held: 12,083,400 shares
- Ownership ratio: 6.72%
  
- Holders: Nomura Securities Co., Ltd., and two others
- Date of mandatory reporting: March 13, 2026
- Number of shares held: 15,183,630 shares
- Ownership ratio: 8.44%
  
- Holders: Sumitomo Mitsui Trust Asset Management Co., Ltd.
- Date of mandatory reporting: May 15, 2026
- Number of shares held: 12,200,100 shares

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• Ownership ratio: 6.78%

#### 3. Corporate Attributes

Listed Stock Exchange and Market Segment	Tokyo Stock Exchange, Prime Market
Fiscal Year-End	March
Business Sector	Electrical Appliances
Number of Employees (Consolidated) as of the End of the Previous Fiscal Year	1,000 or more
Net Sales (Consolidated) as of the End of the Previous Fiscal Year	100 billion yen or more but less than 1 trillion yen
Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year	Fewer than 10

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

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

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## II. Business Management Organization and Other Corporate Governance Systems Regarding Decision-Making, Execution of Business, and Oversight in Management

### 1. Matters Concerning Institutional Structure and Organizational Management, etc.

Organizational System	Company with Audit & Supervisory Committee
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#### [Directors]

Number of Directors Stipulated in Articles of Incorporation	10
Directors' Term of Office Stipulated in Articles of Incorporation	1 year
Chairperson of the Board	Chairman (excluding concurrently serving as President)
Number of Directors	9
Election of Outside Directors	Elected
Number of Outside Directors	6
Number of Independent Directors among Outside Directors <u>[Updated]</u>	6

#### Outside Directors' Relationship with the Company (1)

Name	Attributes	Relationship with the Company (*1)												
		a	b	c	d	e	f	g	h	i	j	k		
Masatoshi Suzuki	From another company													
Sachiko Kasano	Lawyer													

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Kazuhiro Nishihata	From another company																		
Yasuyoshi Ichikawa	CPA																		
Noriko Yoneda	Lawyer																		
Sigeo Kawashima	CPA																		

\*1 Categories for "Relationship with the Company"

- a. Person who executes business of the Company or a subsidiary
- b. Person who executes business at or a non-executive director of a parent company
- c. Person who executes business at 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/Audit and Supervisory Board Member 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) (applies to self only)
- i. Person who executes business for another company holding cross-directorships/cross-auditorships with the Company (applies to self only)
- j. Person who executes business for an entity receiving contributions from the Company (applies to self only)
- k. Other

Outside Directors' Relationship with the Company (2) Updated

Name	Audit & Supervisory Committee Member	Designation as Independent Director	Supplementary Explanation of the Applicable Relationship	Reasons for Appointment
Masatoshi Suzuki		✓	-	Leveraging a wealth of management experience gained from having served as a representative director and other positions at listed companies, he supervises and advises management from an objective and neutral standpoint as Lead Independent Outside Director. In addition, as Chairman of the Nomination and Compensation Committee, he provides opinions and proposals from an independent standpoint, and contributes to enhancement of supervisory functions, transparency and fairness in the process of determining the content of proposals for election of directors and officers compensation, etc. Therefore, we believe that he will be able to appropriately perform his duties as Outside Director from an independent position.

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				In addition, as Mr. Suzuki meets the requirements for Independent Officer stipulated by Tokyo Stock Exchange and the “Independence Standards for Outside Directors” set forth by the Company, the Company has designated him as Independent Officer.
Sachiko Kasano		✓	-	<p>Based on her extensive experience as an attorney and her deep insight into corporate legal affairs and compliance, she supervises and advises management from an objective and neutral standpoint. Prior to her retirement as an Outside Director (Audit &amp; Supervisory Committee Member), she led audits of execution of duties by Directors and promoted the management of the Committee as Chairman of the Audit &amp; Supervisory Committee.</p> <p>In addition, as a member of the Nomination and Compensation Committee, she provides opinions and proposals from an independent standpoint, and contributes to enhancement of supervisory functions, transparency and fairness in the process of determining the content of proposals for election of directors and officers compensation, etc. While Ms. Kasano has no experience of being involved in corporate management other than serving in the past as Outside Officer, the Company concluded that she will be able to perform her duties appropriately from an independent standpoint.</p> <p>In addition, as Ms. Kasano meets the requirements for Independent Officer stipulated by Tokyo Stock Exchange and the “Independence Standards for Outside Directors” set forth by the Company, the Company has designated her as Independent Officer.</p>
Kazuhiro Nishihata		✓	-	He supervises and advises management from an objective and neutral standpoint based on his experience in global business management, such as having

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				<p>served as the representative director of a listed company and the president of an overseas operating company, and a wealth of technical knowledge related to IT services.</p> <p>In addition, as a member of the Nomination and Compensation Committee, he provides opinions and proposals from an independent standpoint, and contributes to enhancement of supervisory functions, transparency and fairness in the process of determining the content of proposals for election of directors and officers compensation, etc. Therefore, we believe that he will be able to appropriately perform his duties as Outside Director from an independent position.</p> <p>In addition, as Mr. Nishihata meets the requirements for Independent Officer stipulated by Tokyo Stock Exchange and the “Independence Standards for Outside Directors” set forth by the Company, the Company has designated him as Independent Officer.</p>
Yasuyoshi Ichikawa	✓	✓	-	<p>Based on his extensive experience as a certified public accountant and his deep insight into financial accounting, he supervises and advises management from an objective and neutral standpoint.</p> <p>In addition, as Chairman of the Audit &amp; Supervisory Committee, he leads audits of execution of duties by Directors and promotes management of the Committee.</p> <p>While Mr. Ichikawa has no experience of being involved in corporate management other than serving in the past as Outside Officer, the Company concluded that he will be able to perform his duties appropriately from an independent standpoint.</p> <p>In addition, as Mr. Ichikawa meets the requirements for Independent Officer stipulated by Tokyo Stock Exchange and the “Independence Standards for Outside Directors” set forth by the Company, the Company has designated him as</p>

				Independent Officer.
Noriko Yoneda	✓	✓	-	<p>Based on her extensive experience as an attorney and her deep insight into corporate legal affairs and compliance, she supervises and advises management from an objective and neutral standpoint. In addition, as a member of the Audit &amp; Supervisory Committee, she audits execution of duties by Directors based on her expert knowledge. While Ms. Yoneda has no experience of being involved in corporate management other than serving in the past as Outside Officer, the Company concluded that she will be able to perform her duties appropriately from an independent standpoint.</p> <p>In addition, as Ms. Yoneda meets the requirements for Independent Officer stipulated by Tokyo Stock Exchange and the “Independence Standards for Outside Directors” set forth by the Company, the Company has designated her as Independent Officer.</p>
Sigeo Kawashima	✓	✓	-	<p>He has extensive experience as a certified public accountant and deep insight into financial accounting. The Company expects him to contribute to strengthening management oversight and improving corporate value through his recommendations on all aspects of management, based on his extensive experience and high level of insight as a certified public accountant. While Mr. Kawashima has no experience of being involved in corporate management, the Company concluded that he will be able to perform his duties appropriately from an independent standpoint.</p> <p>In addition, as Mr. Kawashima meets the requirements for Independent Officer stipulated by Tokyo Stock Exchange and the “Independence Standards for Outside Directors” set forth by the Company, the Company has designated him as Independent Officer.</p>

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#### [Audit & Supervisory Committee]

Composition of Supervisory Committee and Attributes of the Chairperson

	All Committee Members (persons)	Full-time Members (persons)	Inside Directors (persons)	Outside Directors (persons)	Committee Chair (Chairperson)
Audit & Supervisory Committee	3	1	0	3	Outside Director

Appointment of Directors and/or Staff to Support the Supervisory Committee	Appointed
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Matters Concerning Independence of Said Directors and/or Employees from Executive Officers

To support the duties of the Audit & Supervisory Committee, the Company established a dedicated Audit & Supervisory Committee Secretariat (2 persons). In order to ensure the independence of the Audit & Supervisory Committee Secretariat, persons belonging to the Audit & Supervisory Committee Secretariat shall provide support to the Audit & Supervisory Committee under the direct directions and chain of command from the Audit & Supervisory Committee, and shall obtain prior consent from the Audit & Supervisory Committee for appointments, transfers and other personnel matters.

