

July 5, 2023

**OMRON Corporation**

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Stock Ticker No.: 6645

URL: <https://www.omron.com/global/en/>

## **Corporate Governance Report**

### **I. Basic Policies for Corporate Governance, Capital Structure, Corporate Attributes and other Basic Information**

#### **1. Basic Policies**

##### **1. Basic Stance for Corporate Governance and Objective of Establishing the Corporate Governance Policies**

At the OMRON Corporation and its affiliated companies (hereinafter referred to as the “OMRON Group”), corporate governance is defined as the system of processes and practices based on the OMRON Principles and the OMRON Management Philosophy. The system is intended to ensure transparency and fairness in business and speed up management decisions and practices. This is done by connecting the entire process from oversight and supervision all the way to business execution in order to boost the OMRON Group’s competitive edge. OMRON’s corporate governance also involves building such a system and maintaining its proper function. The ultimate objective is to achieve sustainable enhancement of corporate value by earning the support of all stakeholders.

In accordance with this basic stance, the OMRON Group has set forth the following corporate governance policies (hereinafter referred to as the “Policies”) as the foundation for the Group's pursuit of continuous improvement of its corporate governance.

#### **< OMRON Principles >**

##### **Our Mission**

**To improve lives and contribute to a better society**

##### **Our Values**

- **Innovation Driven by Social Needs**

Be a pioneer in creating inspired solutions for the future.

- **Challenging Ourselves**

Pursue new challenges with passion and courage.

- **Respect for All**

Act with integrity and encourage everyone's potential.

< **Management Philosophy** >

We believe a business should create value for society through its key practices.

We are committed to sustainably increasing our long-term value by putting Our Mission and Values into practice.

- We uphold a long-term vision in our business practices to create solutions to society's needs
- We operate as a truly global company through our fair and transparent management practices
- We cultivate strong relationships with all of our stakeholders through responsible engagement

**【Reasons for not implementing each principle of the Corporate Governance Code】**

The Company implements all of the principles set forth in the Corporate Governance Code, and discloses the implementation status in the OMRON Corporate Governance Policies, etc.

**【Disclosure based on each principle set forth in the Corporate Governance Code】 (Updated)**

- The Company implements all of the principles set forth in the Corporate Governance Code, and discloses the implementation status in the OMRON Corporate Governance Policies, etc.
- These Policies are available at the OMRON Group Website:  
URL: <https://www.omron.com/global/en/about/corporate/governance/policy/>
- For details regarding the Company's implementation of the principles stated in the Code, please refer to "Corporate Governance Code Implementation Status"(page 35).
- Regarding the disclosure request from the Tokyo Stock Exchange dated March 31, 2023, regarding the " Action to Realize Capital Cost- and Stock Price-Conscious Management" and " Promoting Shareholder Engagement and Related Disclosure" Please refer to page 39.

## 2. Capital Structure

Percentage of shares held by overseas investors	More than 30%
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### Major Shareholders:

Name	Number of Shares Held	Percentage (%)
The Master Trust Bank of Japan, Ltd. (trust account)	45,690,200	23.14
Custody Bank of Japan, Ltd. (trust account )	17,459,000	8.84
The Bank of Kyoto, Ltd.	7,069,265	3.58
MUFG Bank, Ltd.	5,142,695	2.60
Moxley and Co LLC	4,050,432	2.05
State Street Bank West Client - Treaty 505234	3,639,801	1.84
Nippon Life Insurance Company	3,564,338	1.80
Omron Employee Stockholding Association	3,472,541	1.75
JPMorgan Securities Japan Co., Ltd.	2,635,961	1.33
Tateisi Science and Technology Foundation	2,625,000	1.32

