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Notice Regarding the Integration of ESG Performance Indicators into the Executive Compensation System

EIZO Corporation (“EIZO”) hereby announces that, during today’s meeting of the Board of Directors, a resolution was passed to incorporate ESG performance indicators into the Executive Compensation System for its Directors, excluding those who serve as members of the Audit Committee, as outlined below:

1. Purpose of Introducing ESG Performance Indicators

EIZO is committed to aligning executive compensation with ESG performance to ensure that its leadership is directly incentivized to drive progress in sustainability, governance, and social responsibility. This alignment reflects their belief that long-term success is not solely driven by financial performance, but by the positive impact they have on society and the environment.

By incorporating ESG metrics into the EIZO executive compensation framework, they have empowered their leadership to steer the company toward greater sustainability and stronger ESG performance. This ensures that their executives are not only accountable for advancing initiatives that reduce environmental impact, foster ethical practices, and promote social value, but also play an active role in integrating these principles into EIZO's overall strategy. Ultimately, this approach strengthens their commitment to being a responsible corporate citizen, aligning the interests of our leadership with the long-term success of both EIZO and its stakeholders.

2. Overview of ESG Performance Indicators

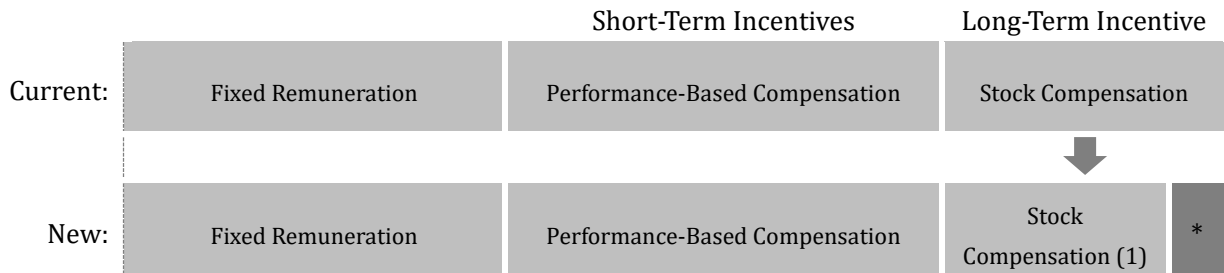
The performance indicators for executive compensation will include key metrics aligned with EIZO’s Materialities, such as, employee engagement (S), environmental impact reduction targets, including carbon neutrality (E), and evaluations from external assessment organizations (G). These metrics will be incorporated into long-term incentive compensation, reinforcing the alignment between the EIZO business strategy and executive compensation. By doing so, EIZO ensures its leadership is motivated to drive sustainable growth and value creation while remaining true to EIZO’s core principles of innovation, sustainability, and corporate responsibility.

ESG Performance Indicators	
Environment (E)	Reduction of Greenhouse Gases (GHG) (Scope 1,2, &3) Recycling Rates
Social (S)	Employee Engagement
Governance (G)	Third-Party (External) Evaluation of ESG Initiatives

(Note) The performance indicators will be adjusted, and appropriate metrics will be established following scheduled reviews of our key issues and Materialities, ensuring they remain aligned with EIZO's evolving strategic priorities and sustainability goals.

3. Structure of the Executive Compensation System After Initiation

The Executive Compensation System consists of fixed remuneration (monetary compensation), short-term performance-based incentives (monetary compensation), and long-term incentive compensation (non-monetary and stock-based compensation). The introduction of this Executive Compensation System specifically affects long-term incentive compensation, with the introduction of ESG performance indicators. It is important to note that this change does not impact the total compensation amount or the composition ratio by type of compensation.



*Stock Compensation (2)

*Stock-based Compensation (2): As part of our efforts to link executive compensation with ESG performance, stock-based compensation will now account for approximately 2–5% of the total executive compensation. This adjustment aligns executive incentives with EIZO's long-term sustainability goals and performance.