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

In order to ensure the effectiveness and efficiency of audits, the Audit & Supervisory Committee receives explanations of accounting audit plans and results, and exchanges information and opinions as necessary, in cooperation with the Accounting Auditor. In cooperation with the Internal Audit Department, which is the internal audit division, the Audit & Supervisory Committee approves the annual audit plan of the Internal Audit Department and receives its reports on the results of internal audit, while the Audit & Supervisory Committee directs the Internal Audit Department when necessary.

#### [Voluntary Established Committees]

Voluntary Establishment of Committees Equivalent to Nomination Committee or Compensation Committee	Appointed
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Status of Voluntarily Established Committees, Attributes of Members Constituting the Committee and the Committee Chair (Chairperson)

	Committee's Name	All Members (persons)	Full-time Members (persons)	Inside Directors (persons)	Outside Director (persons)	In-house Experts (persons)	Other (persons)	Committee Chair (Chairperson)
Voluntarily Established Committee Equivalent to Nomination Committee	Nomination and Compensation Committee	4	0	1	3	0	0	Outside Director
Voluntarily Established	Nomination and	4	0	1	3	0	0	Outside Director

Committee Equivalent to Compensation Committee	Compensation Committee							
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Supplementary Explanation

The current members of the Nomination and Compensation Committee are as follows:  
 Chairperson: Masatoshi Suzuki (Lead Independent Outside Director)  
 Committee members: Sachiko Kasano (Independent Outside Director), Kazuhiro Nishihata (Independent Outside Director), Masahiro Koezuka (Representative Director and Chairman)

For details on Nomination and Compensation Committee, see “II 2. Matters Concerning Functions of Business Execution, Auditing and Supervision, Nomination, and Remuneration Decisions (Overview of Current Corporate Governance System)” in this report.

**[Matters Concerning Independent Directors]**

Number of Independent Directors	6
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Other Matters Concerning Independent Directors

All six out of six Outside Officers, who qualify as independent officers, are appointed as independent officers. The Company has established the following independence standards for outside directors.

**Independence Standards for Outside Directors**

The Company considers Outside Directors or candidates for such directors to be independent if it determines that none of the following 1 to 9 apply:  
 However, even if a person falls under any of the following 1 to 9, he or she may be appointed as Independent Outside Director of the Company if the Company believes that he or she has sufficient independence, provided that the reasons for such independence are publicly disclosed.

1. A person whose major client or supplier is a Socionext Group Company (Note 1) (Note 2) or a business executive person thereof (Note 3)
2. Major client of (Note 4) or major lender (Note 5) to Socionext Group Companies or a business executive person thereof
3. An outside expert who receives a substantial amount of compensation from Socionext Group Companies in addition to officer’s compensation (Note 6), or a person who belongs to the organization if the outside expert is an organization such as a corporation
4. A member or employee of the Accounting Auditor of the Company
5. A person who receives a large donation from a Socionext Group Company (Note 7), or a person who belongs to the organization if the recipient of such a donation is an organization such as a corporation
6. A business executive person of a corporation or other organization that accepts directors or other officers from a Socionext Group Company
7. A person who has fallen under any of the above items 1 through 6 in the past three years
8. A major shareholder of the Company (Note 8) or a business executive person thereof
9. A close relative of one of the following (Note 9):

- (1) Persons listed in the above 1 through 8
- (2) A business executive person of a Socionext Group Company
- (3) A business executive person who has been an executive person of a Socionext Group Company in the past three years

(Note 1) “Socionext Group Companies” means Socionext Inc. and its subsidiaries.

(Note 2) “A person whose major client or supplier is a Socionext Group Company” means a party whose sales to Socionext Group Companies account for 2% or more of its annual consolidated total sales in the most recent fiscal year.

(Note 3) A business executive person is defined in Article 2, Paragraph 3, Item 6 of the Regulations for Enforcement of the Companies Act.

(Note 4) “Major client of or supplier to a Socionext Group Company” means a party to which 2% or more of Socionext Group Companies’ annual consolidated total sales in the most recent fiscal year are recorded.

(Note 5) Major lender is a major lender stated in the Company’s most recent Business Report.

(Note 6) A substantial amount of compensation means that an individual is paid at least 10 million yen per year in the most recent business year of a Socionext Group Company, and an organization such as a corporation is paid at least 2% of the total annual consolidated sales in the most recent business year of the organization.

(Note 7) A large donation means a donation of at least 10 million yen per year in the most recent fiscal year of a Socionext Group Company.

(Note 8) A major shareholder is a person who holds 10% or more of the voting rights.

(Note 9) A close relative is a spouse, a relative within the second degree of kinship or a relative living together.

**[Incentives]**

Implementation Status of Measures related to Incentives Granted to Directors	Introduction of Performance-Linked Remuneration Scheme
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Supplementary Explanation for Applicable Items

For details, see “II 1. [Director Remuneration] Disclosure of Policy on Determining Remuneration Amounts and the Calculation Methods Thereof” in this report.

Persons Eligible for Stock Options	Inside Directors, Employees, Other
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Supplementary Explanation for Applicable Items

As an incentive program aimed at accelerating preparations for listing, the Company has granted stock options on eight occasions to Inside Directors, Officers and employees who joined the Company before the end of December 2020 (non-executive directors are not eligible for the granting thereof).

**[Director Remuneration]**

Status of Disclosure of Individual Directors’ Remuneration	No disclosure of remuneration for any Directors
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Supplementary Explanation for Applicable Items

In accordance with laws and regulations, the total amount is disclosed separately for Directors who are not Audit

& Supervisory Committee Members and Directors who are Audit & Supervisory Committee Members. If there is a person for whom the total amount of consolidated compensation, etc. is 100 million yen or more, the Company shall disclose such person separately in the Annual Securities Report in accordance with laws and regulations.

Policy on Determining Remuneration Amounts and the Calculation Methods Thereof **Updated**

Established

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

<Policy on determining compensation, etc. for Directors (excluding Directors who are Audit & Supervisory Committee Members) (overview)>

#### A. Details of the Directors' Compensation System

##### a. Basic concept

The Company's approach to compensation, etc. for Directors is as follows:

- Highly linked to the company's performance and highly transparent and objective
- Enhancement of corporate value and compensation should be linked in order to share a sense of interest with shareholders
- Contribute to securing and retaining a global management team that meets qualified capability requirements in realizing the corporate vision

Compensation for Directors in charge of business execution among Directors consists of a basic compensation based on the compensation standard for the position, and cash and stock incentive compensation reflecting the level of achievement of the company's performance in each fiscal year. For stock incentive compensation, the Company will introduce an "officer compensation BIP trust", which is a stock compensation plan based on a stock delivery trust.