Controlling shareholders (except parent company)	None
Parent company	None

Supplemental Remarks
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- The percentage of shares is calculated excluding treasury stock.
- Although the Company holds 8,817 thousand shares of treasury stock (the ratio to a total of shares issued: 4.27%), it is excluded from the above list of major shareholders.
- On May 21, 2020, Sumitomo Mitsui Trust Bank, Limited filed an amendment to the major shareholding status report, which is open to public, stating that its two group companies held 14,731 thousand shares of the Company (representing 7.14% of the total number of shares issued) as of May 15, 2020. However, the Company has not been able to confirm the number of shares substantially possessed by the two group companies, and therefore they are not included in the above list of major shareholders.
- On July 20, 2020, Nomura Securities Co., Ltd. filed an amendment to the major shareholding status report, which is open to public, stating that its one group company held 16,272 thousand shares of the Company (representing 7.89% of the total number of shares issued) as of July 15, 2020. However, the Company has not been able to confirm the number of shares substantially possessed by the group company, and therefore it is not included in the above list of major shareholders.
- On March 22, 2022, BlackRock Japan Co., Ltd. filed an amendment to the major shareholding status report, which is open to public, stating that its 12 group companies held 16,217 thousand shares of the Company (representing 7.86% of the total number of shares issued) as of March 15, 2022. However, the Company has not been able to confirm the number of shares substantially possessed by the 12 group companies, and therefore they are not included in the above list of major shareholders.
- On December 19, 2022, Mitsubishi UFJ Financial Group, Inc. filed an amendment to the

major shareholding status report, which is open to public, stating that its three group companies held 15,792 thousand shares of the Company (representing 7.66% of the total number of shares issued) as of December 12, 2022. However, the Company has not been able to confirm the number of shares substantially possessed by the three group companies, and therefore they are not included in the above list of major shareholders.

### 3. Corporate Attributes

Stock exchange listings	Tokyo Stock Exchange (Prime Market)
Fiscal year end	March 31
Industry	Electrical equipment
(Consolidated) Number of Employees	More than 1,000
(Consolidated) Net Sales	From ¥100 billion to less than ¥1 trillion
Number of consolidated subsidiaries	From 100 to less than 300

### 4. Policies relating to measures for protecting minority shareholders when conducting transactions etc. with controlling shareholders

None.

### 5. Other Special Items Exerting a Significant Impact on Corporate Governance

None.

## II. Organizational Structure for Managerial Decision-Making, Execution,

## Supervision and other Corporate Governance Structure

### 1. Organizational Structure and Operational Management

Type of Organization	Company with Audit & Supervisory Board Members
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#### Board of Directors:

Number of directors stipulated in Articles of Incorporation	10
Directors' term of office stipulated in Articles of Incorporation	1 year
Chairperson of Board of Directors	Chairman of the Board (unless double as the President)
Number of directors	8
Appointment of Outside Directors	Yes
Number of Outside Directors	3
Number of Outside Directors designated as Independent Director	3

Relationship with the Company (1)
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Name	Attribute	Relationship with the Company*										
		a	b	c	d	e	f	g	h	i	j	k
Mr. Takehiro Kamigama	From another company								△			
Ms. Izumi Kobayashi	From another company											
Mr. Yoshihisa Suzuki	From another company								△			

#### \*Categories for relationship with the Company

\*○” when the said individual presently falls or has recently fallen under each of the following categories; “△” when the said individual fell under each of the following categories in the past.

\*●” when a close relative of the said individual presently falls or has recently fallen under each of the following categories; “▲” when a close relative of the said individual fell under each of the following categories in the past.

- a. Executive of a listed company or its subsidiary
- b. Executive or non-executive director of the parent company of a listed company
- c. Executive of a fellow subsidiary company of a listed company
- d. The party who’s principal client or supplier is a listed company or executive thereof
- e. Principal client or supplier of a listed company or executive thereof
- f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from a listed company besides compensation as an executive
- g. Principal shareholder of a listed company (executive of the said corporate shareholder if the principal shareholder is a legal entity)

- h. Executive of a client or supplier company of a listed company (which does not correspond to any of d, e, or f, above) (the said individual only)
- i. Executive of a company, between which and OMRON outside directors are mutually appointed (the said individual only)
- j. Executive of a company or organization that receives a donation from a listed company (the said individual only)
- k. Other