Compensation for Outside Directors among Directors is fixed basic compensation only in light of their role in supervising business execution.

If the Company appoints a Director not in charge of business execution who does not fall under any of the above categories, the compensation, etc. for such Director not in charge of business execution will be considered separately based on a report by the Nomination and Compensation Committee.

##### b. Compensation level

In light of the business environment surrounding the Company, we will objectively compare compensation levels with those of other companies in the same industry or other companies of the same size, based on the data from research firms, and establish appropriate levels relevant for the positions.

##### c. Process for determining compensation

The Company has established a voluntary Nomination and Compensation Committee to ensure the appropriateness of compensation levels and amounts and the transparency of the decision-making process. The chairman and the majority of committee members are Independent Outside Directors.

The Board of Directors consults with the Nomination and Compensation Committee on basic policies and decision procedures. The recommendations of the Nomination and Compensation Committee are deliberated by the Board of Directors, and the Board of Directors decides the basic policy and decision procedures and makes a resolution on the agenda for the General Meeting of Shareholders in the event that the upper limit of total

compensation is reviewed.

The specific amount of basic compensation and incentive compensation (cash and stock) for each individual is determined within the scope of the total amount of compensation approved by the General Meeting of Shareholders (on the condition that the specific amount of incentive compensation (stock) for each individual complies with the Board Directors Share Delivery Regulations or Executive Officers Share Delivery Regulations established by the Company), based on the report made by the Nomination and Compensation Committee to the Board of Directors. It is subject to approval by the Nomination and Compensation Committee and is determined at the discretion of the Representative Director, Chairman, based on a resolution of the Board of Directors.

d. Malus/Clawback Clause

In the event that a material revision of the Company's financial statements or an incident that will have a grave impact on the Company's reputation occurs due to the execution of business by Directors in charge of business execution, or in the event that Directors in charge of business execution (including heirs of the Directors in charge of business execution in the event of the death of a serving Directors in charge of business execution during the trust period) fall under the grounds for disqualification specified by the Company, such as imprisonment without work or heavier penalties, the Company may seek forfeiture (malus) of the beneficiary rights of the Directors in charge of business execution (including heirs of the Directors in charge of business execution in the event of the death of a serving Directors in charge of business execution during the trust period) in question to cash compensation and the Company's shares, scheduled for payment or delivery, or request the return (clawback) of the money of the monetary equivalent of cash compensation and the Company shares, etc. already paid and delivered, etc.

B. Compensation structure

a. Executive Director

- 1) Basic compensation [Percentage to total : 60%] : Based on the scope of responsibility and role (position) in the Company, a fixed amount is paid monthly as basic compensation
- 2) Cash incentive compensation [Percentage to total : 20%] : Payments of cash (bonus) in June of the following fiscal year as performance-based compensation based on the performance evaluation of the target fiscal year
- 3) Stock incentive compensation [Percentage to total : 20%] : Payment of stock in July of the following fiscal year as performance-based restricted-stock compensation based on the performance evaluation of the target fiscal year

Notes

- For the payment of stock, using an "officer compensation BIP trust" based on a stock delivery trust, points corresponding to evaluations are granted at the end of every fiscal year, and shares equivalent to the number of such points accumulated are delivered at the time of retiring from the post of Director in principle.
- Percentage figures are estimates and are the percentages when 100% of the performance targets are achieved. In addition, within a range of 0–200%, the ratio of cash and stock to the total incentive compensation may differ, as described below.

(i) Basic compensation

Basic compensation is determined, referring to the amount of past compensation, by comparing it with the performance of other companies in the same industry or of a similar size.

Basic compensation is paid as monthly compensation in a fixed amount.

(ii) Incentive compensation (cash and stock)

I. Structure

In the evaluation items and indicators for the performance-based portion, we consider “net sales,” “operating income,” and “design win amount,” which are used as numerical targets in the management plan, as quantitative items, with a weighting of approximately 25% each, and also take into account business transformation, growth strategy, ESG measures, etc. as qualitative items with a weighting of approximately 25%. In addition, we evaluate all of these items based on comprehensive judgment with the range of 0-200% by the Nomination and Compensation Committee. We selected the indicators because we believe that quantitative items are numerical targets in the Company’s management plan and qualitative items are essential for the sustainable development of the Company. The results of the evaluation are reported to and deliberated by the Board of Directors.

Notes

- We set minimum goals for each evaluation indicator (target). We also set a cap in the variation range of the evaluation for incentive compensation (cash and stock) and determine the evaluation level so that the rate of achievement and the payment amount are consistent.
- The Company may provide all or part of the portion of the incentive compensation (cash) at the level of achievement of evaluation indicators within the range of 0–200% as stock compensation instead of cash, based on the report of the Nomination and Compensation Committee, to ensure that Directors conduct business with more focus on corporate value.
- We will consider adding ROE to the evaluation indicator (target) for judgement in the future.

II. Payment of incentive compensation (cash)

After the performance evaluation period ends, the Nomination and Compensation Committee makes a comprehensive judgement of the level of achievement of evaluation indicators and submits a report within the range of 0–200% to the Board of Directors. In addition, if the Nomination and Compensation Committee judges that it is appropriate to pay all or part of the incentive compensation (cash) within the range of 0–200% as incentive compensation (stock) instead of incentive compensation (cash), it will report to the Board of Directors to that effect. Based on the report of the Nomination and Compensation Committee, the Board of Directors deliberates and decides the level of incentive compensation (cash) payment.

Payment is made in cash in June of the fiscal year following the target fiscal year (for 1 year) of performance evaluation.

III. Payment of incentive compensation (stock)

1. Outline

After the performance evaluation period ends, the Nomination and Compensation Committee makes a comprehensive judgement of the level of achievement of evaluation indicators and submits a report within the range of 0–200% to the Board of Directors. In addition, if the Nomination and Compensation Committee judges that it is appropriate to pay all or part of the incentive compensation (cash) within the range of 0–200% as incentive compensation (stock) instead of incentive compensation (cash), it will report to the Board of Directors to that effect. Based on the report of the Nomination and Compensation Committee, the Board of Directors deliberates and decides the level of incentive compensation (stock) payment.

When the performance evaluation period ends, the Company will grant points in accordance with the basic compensation by the position of the individual Eligible Directors, etc. (annual amount), the level of achievement

of evaluation indicators, the duration of service during the performance evaluation period, and other factors.

2. Delivery of shares

If Directors have fulfilled any of the following conditions when they resign from one of the positions of the officer or employee of the Company as predetermined by the Board of Directors of the Company, they will receive the delivery of the number of Company’s shares in a number corresponding to a certain percentage of the points granted to them (one share of the Company’s shares per point) by undertaking the prescribed beneficiary finalization procedures. For the number of the Company’s shares corresponding to the remaining points, they will receive a monetary amount equivalent to the conversion value of the shares after their conversion within the Trust.

If the “officer compensation BIP trust” is abolished prior to the resignation of Directors from one of the positions of the officer or employee of the Company as predetermined by the Board of Directors of the Company, Directors who are in office will receive the delivery of the number of Company’s shares in a number corresponding to a certain percentage of the points granted to them (one share of the Company’s shares per point) by undertaking the prescribed beneficiary finalization procedures. For the number of the Company’s shares corresponding to the remaining points, they will receive a monetary amount equivalent to the conversion value of the shares after their conversion within the Trust.

- Resignation or retirement from all positions of Board Director, Executive Officer not concurrently serving as Board Director, or employee of the Company due to expiration of term
- Resignation or retirement from all positions of Board Director, Executive Officer not concurrently serving as Board Director, or employee of the Company for a justifiable reason other than expiration of term or death
- Death during the term of office

b. Outside Directors among Directors

In view of the role of supervising the execution of business, only fixed basic compensation is paid.

(Reference) Compensation for Directors who are Audit & Supervisory Committee Members

Compensation for Directors who are Audit & Supervisory Committee Members is determined through discussion among the directors who are Audit & Supervisory Committee members. In consideration of their role of supervising business execution, only fixed basic compensation is paid, with distinction between full-time and part-time.

**[Support System for Outside Directors]**

The Representative Director and Chairman or the Board of Directors Secretariat provides the necessary support to outside directors, including providing supplementary explanations on the business overview and proposals to be submitted to the Board of Directors. Furthermore, for Outside Directors who are Audit & Supervisory Committee Members, the Audit & Supervisory Committee Secretariat provides support for their activities.

**[Statuses of Persons Who Have Retired as Representative Director and President, etc.]**

Information on Persons Holding Advisory Positions (*Sodanyaku, Komon*, etc.) after Retiring as Representative Director and President, etc.

Name	Job title/	Responsibilities	Terms and Conditions	Date when	Term
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	position		of Employment (Full/part time, with/without remuneration, etc.)	former role as president/ CEO ended	
-	-	-	-	-	-

Number of Persons Holding Advisory Positions ( <i>Sodanyaku, Komon</i> , etc.) After Retiring as Representative Director and President, etc. <u>Updated</u>	-
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Other Related Matters

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

The Company’s business execution and monitoring systems are as follows:

<Board of Directors>  
 The Board of Directors makes decisions on important management matters stipulated in the rules of the Board of Directors and matters stipulated by laws and regulations and the Articles of Incorporation, and continuously supervises the status of business execution. In addition, the Company employs multiple independent outside directors who are experts in diverse fields to strengthen the supervisory function of business execution and develop an effective system through appropriate advice. In principle, the Board of Directors meets once a month on a regular basis, and extraordinary meetings are held as necessary.  
 The Board of Directors consists of nine members in total, including three internal directors and six Independent Outside Directors, with the majority being independent outside directors.

<Audit & Supervisory Committee>  
 The Audit & Supervisory Committee conducts audits on the legality and appropriateness of the execution of duties by directors, ensures the soundness of the Company, and acts in the common interest of shareholders with a view to sustainable enhancement of corporate value. One full-time Audit & Supervisory Committee Member is elected to enhance the effectiveness of the audit and supervisory functions by attending important meetings and strengthening cooperation with the Accounting Auditor and Internal Audit Department. An Independent Outside Director chairs the Committee. In principle, the Audit & Supervisory Committee meets once a month, and extraordinary meetings are held as necessary.  
 The Audit & Supervisory Committee consists of three Directors, all of whom are independent outside directors.

<Nomination and Compensation Committee>  
 The Nomination and Compensation Committee, which is composed of members elected from among the directors by resolution of the Board of Directors, is established as a voluntary advisory body to the Board of Directors with the aim of improving transparency regarding election and compensation of directors who are not Audit & Supervisory Committee Members and executive officers, and election of directors who are Audit & Supervisory Committee Members. The Nomination and Compensation Committee is consulted by the Board of Directors and makes recommendations on the election and compensation of directors who are not Audit & Supervisory Committee Members and executive officers, and the election of Directors who are Audit & Supervisory Committee Members. The Committee formulates election criteria and policies for the personnel of

directors and executive officers, selection of candidates, and policies for the compensation of directors who are not Audit & Supervisory Committee Members and executive officers, and deliberates compensation levels. To adopt independent perspectives, the Lead Independent Outside Director chairs the Committee and three-fourth of the Committee members are Independent Outside Directors.

<Outside Directors' Meeting>

The Outside Board of Directors' group meeting is held every month to gather and share information necessary for Outside Directors' management decision-making and to exchange opinions including their ideas and necessity of discussion for the Board of Directors. The meeting is chaired by the Lead Independent Outside Director. The Outside Directors' Meeting is composed of all independent outside directors, and the representative director participates as necessary.

<Lead Independent Outside Director>

The company selects the Lead Independent Outside Director from among the Independent Outside Directors. The role of the Lead Independent Outside Director is to act as a liaison between the management and Independent Outside Directors and to facilitate dialogue between them. In addition, he or she participates in the determination of the agenda of the regular Board of Directors meetings, and when necessary, convenes a meeting of outside directors while determining the agenda of the meeting and chairing it, and communicates the results of the deliberations to the management or the Board of Directors to encourage discussion.

<Management Committee>

The Management Committee deliberates and makes decisions on important matters relating to the execution of the Group's business and on important matters to be submitted to the Board of Directors, as determined by the Board of Directors regarding the delegation of authority. In principle, the Management Committee meets once a week. The Committee consists of CEO, executive officers, and organizational heads appointed by the CEO.

<Risk and Compliance Committee>

The Risk and Compliance Committee discusses to identify, analyze and take measures for risks including information security, compliance and disasters. Business risks, such as those relating to the business environment, strategy, finance, labor management and supply chain, are deliberated by the Management Committee. The Risk and Compliance Committee meets quarterly.

The Committee consists of the chairperson (CEO), committee members (executive officers) and organizational heads appointed by the CEO.

<Internal Audit Department>

The Internal Audit Department, which is established directly under the CEO, conducts internal audits on the overall development of internal controls over management activities and the status of execution of business in the Group. The Internal Audit Department's audit plan is approved by the CEO and the Audit & Supervisory Committee, and the results of the Internal Audit Department's audit are reported to the CEO and the Audit & Supervisory Committee. In addition, the Audit & Supervisory Committee can direct the Internal Audit Department as necessary.

<Policy on election and dismissal of Directors>

The Company sets forth the following policies, standards and procedures for the election and dismissal of

directors of the Company.

#### 1. Policies for election

- (1) In electing director candidates, consideration shall be given to the composition of the Board of Directors so that the Board of Directors can fully exercise its functions and contribute to the sustainable development of the Group, while ensuring diversity regardless of gender or nationality by balancing the experience, knowledge and abilities of each director.
- (2) The Board of Directors shall consist of not more than ten members, and at least one-third of them shall meet the independence standards for outside directors set by the Company.
- (3) The Audit & Supervisory Committee shall, in principle, have at least one legal specialist and one financial accounting specialist.

#### 2. Election criteria for director candidates

##### (1) Requirements common to all directors

- 1) A person must have the personality, knowledge, insight and experience required of a director, as well as a high level of awareness in legal compliance and ethics.
- 2) A person must understand the Group's management philosophy and have the integrity to earn the trust of various stakeholders.