Relationship with the Company (2) (Updated)

Name	Independent director	Supplemental information on corresponding items	Reason for selecting as outside director (and reason for appointing as independent director )
Mr. Takehiro Kamigama	○	<p>Mr. Takehiro Kamigama meets the requirements of the Company's own original 'Independence Requirements for Outside Directors and Audit &amp; Supervisory Board Members'. He is registered as an independent director to the Tokyo Stock Exchange, Inc. (For more details, please see the Independent Directors and Audit &amp; Supervisory Board Members section below described)</p> <p>Although Mr. Takehiro Kamigama had formerly served as President &amp; Representative Director of TDK Corporation, he stepped down from the position in June of 2016. While the Group has a business relationship with the TDK Group including sales of products, such transactions in fiscal 2022 accounted for less than 1% of the consolidated net sales of the Group and those of the TDK Group; there is nothing questionable regarding the independence of Mr. Kamigama, and there are no special interests between Mr. Kamigama and the Company.</p> <p>&lt;Significant concurrent positions&gt;</p> <ul style="list-style-type: none"> <li>• Chief Consultant of Contemporary Amperex Technology Japan KK</li> <li>• Outside Director of Yamaha Motor Co., Ltd.</li> <li>• Outside Director of SoftBank Corp.</li> <li>• Outside Director of the Board of KOKUYO Co., Ltd.</li> </ul>	<p>&lt;Reasons nominated as a candidate&gt; Having served in management positions at a global company, Outside Director Takehiro Kamigama has a considerable track record of management achievements and superior insight into innovation, technology, DX and IT, and appropriately supervises corporate management as an Outside Director with an aim of realizing the long-term vision "SF2030" and the medium-term management plan "SF 1st Stage." In addition, Mr. Kamigama shares his experience and insight as management expert, and actively comments as Chairman of the CEO Selection Advisory Committee, Compensation Advisory Committee, and Corporate Governance Committee, and as a member of the Personnel Advisory Committee to contribute to increasing transparency and fairness in the management of the Company. Based on these factors, the Company expects that he will be a suitable person for supervising management for sustained improvements in corporate value and has therefore selected him as an Outside Director.</p> <p>&lt;Reason for appointing as independent director&gt; Personnel Advisory Committee confirm that he meets the Independence Requirements and serves for protecting general shareholders' interests as an independent director.</p> <p>&lt;Process for appointing as independent director&gt; The Company has defined the Independence Requirements in Corporate Governance Committee. According to the Independence Requirements, independent directors are selected by Board of Directors after Personnel Advisory Committee headed by an outside director reply to inquiries from Board of Directors.</p>
Ms. Izumi Kobayashi	○	<p>Ms. Izumi Kobayashi meets the requirements of the Company's own original 'Independence Requirements for Outside Directors and Audit &amp; Supervisory Board Members'. She is registered as an independent director to the Tokyo Stock Exchange, Inc. (For more details, please see the Independent Directors and Audit &amp; Supervisory Board Members section below described)</p>	<p>&lt;Reasons nominated as a candidate&gt; Outside Director Izumi Kobayashi has abundant experience and international insight cultivated through her service as a representative for private financial institutions and an international development financial institution. Furthermore, she has expertise in sustainability, ESG and diversity, and appropriately supervises corporate management as an Outside Director with</p>