##### (2) Requirements for Internal Directors

- 1) Have a high level of knowledge of the Group's business areas and a wealth of experience and track record in specialized areas.
- 2) Can promote appropriate organizational management and business execution by making quick and accurate management decisions while overseeing management from a company-wide and medium- to long-term perspective.

##### (3) Requirements for Outside Directors

- 1) Can perform supervisory functions from a fair and broad perspective based on extensive experience and knowledge in management and areas of expertise.
- 2) Can discuss and offer opinions in a frank and constructive manner toward sustainable development of the Group.

#### 3. Procedures to elect director candidates

The Board of Directors decides the candidates for directors to be proposed to the General Meeting of Shareholders, based on the recommendations of the Nomination and Compensation Committee, in which the majority of members and the chairperson are Independent Outside Directors. Election of candidates for Directors who are Audit & Supervisory Committee Members shall be subject to the prior consent of the Audit & Supervisory Committee.

#### 4. Standards and procedures for dismissing directors

When a director no longer meets the requirements set forth in "2. Election criteria for director candidates" or is deemed to lack eligibility as a director, the Board of Directors shall take appropriate measures, such as procedures for dismissal under laws and regulations, based on the report of the Nomination and Compensation Committee.

**3. Reasons for Adoption of Current Corporate Governance System**

To increase corporate value over the medium to long term, the Company has established a corporate governance system based on a company with an audit and supervisory committee.

(1) Strengthening supervisory functions  
The Board of Directors, which includes Independent Outside Directors, and the Audit & Supervisory Committee, the majority of whose members are independent outside directors, will strengthen the supervisory function over business execution.

(2) Ensuring management transparency  
The Company ensures management transparency by appointing more than one-third of its directors as independent outside directors and by having the Nomination and Compensation Committee, a majority of whose members are independent outside directors, report to the Board of Directors on the nomination and compensation of officers.

(3) Acceleration of decision-making  
The Board of Directors focuses on guiding the course of action for management, making important decisions and overseeing the execution of business operations. By delegating its executive authority to the CEO and executive officers, we aim to promote business operations and increase corporate value through accelerated decision-making.

**III. Implementation of Measures for Shareholders and Other Stakeholders**

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

	Supplementary Explanation
Early Posting of Notice of the General Shareholders Meeting	As a general rule, we send out a convocation notice three weeks prior to the General Shareholders Meeting to give shareholders enough time to consider the matter. Convocation notices will also be disclosed on the Company website four weeks prior to the General Shareholders Meeting.
Scheduling of the General Shareholders Meeting During Non-Peak Days	In order to encourage more shareholders to participate, we make efforts to avoid holding shareholder meetings on peak days (days when many other companies hold their shareholders meetings).
Electronic Exercise of Voting Rights	Shareholders can exercise their voting rights via a voting website or a platform for the electronic exercise of voting rights.
Participation in a Platform for the Electronic Exercise of Voting Rights and Other Initiatives to Enhance Environment for Institutional Investors to Exercise Voting Rights	The Company participates in the electronic voting platform for institutional investors operated by ICJ, Inc.
Provision of Notice (or Summary of Notice) of the General Shareholders Meeting in English	An English version of the Notice of the General Shareholders Meeting is available on the websites of the Company and the Tokyo Stock Exchange and on the electronic voting platform for institutional investors.
Other	We make efforts to create convocation notices that are easy to read and understand for shareholders. At the General Shareholders Meeting, we also strive to explain the contents of our

	proposals and reports to shareholders so that they can understand them.
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**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 disclosure policy is available on the Company website. <a href="https://www.socionext.com/en/ir/management/disclosure.html">https://www.socionext.com/en/ir/management/disclosure.html</a>	
Regular Investor Briefings Held for Individual Investors	We will consider holding briefing sessions for individual investors, taking into account the percentage of shares held by individual shareholders.	None
Regular Investor Briefings Held for Analysts and Institutional Investors	We hold quarterly financial results briefings.	Held
Regular Investor Briefings Held for Overseas Investors	We provide opportunities for dialogue with key institutional investors. In addition, English translations of disclosure documents such as presentation materials of financial briefings, consolidated financial results materials, timely disclosure materials, notices of general shareholders' meetings, annual securities reports, ESG reports, and news releases are available on the Company website.	Held
Online Disclosure of IR Information	We have set up a page for shareholders and investors to disclose legal disclosure materials and financial results briefing materials. <a href="https://www.socionext.com/en/ir/">https://www.socionext.com/en/ir/</a>	
Establishment of Department and/or Placement of a Manager in Charge of Investor Relations	The Public Relations & Investor Relations Office is in charge of investor relations.	

**3. Status of Measures to Ensure Due Respect for Stakeholders**

	Supplementary Explanation
Establishment of Internal Rules Stipulating Respect for the Position of Stakeholders	In the Mission, Values and Action Policy and the CSR Policy, the Company has established a policy of respecting the positions of all stakeholders through honest, balanced and fair relationships with shareholders, customers, business partners, employees and society.
Implementation of Environmental Preservation Activities and CSR Activities, Etc.	Our sustainability initiatives are disclosed on the Company website. <a href="https://www.socionext.com/en/sustainability/">https://www.socionext.com/en/sustainability/</a>
Formulation of Policies, etc. on Provision of Information to Stakeholders	The disclosure policy is available on the Company website. <a href="https://www.socionext.com/en/ir/management/disclosure.html">https://www.socionext.com/en/ir/management/disclosure.html</a>

**IV. Matters Concerning the Internal Control System**

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

In accordance with the Companies Act, the Company's Board of Directors approved the Basic Policy on the Development of Internal Control Systems, and the Company has developed and been operating an internal control system in the Group based on the policy.

1. Systems to ensure that the execution of the duties by Socionext Personnel complies with laws and regulations and the Articles of Incorporation

[Basic Policy]

- (1) The company is committed to promoting compliance, including compliance with laws and regulations, by establishing internal rules, such as the "CSR Basic Policy" and the "Compliance Standards", and making the Group's officers and employees aware of and abide by them.
- (2) The company shall clarify laws and regulations concerning the Group's business activities, establish internal rules necessary for compliance with them, conduct education, and develop a monitoring system.
- (3) When the Group's officers and employees become aware of potentially material noncompliance related to the Group's business activities, they immediately notify the Board of Directors and the Audit & Supervisory Committee of such information through their business lines.
- (4) To enable early detection of compliance issues, the company shall set up internal and external contact points for whistleblowing from the Group officers and employees, while ensuring that whistleblowers are protected.
- (5) The company regularly receives reports on the status of the execution of its duties from the Group's executors at meetings of the Board of Directors and confirms that there is no non-compliance in the execution of its duties.
- (6) The company shall conduct internal audits to confirm the status of the Group's business execution and to ensure compliance with laws and regulations, the Articles of Incorporation, and to improve operational efficiency.
- (7) The Group shall stand firm against anti-social forces, have no relationship with them, and respond systematically in cooperation with external specialized agencies.

[Outline of Development and Operation]

- We post internal rules and regulations, including the CSR Policy and compliance codes, on the internal portal site to make them fully understood and also conduct compliance training for officers, e-learning for officers and employees, and departmental education.
- we are strengthening our compliance system by appointing a Risk Compliance Officer for each division under the Risk Compliance Committee.
- We use e-learning to provide all officers and employees with various types of compliance education, including matters related to information security, prevention of insider trading, prevention of harassment, the environment, procurement transactions and security export laws and regulations.
- The Group's officers and employees who become aware of potential non-compliance issues should report them to the line manager, and the details should be reported to the Board of Directors and the Audit & Supervisory Committee.
- We are developing and expanding our global Whistleblowing System and make the rules for the usage known. In addition, we pursue the prohibition of adverse treatment or retaliation against the whistleblower as well as the protection of the whistleblower.
- The Board of Directors of the Company receives regular reports on the execution of duties from the person performing the duties in the Group and confirms that there is no non-compliance in the execution of duties.
- The Company conducts an internal audit by the Audit Department in order to confirm the status of business

execution in the Group, ensures compliance with laws and regulations and the Articles of Incorporation, etc. and makes improvements in operational efficiency.

- In order to prevent transactions with anti-social forces, we check the appropriateness of transactions as an essential response in our business processes.
2. Systems under which information regarding execution of duties by Directors shall be retained and managed
- [Basic Policy]
- (1) The company shall appropriately store and manage documents related to the execution of duties by Directors and other important information based on the "Important Document Management Regulations" and by designating a custodian.
  - (2) The company shall establish a system for the directors to view documents to check the status of the execution of duties at all times.

[Outline of Development and Operation]

- In accordance with the Important Document Management Regulations, minutes of general meetings of shareholders, minutes of meetings of the Board of Directors, minutes of meetings of Management Committee and the approval documents, etc., as the Company's important documents and information, are properly stored and managed with a person responsible for the storage and the method of storage specified.
- The Company has established a system in which Directors can view documents to confirm the status of execution of duties at all times.

3. Regulations and other systems for the risk management of loss

[Basic Policy]

- (1) The company shall establish a risk management system for the Group based on the "Risk Management Standards". Risk management for overall management is carried out by the Management Committee, and risk management for disasters/accidents, compliance, information security, etc. is carried out by the Risk and Compliance Committee.
- (2) The company shall systematically and continuously identify and assess risks that could cause losses to the Group, appoint an officer to take charge of each identified risk, clarify the system of responsibility, and develop and implement countermeasures. In addition, when risks materialize, the company shall undertake activities to minimize the losses incurred.
- (3) Based on the "BCP (Business Continuity Plan) / BCM (Business Continuity Management) Standards," the company shall clarify its responsibility system, prepare for unforeseen events such as disasters in the Group and business partners, and conduct activities to ensure business continuity in the Group.
- (4) Based on the "Information Security Standards," the company shall clarify its responsibilities and implement specific measures for the Group's information security.
- (5) The company regularly reports to the Board on the status of the Group's risk management activities.

[Outline of Development and Operation]

- In addition to the Board of Directors Regulations and the Management Committee Regulations, the Company has established the Risk Management Code and has developed a global risk management system.
- We have established a risk management process and regularly have a company-wide risk review conducted by the Management Committee. Through this process, we ascertain information on the latest risk status, appoint an officer for each risk, develop measures and countermeasures against risks, and check on the progress thereof.
- The Risk Compliance Committee, based on a third party's work including vulnerability verification of

information security systems, reports information security incidents and cyber security and confirms the progress of countermeasures, and checks whether any violations of laws or regulations have occurred.

- As part of the BCM/BCP initiative, we continuously engage in activities such as developing manuals and conducting BCP drills based on our policies during normal times. During the fiscal year under review, we additionally developed a manual based on disaster scenarios, assuming an earthquake occurring directly beneath the Tokyo metropolitan area, to make the manual more specific and effective.
- To further strengthen our information security system, we promoted the development of information security rules throughout the Group, led by the Information Security Promotion Office, and also implemented various information security measures, including the introduction of multi-factor authentication, information security training for officers and employees, and drills for targeted e-mail attacks.
- The activities of the Management Committee and the Risk Compliance Committee are regularly and occasionally reported to the Board of Directors.

#### 4. Systems to ensure efficient execution of duties by Directors

##### [Basic Policy]

- (1) The company separates the supervisory function of management from the executive function, and the Board of Directors determines basic management policies and important business execution, and supervises the executive function. The company has introduced an executive officer system in which the CEO and executive officers are responsible for the executive functions of the company. In addition, a management committee is established to efficiently conduct multifaceted reviews in the executive function, and deliberates and decides on important matters related to management strategy and business execution.
- (2) The company shall clarify the duties of the Group's officers and employees and the reporting obligations of its subsidiary officers and employees to the company through the "Socionext Group Approval Authority and Affiliate Management Regulations" and "Regulations on Organization and Separation of Duties."
- (3) The company shall establish a system for the efficient and lawful conduct of the Group's business by establishing the business process fundamentals for the business.
- (4) The company shall continuously promote the development of internal control systems and the reform of business processes in the Group.
- (5) The company disseminates its management policy throughout the Group and formulates a business plan in March of each year that includes the next fiscal year and beyond. At monthly meetings of the Board of Directors, the Company monitors and supervises the achievement of management objectives by reporting on financial results and the status of business execution.

##### [Outline of Development and Operation]

- Directors make important management decisions promptly at the Board of Directors meetings and supervise the execution of duties. In addition, among the agenda presented to the Board of Directors meetings, important management issues are discussed and reviewed in advance by the Management Committee to enhance deliberations. In addition, through the introduction of the executive officer system, the Company endeavors to accelerate business execution.
- Specifically, we are improving efficiency in the execution of duties by Directors through the following management, etc.
- By clarifying the business model and the business areas of Solution SoC and promoting a business transformation and shift of resources to growth areas, we are focusing on large-scale global business opportunities and development for business expansion and growth.

We are also strengthening our development resources to support global business expansion by reviewing and improving our development processes, including the formulation and implementation of standard development processes, commencing full-scale operation of overseas development bases, and introducing AI tools into development operations.

- To enable efficient and quick development, we are promoting visualization of engineering skills and development resources, and building a system that enables timely resource assignment.  
In order to strengthen development resources, the Group is developing and implementing training programs for different levels of engineers.
  - We have been strengthening a structure for the execution of duties as a listed company, including reviewing and improving public and investor relations and shareholder relations functions.  
In addition, we promote the construction, execution and disclosure of sustainability-related business processes, and are working to enhance evaluation from our stakeholders and the presence of the Company.
  - In accordance with the Management Committee Regulations and the Socionext Group Approval Authority and the Affiliate Management Regulations, important matters relating to the business activities of the Group are set forth and administered as matters to be approved by and reported to the Management Committee. In addition, presidents of the Group Company make monthly business reports to the Management Committee members, etc.
  - In the Group Company, the Company officers and employees are assigned to serve as officers of the Group Company to strengthen guidance, support and supervision on the development of operational systems. In addition, we establish the codes applicable to the entire Group Company to strengthen the management system of the Group Company.
  - The Company establishes a system for the efficient and lawful conduct of the Group's business by establishing the business process fundamentals for the business. In addition, we conduct internal audits of business processes and take corrective actions as necessary, while continuously improving the processes.
  - The Internal Audit Department conducts internal audits of the Group as a whole to ensure that the Group is performing its duties in accordance with the Socionext Group Approval Authority and the Affiliate Management Regulations and the rules of business processes.
  - The Group formulates a business plan in March every year that includes the following fiscal year and years beyond. In addition to quarterly management, the Group strives to manage management indicators and targets over the course of multiple fiscal years. Under this structure, we strive to confirm the feasibility of design wins and sales plans, promote comprehensive cost and gross margin improvements, upgrade our market strategy and check the validity of up-front development investments when it comes to design wins and account leads, globalize and improve the efficiency of SCM, and globalize and improve the efficiency of corporate operations, while at the same time building and strengthening the IT infrastructure that supports our business activities. The status of these initiatives is reported to the Board of Directors monthly.
5. Matters relating to Socionext Personnel assisting with the duties of Audit & Supervisory Committee and matters relating to the independence, etc. of such Socionext Personnel from Directors (excluding Audit & Supervisory Committee Members)