		<p>&lt;Significant concurrent positions&gt;</p> <ul style="list-style-type: none"> <li>• Outside Director of ANA HOLDINGS INC.</li> <li>• Outside Director of Mizuho Financial Group, Inc.</li> </ul>	<p>an aim of realizing the long-term vision “SF2030” and the medium-term management plan “SF 1st Stage.” In addition, Ms. Kobayashi shares her experience and insight as management expert, and actively comments as Chairman of the Personnel Advisory Committee, as Vice Chairman of the Corporate Governance Committee, and as a member of the CEO Selection Advisory Committee and Compensation Advisory Committee to contribute to increasing transparency and fairness in the management of the Company. Based on these factors, the Company expects that she will be a suitable person for supervising management for sustained improvements in corporate value and has therefore selected her as an Outside Director.</p> <p>&lt;Reason for appointing as independent director&gt;  Personnel Advisory Committee confirm that she meets the Independence Requirements and serves for protecting general shareholders' interests as an independent director.</p> <p>&lt;Process for appointing as independent director&gt;  The Company has defined the Independence Requirements in Corporate Governance Committee. According to the Independence Requirements, independent directors are selected by Board of Directors after Personnel Advisory Committee headed by an outside director reply to inquiries from Board of Directors.</p>
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<p>Mr. Yoshihisa Suzuki</p>	<p>○</p>	<p>Mr. Yoshihisa Suzuki meets the requirements of the Company's own original 'Independence Requirements for Outside Directors and Audit &amp; Supervisory Board Members'. He is registered as an independent director to the Tokyo Stock Exchange, Inc. (For more details, please see the Independent Directors and Audit &amp; Supervisory Board Members section below described)</p> <p>Mr. Yoshihisa Suzuki currently serves as Senior Vice Representative for Business Community Relations, ITOCHU Corporation While the OMRON Group has a business relationship with the ITOCHU Group including sales of products, such transactions in fiscal 2022 accounted for less than 1% of the consolidated net sales of the OMRON Group and those of the ITOCHU Group. Therefore there is nothing questionable regarding the independence of Mr. Suzuki, and there are no special interests between Mr. Suzuki and the Company.</p> <p>&lt;Significant concurrent positions&gt;</p> <ul style="list-style-type: none"> <li>• Senior Vice Representative for Business Community Relations, ITOCHU Corporation</li> <li>• Outside Director of the Board of Kyowa Kirin Co., Ltd.</li> </ul>	<p>&lt;Reasons nominated as a candidate&gt;</p> <p>Having served in management positions at a global general trading company, Outside Director Yoshihisa Suzuki has a considerable track record of international management achievements and superior insight into innovation, technology, DX and IT, and appropriately supervises corporate management as an Outside Director with an aim of realizing the long-term vision "SF2030" and the medium-term management plan "SF 1st Stage." In addition, Mr. Suzuki shares his experience and insight as management expert, and actively comments as a member of the CEO Selection Advisory Committee, Personnel Advisory Committee, Compensation Advisory Committee, and Corporate Governance Committee to contribute to increasing transparency and fairness in the management of the Company. Based on these factors, the Company expects that he will be a suitable person for supervising management for sustained improvements in corporate value and has therefore selected him as an Outside Director.</p> <p>&lt;Reason for appointing as independent director&gt;</p> <p>Personnel Advisory Committee confirm that she meets the Independence Requirements and serves for protecting general shareholders' interests as an independent director.</p> <p>&lt;Process for appointing as independent director&gt;</p> <p>The Company has defined the Independence Requirements in Corporate Governance Committee. According to the Independence Requirements, independent directors are selected by Board of Directors after Personnel Advisory Committee headed by an outside director reply to inquiries from Board of Directors.</p>
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<p>Any optional committee equivalent to the Nomination Committee or Remuneration Committee</p>	<p>Yes</p>
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Establishment of optional advisory committees, committee composition, and attributes of the chairperson

	Optional committee equivalent to Nomination Committee	Optional committee equivalent to Remuneration Committee
Committee	Personnel Advisory Committee	Compensation Advisory Committee
Committee members	5	5

Full-time members	–	–
Internal directors	2	2
Outside directors	3	3
Outside experts	–	–
Others	–	–
Chairperson	Outside director	Outside director

Supplemental Remarks

Note: Please refer to “5. Advisory Committees” of Section 4 of the OMRON Corporate Governance Policies.