[Basic Policy]

- (1) The Company shall have Socionext Personnel to assist with the duties of the Audit & Supervisory Committee of the Company and shall assign appropriate personnel with the abilities and knowledge required by the Audit & Supervisory Committee of the Company.
- (2) In order to ensure the independence of the Socionext Personnel referred to in the preceding item and the

effectiveness of directions given to such Socionext Personnel by Audit & Supervisory Committee of the Company, the Company shall obtain the consent of the Audit & Supervisory Committee with respect to matters relating to personnel, such as appointment, transfer and compensation of such Socionext Personnel.

- (3) In principle, the Company shall not allow the Socionext Personnel described in the item (1) above to serve concurrently with any other organizations. However, when it becomes necessary to have the Socionext Personnel with special expertise concurrently serve at the request of the Audit & Supervisory Committee of the Company, consideration shall be given to ensuring the independence set forth in the preceding paragraph.

[Outline of Development and Operation]

- The Company has established an Audit & Supervisory Committee Secretariat to support the duties of the Audit & Supervisory Committee and assigns appropriate personnel.
- The Company obtains the consent of the Audit & Supervisory Committee with respect to appointment, transfer and compensation of such personnel assisting with the Audit & Supervisory Committee
- Audit & Supervisory Committee Secretariat is a full-time system and has no concurrent staff.

#### 6. Systems for Reporting to the Audit & Supervisory Committee

[Basic Policy]

- (1) Officers and employees of the Group shall regularly report to the Audit & Supervisory Committee of the company on their performance of duties and provide Audit & Supervisory Committee members with opportunities to attend important meetings.
- (2) Officers and employees of the Group shall immediately report to the Audit & Supervisory Committee of the Company when a risk affecting their management or performance occurs or when they become aware of a fact that constitutes a material breach of compliance with respect to the conduct of their business activities.
- (3) The Group shall not treat any officers or employees unfavorably for the reason of making a report under the preceding two items.

[Outline of Development and Operation]

- The Audit & Supervisory Committee receives reports on the status of the execution of duties from the CEO, COO, CFO, and executive officers, etc. on a regular and occasional basis. In addition, Audit & Supervisory Committee Members attend important meetings such as the Board of Directors, the Management Committee, and meetings for performance reporting, and conduct investigations and interviews with each division and exchange opinions with Directors of the Company.
- Officers and employees of the Group immediately report to the Audit & Supervisory Committee of the Company when a risk affecting their management or performance occurs or when they become aware of a fact that constitutes a material breach of compliance with respect to the conduct of their business activities.
- The Group does not treat its officers and employees who report to the Audit & Supervisory Committee unfavorably for the reason of having made a report under the preceding two items.

#### 7. Other systems for ensuring the effectiveness of audits by the Audit & Supervisory Committee

[Basic Policy]

- (1) Officers and employees of the Group shall exchange information with the Audit & Supervisory Committee upon request from the Audit & Supervisory Committee.
- (2) The Audit Department regularly shall report the status and results of audits to the Audit & Supervisory Committee. The Audit & Supervisory Committee may give instructions to the Audit Department as

necessary.

- (3) The Audit & Supervisory Committee receives reports from accounting auditors on plans and results of accounting audits from time to time, and periodically exchanges information with accounting auditors.
- (4) Expenses incurred in the performance of the duties of the Audit & Supervisory Committee of the Company shall be in accordance with Article 399-2, Paragraph 4 of the Companies Act, and the Company shall establish procedures for the requests in the same paragraph.

[Outline of Development and Operation]

- Officers and employees of the Group exchange information with the Audit & Supervisory Committee upon request from the Audit & Supervisory Committee.
- The Audit & Supervisory Committee works closely with the Internal Audit Department, which is the internal audit division, to improve effectiveness and efficiency of audits by exchanging information and opinions with each other on a regular basis and when necessary.  
The Audit & Supervisory Committee gives instructions to the Internal Audit Department as necessary.
- The Audit & Supervisory Committee receives periodic and occasional reports from accounting auditors and exchanges information and opinions.
- Expenses of the Audit & Supervisory Committee are properly settled in response to requests from Audit & Supervisory Committee Members.

**2. Basic Views on Measures for Eliminating Antisocial Forces and Status of Development**

The Company takes a firm stand against antisocial forces and clearly declares in its internal regulations that it will not have any relationship with any party, making sure that all Socionext Personnel are fully aware of this and promoting initiatives to eliminate antisocial forces.

- (1) In contracts with business partners and other parties, the Company strives to ensure thorough enforcement of such provisions by establishing clauses on the elimination of antisocial forces or concluding memoranda on antisocial forces.
- (2) By appointing a person responsible for preventing unjust demands and joining the Kanagawa Corporate Defense Countermeasures Council, we have been working to establish a system to collaborate with the police and gather information on antisocial forces.
- (3) With respect to our business partners, we use newspapers, web article search services, etc., and conduct inspections of all our business partners regularly and upon new business transactions to determine whether they are or are suspected of being associated with antisocial forces.  
Employees hired and new candidates for directors are investigated in the same way as business partners. In addition, when hiring employees, the Company obtains a written pledge from the new employees stating that they are not associated with antisocial forces.  
We also conduct a similar survey on a certain range of major shareholders.

**V. Other**

**1. Adoption of Anti-Takeover Measures**

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

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**2. Other Matters Concerning the Corporate Governance System**

“Overview of Timely Disclosure System”