#### Audit & Supervisory Board Members:

Audit & Supervisory Board	Yes
Number of Audit & Supervisory Board Members stipulated in Articles of Incorporation	5
Number of Audit & Supervisory Board Members	4

Status of Cooperation between Audit & Supervisory Board members, the Accounting Auditor, and the Corporate Internal Auditing Division

Note: Please refer to “3. Audit & Supervisory Board, (3) Relationship with External Auditors and the Internal Auditing Division ” of Section 4 of the OMRON Corporate Governance Policies.

Appointment of Audit & Supervisory Board Members (Independent)	Yes
Number of Audit & Supervisory Board (Independent)	2
Number of Audit & Supervisory Board Members (Independent) designated as independent officers	2

Relationship with the Company (1)

Name	Attribute	Relationship with the Company*														
		a	b	c	d	e	f	g	h	i	j	k	l	m		
Mr. Hideyo Uchiyama	Certified Public Accountant												△			
Mr. Tadashi Kunihiro	Attorney at Law															

\* Categories for relationship with the Company

\*○” when the said individual presently falls or has recently fallen under each of the following categories; “△” when the said individual fell under each of the following categories in the past.

\*●” when a close relative of the said individual presently falls or has recently fallen under each of the following categories; “▲” when a close relative of the said individual fell under each of the following categories in the past.

- a. Executive of a listed company or its subsidiary
- b. Non-executive directors or accounting advisors of the listed company or its subsidiaries
- c. Executive or non-executive director of the parent company of a listed company
- d. Parent company of Audit & Supervisory Board Members of listed company
- e. Executive of a fellow subsidiary company of a listed company
- f. The party who’s principal client or supplier is a listed company or executive thereof
- g. Principal client or supplier of a listed company or executive thereof
- h. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from a listed company besides compensation as an executive
- i. Principal shareholder of a listed company (executive of the said corporate shareholder if the principal shareholder is a legal entity)
- j. Executive of a client or supplier company of a listed company (which does not correspond to any of f, g, or h, above) (the said individual only)
- k. Executive of a company, between which and OMRON outside directors are mutually appointed (the said individual only)
- l. Executive of a company or organization that receives a donation from a listed company (the said individual only)
- m. Other

Relationship with the Company (2) (Updated)

Name	Independent Audit & Supervisory Board Member	Supplemental information on corresponding items	Reason for selecting as Audit & Supervisory Board Member(Independent)
Mr. Hideyo Uchiyama	○	Mr. Hideyo Uchiyama meets the requirements of the Company’s own original ‘Independence Requirements for Outside Directors and Audit & Supervisory Board Members’. He is registered as an independent Audit & Supervisory Board Member to the Tokyo Stock Exchange, Inc. (For more details, please see the Independent Directors and Audit & Supervisory Board Members section described below). Although Mr. Hideyo Uchiyama had formerly served as CEO of KPMG Japan, he stepped down from the position in June of 2015. While the OMRON Group has a business relationship with KPMG, which includes outsourcing agreements, the transactions in fiscal 2022 accounted for less than 1% of the	<Reason for selecting as an Independent Audit & Supervisory Board Member> Outside Audit & Supervisory Board Member Hideyo Uchiyama has many years of working experience as a certified public accountant in an auditing firm and considerable knowledge regarding finance and accounting. Furthermore, as a top executive of an auditing firm and a corporate manager of a global consulting firm, he has abundant experience and superior insight. As an Outside Audit & Supervisory Board Member, he attends Board of Directors meetings and other important meetings, at which he proactively comments from the standpoint of audit on legality and appropriateness, and he duly fulfills his role of auditing the performance of duties by Directors. In addition, Mr. Uchiyama actively comments as a member of Corporate Governance Committee to contribute to increasing transparency and fairness in the

		<p>consolidated net sales of the Group and the total revenue of KPMG, respectively (also less than 1% of KPMG's total revenue in Asia Pacific). Therefore, there is no reason to question the independence of Mr. Uchiyama.</p> <p>&lt;Significant concurrent positions&gt;</p> <ul style="list-style-type: none"> <li>• Executive Advisor of ASAHI Tax Corporation &amp; Certified Public Accountant</li> <li>• Outside Director of Eisai Co., Ltd.</li> </ul>	<p>Company's management. Based on these accomplishments and considerable amount of experience, the Company believes that he is a suitable person for an Audit &amp; Supervisory Board Member and has therefore selected him as an Outside Audit &amp; Supervisory Board Member.</p> <p>&lt;Reason for appointing as an independent Audit &amp; Supervisory Board Member&gt;</p> <p>Personnel Advisory Committee confirm that he meets the Independence Requirements and serves for protecting general shareholders' interests as an independent Audit &amp; Supervisory Board Member.</p> <p>&lt;Process for appointing as an independent Audit &amp; Supervisory Board Member &gt;</p> <p>The Company has defined the Independence Requirements in Corporate Governance Committee. According to this Independence Requirements, Mr. Uchiyama is qualified as independent Audit &amp; Supervisory Board Member.</p>
Mr. Tadashi Kunihiro	○	<p>Mr. Tadashi Kunihiro meets the requirements of the Company's own original 'Independence Requirements for Outside Directors and Audit &amp; Supervisory Board Members'. He is registered as an independent Audit &amp; Supervisory Board Member to the Tokyo Stock Exchange, Inc. (For more details, please see the Independent Directors and Audit &amp; Supervisory Board Members section described below).</p> <p>&lt;Significant concurrent positions&gt;</p> <ul style="list-style-type: none"> <li>• Partner of T. Kunihiro &amp; Co. Attorneys-at-Law</li> <li>• Outside Director of Z Holdings Corporation</li> <li>• Outside Director of Tokio Marine &amp; Nichido Fire Insurance Co., Ltd.</li> <li>• Independent Audit &amp; Supervisory Board Member of Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.</li> <li>• Supervisory Committee of The Norinchukin Bank</li> </ul>	<p>&lt;Reason for selecting as an Independent Audit &amp; Supervisory Board Member &gt;</p> <p>Outside Audit &amp; Supervisory Board Member Tadashi Kunihiro is an attorney principally specializing in corporate governance, compliance and the Companies Act. He is an expert in corporate crisis management and has been appointed to important positions including advisory roles in the Cabinet Office and the Consumer Affairs Agency. As an Outside Audit &amp; Supervisory Board Member, he attends Board of Directors meetings and other important meetings, at which he proactively comments from the standpoint of audit on legality and appropriateness, and he duly fulfills his role of auditing the performance of duties by Directors. In addition, Mr. Kunihiro actively comments as a member of Corporate Governance Committee to contribute to increasing transparency and fairness in the Company's management. Based on these accomplishments and considerable amount of experience, the Company believes that he is a suitable person for an Audit &amp; Supervisory Board Member and has therefore selected him as an Outside Audit &amp; Supervisory Board Member.</p> <p>&lt;Reason for appointing as an independent Audit &amp; Supervisory Board Member&gt;</p> <p>Personnel Advisory Committee confirm that he meets the Independence Requirements and serves for protecting general shareholders' interests as an independent Audit &amp; Supervisory Board Member.</p> <p>&lt;Process for appointing as an independent Audit &amp; Supervisory Board Member &gt;</p> <p>The Company has defined the Independence Requirements in Corporate Governance Committee. According to this Independence Requirements, Mr. Kunihiro is qualified as an independent Audit &amp; Supervisory Board Member.</p>

## Independent Directors and Audit & Supervisory Board Members:

Number of independent directors and Audit & Supervisory Board Members	5
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Matters relating to independent directors and Audit & Supervisory Board Members
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### **The Company's Policy Regarding the Independence of Outside Directors and Audit & Supervisory Board Members (Independent)**

- In addition to the requirements of Japan's Companies Act, the Company has formulated its own 'Independence Requirements for Outside Directors and Audit & Supervisory Board Members' (Note) and as we select all outside executives using these requirements as our standard, we judge them to be sufficiently independent, and register all of our outside executives as 'independent directors and Audit & Supervisory Board Members.'
- When deciding on our 'Independence Requirements for Outside Directors and Audit & Supervisory Board Members,' we first consult with our Corporate Governance Committee (which is composed of outside executives) and confirm that these requirements are appropriate as independence criteria for outside executives before they are deliberated on and resolved by Board of Directors.