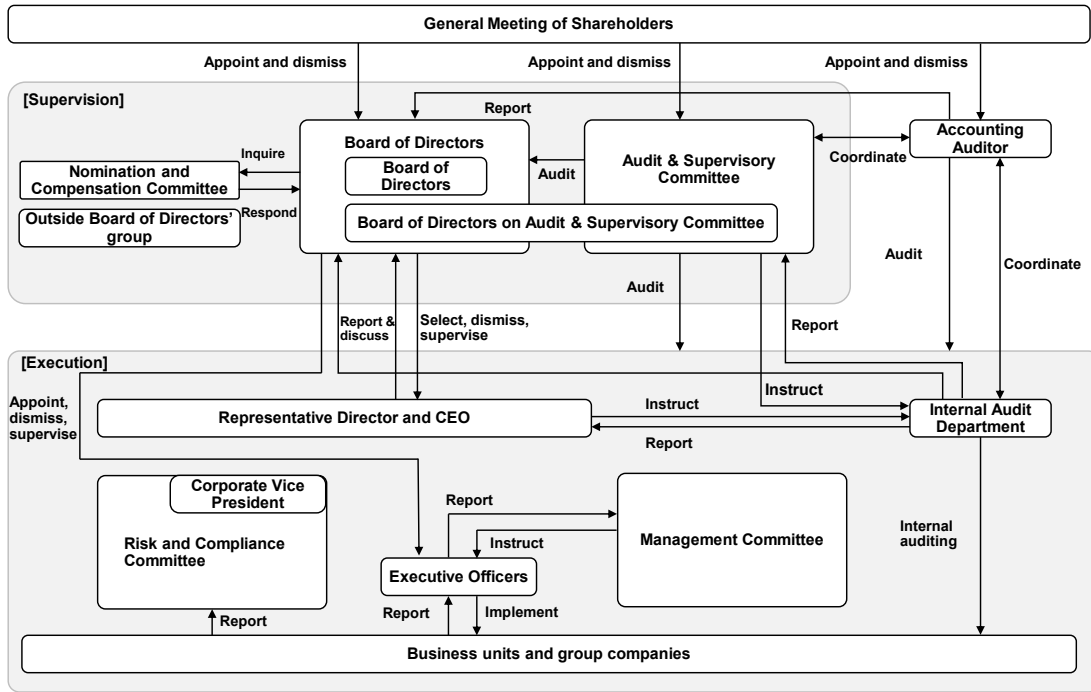
1. Collection of disclosure information

In accordance with the Board Regulations and the Management Committee Regulations, the Company has a system in which information required to be disclosed in a timely way will be gathered in these committees. The Corporate Vice President in charge of corporate planning, who is responsible for external disclosure, attends these committees and Secretariats of the Board of Directors and the Management Committee to judge whether timely disclosure is necessary.

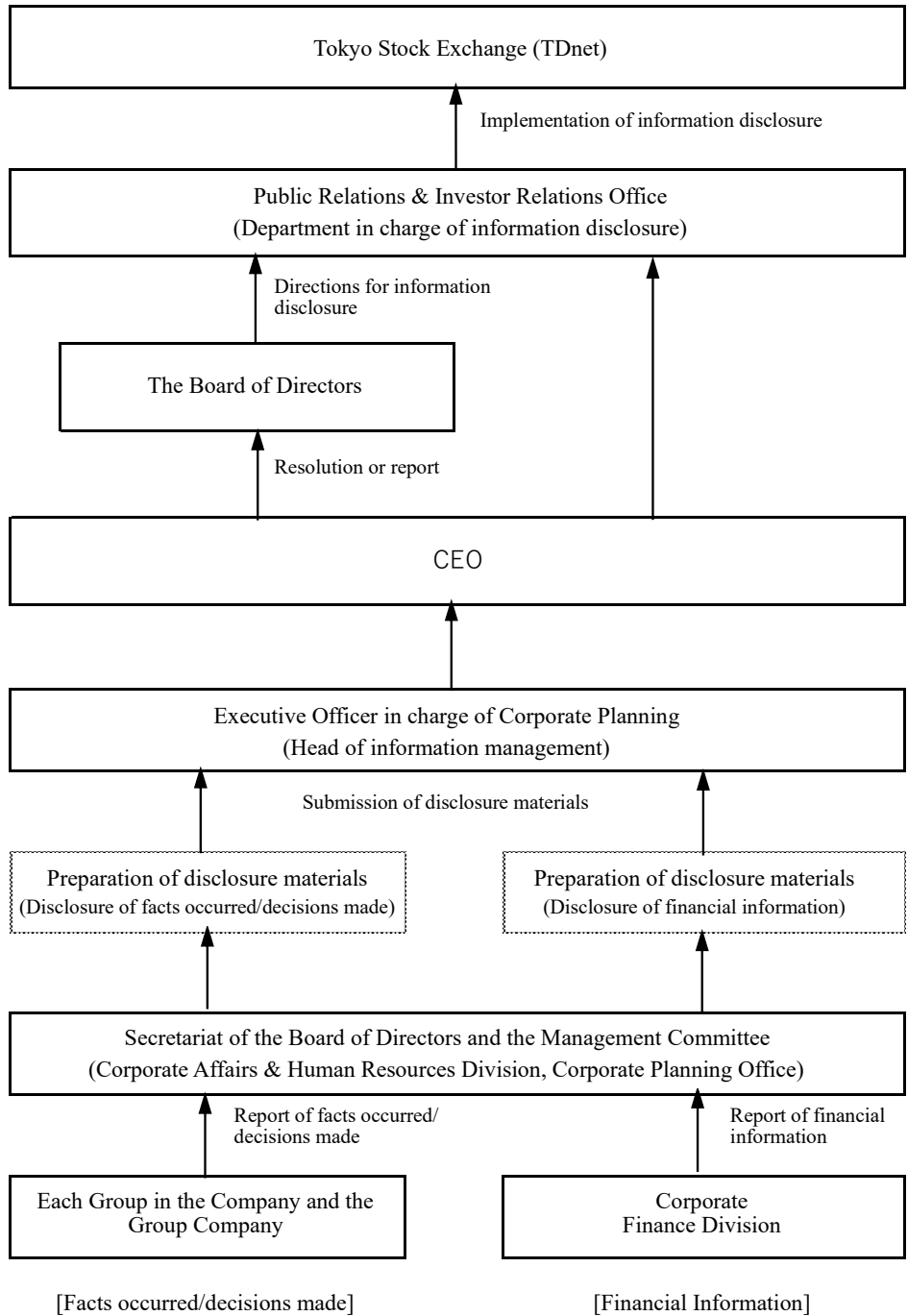
2. Publication of disclosure information

If it is judged that the matter is subject to timely disclosure, the Public Relations & Investor Relations Office shall publish such information after obtaining the approval of the CEO of the disclosure materials.

[Diagram (Corporate governance System)]



[Diagram (Overview of Timely Disclosure System)]



[Diagram (Skill matrix of Directors) ]

Aiming to realize its basic management philosophy and achieve its medium- to long-term business strategies, the Company has identified the skills (knowledge, experience, and abilities) necessary for the Board of Directors to appropriately make decisions and supervise management, and has formulated a skill matrix to organize the skills possessed by Directors.

The formulation of this skill matrix and the selection of candidates for Directors are determined by the Board of Directors after deliberation by the Nomination and Remuneration Committee.

Name	Gender	Outside Director	Independent Officer	Audit & Supervisory Committee Member	1)	2)	3)	4)	5)	6)
					Management experience at listed companies	Global corporate management	Semiconductor business	International (Overseas experience)	Finance and Accounting	Legal and Compliance
Masahiro Koezuka	Male				✓		✓	✓		
Hisato Yoshida	Male						✓			
Yutaka Yoneyama	Male						✓	✓	✓	✓
Masatoshi Suzuki	Male	✓	✓		✓			✓		✓
Sachiko Kasano	Female	✓	✓							✓
Kazuhiro Nishihata	Male	✓	✓		✓	✓		✓		
Yasuyoshi Ichikawa	Male	✓	✓	✓					✓	
Noriko Yoneda	Female	✓	✓	✓						✓
Shigeo Kawashima	Male	✓	✓	✓					✓	✓