Note: Independence Requirements for Outside Directors and Audit & Supervisory Board Members (revised December 25, 2014)

To be considered for the position of outside executive, candidates themselves and/or the company/companies and/or organization/s they belong to must not:

1. Presently assume the role of director (excluding outside director), Audit & Supervisory Board Member (excluding outside Audit & Supervisory Board Member), executive officer and/or employee of the OMRON Group (Note), or have assumed any of these roles in the past.
2. Have been a principal shareholder\* of the OMRON Group, or assumed the role of director, Audit & Supervisory Board Member, executive officer and/or employee of any legal entity that is a principal shareholder of the OMRON Group or any legal entity for which the OMRON Group is a principal shareholder, in any fiscal year of the past five years.
  - \* A "principal shareholder" means a company, etc. holding shares that provide 10% or more of total voting rights.
3. Be a director, Audit & Supervisory Board Member, executive officer and/or employee of any principal partner or supplier\* of the OMRON Group.

\* A "principal partner or supplier" means a company whose payments to the OMRON Group or payments received from the OMRON Group in the current or any of the past three fiscal years represent 2% or more of the consolidated net sales of either the OMRON Group or the partner/supplier company (this also includes its parent

company and important subsidiaries and affiliates).

4. Be a director, Audit & Supervisory Board Member, executive officer and/or employee of any company or organization that receives a large amount of donations\* from the OMRON Group.

\* A “large amount of donations” means yearly donations in excess of ¥10 million or 2% of the consolidated net sales or total revenue of the recipient entity, whichever is larger, on average for the past three fiscal years.

5. Have directors, Audit & Supervisory Board Members, and/or executive officers who are mutually dispatched between the candidate’s company/organization and the OMRON Group.
6. Have assumed the role of representative, employee, partner or other staff member of an accounting auditor for the OMRON Group in any fiscal year of the past five years.
7. Be an attorney, certified public accountant, consultant or other agent who receives a large amount of monetary consideration\* and/or other property from the OMRON Group, besides the compensation for directors and Audit & Supervisory Board Members.

\* A “large amount of monetary consideration” means a yearly consideration amounting to ¥10 million or more for individuals, and in the case of an organization, a yearly consideration that represents 2% or more of the consolidated net sales of the relevant organization, on average for the past three fiscal years.

8. Be a spouse, a relative within two degrees of kinship, a relative living together or a relative who shares living expenses with any of the following individuals:
  - (1) A director, Audit & Supervisory Board Member, executive officer and/or core employee\* of the OMRON Group.
  - (2) An individual who assumed the role of director, Audit & Supervisory Board Member, executive officer and/or core employee of the OMRON Group in any fiscal year of the past five years.
  - (3) An individual who is not qualified for outside directors and Audit & Supervisory Board Members in the above-mentioned items 2-7.

\* A “core employee” means an employee holding the position of senior general manager or higher.

9. Hold a position or condition that would bring the independence of the candidate into doubt when performing the duties of an outside director or Audit & Supervisory Board Member.

Note: The above-mentioned “the OMRON Group” refers to OMRON Corporation and its subsidiaries and affiliates.

Outside executives shall continue to comply with the above-mentioned independence requirements after they are appointed as outside directors or Audit & Supervisory Board

Members. If they were assigned a major managerial position, their independence shall be verified according to the independence criteria herein at Personnel Advisory Committee.

#### Incentives:

Incentives Policies for Directors	Introduced performance-linked compensation system and other
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Supplemental Remarks on This Item
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\*Please refer to “Disclosure of decision-making policies relating to compensation amounts and calculation methods”

Personnel eligible to receive stock options	
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Supplemental Remarks on This Item
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#### Compensation of Directors:

Disclosure of compensation of individual directors	The compensation of some individual directors is disclosed
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Supplemental Remarks on This Item
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Amount of Compensation for Directors and Audit & Supervisory Board Members for the 86th Fiscal Year (April 1, 2022-March 31, 2023) (JPY millions)

Title	Number (Persons)	Base Salary	Short-term Performance-Linked Compensation (Bonuses)	Medium-to-long-term, Performance-Linked Compensation (Stock Compensation)	Aggregate Compensation
Directors [Outside Directors ]	9 [4]	355 [50]	241 [—]	245 [—]	841 [50]
Audit & Supervisory Board Members [Audit & Supervisory Board Members (Independent) ]	4 [2]	102 [32]	— [—]	— [—]	102 [32]
Total [Outside executives]	13 [6]	457 [82]	241 [—]	245 [—]	943 [82]

Notes: 1. The amounts include compensation paid to one Director who retired at the close of the 85th Ordinary General Meeting of Shareholders held on June 23, 2022.

2. The maximum limit of the aggregate compensation of Directors was set at JPY 35 million per month (by resolution of the 63rd Ordinary General Meeting of Shareholders held on June 27, 2000; the said resolution pertained to seven (7) Directors). The amounts of base salaries for each Director

are determined by resolution of the Board of Directors based on discussions by and recommendations from the Compensation Advisory Committee.

3. The maximum limit of the aggregate compensation of Audit & Supervisory Board Members was set at JPY 11 million per month (by resolution of the 81st Ordinary General Meeting of Shareholders held on June 19, 2018; the said resolution pertained to four (4) Audit & Supervisory Board Members). The amount of base salary for Audit & Supervisory Board Members is determined by discussions among Audit & Supervisory Board Members.
4. The maximum limit of Directors' bonuses was set at JPY 600 million per year (by resolution of the 81st Ordinary General Meeting of Shareholders held on June 19, 2018; the said resolution pertained to five (5) Directors). The amount of bonus for each Director is calculated based on the targets and actual results of operating income, net income, and ROIC for the 86th term (fiscal year ended March 31, 2023), and determined by resolution of the Board of Directors based on discussions by and recommendations from the Compensation Advisory Committee. Regarding each indicator's actual results, please refer to Trends in Consolidated Results (available in Japanese only).
5. The 84th Ordinary General Meeting of Shareholders held on June 24, 2021 made a resolution to introduce stock compensation. Based on the resolution, the maximum limit of money to be contributed by the Company is JPY2.4 billion, and the maximum limit of the number of the Company's shares to be granted and delivered as sales proceeds ("grant(ing), etc.") is 600,000 shares during the four fiscal years from fiscal 2021 to fiscal 2024. The said resolution pertained to five (5) Directors. Regarding stock compensation, the Company shall award points to Directors calculated according to a prescribed formula, and the trust shall grant, etc. the Company's shares corresponding to the points awarded during a certain period to the Directors. The final calculation of the number of points to be granted and the actual delivery will be carried out after the end of the target period from fiscal 2021 to fiscal 2024, but the expenses of stock compensation, as indicated above, are associated with the points granted during the fiscal year under review. The amount of stock compensation for each Director is calculated based on the financial targets evaluation (EPS, ROE) from fiscal 2021 to fiscal 2024, the sustainability evaluation (reduction of greenhouse gas emissions, score of Sustainable Engagement Index (SEI) in engagement survey and Dow Jones Sustainability Indices) targets and achievements, as well as the corporate value evaluation (relative TSR), and determined by resolution of the Board of Directors based on discussions by and recommendations from the Compensation Advisory Committee.
6. No Directors of the Company received any employee wages other than their compensation as Directors.

\* The above information is also contained in the convocation notice for the 86th Ordinary General Meeting of Shareholders and Business Report, and is also included on our website:

[https://www.omron.com/global/en/assets/file/ir/shareholder/convocation\\_notice\\_for\\_the\\_86th\\_ordinary\\_general\\_meeting\\_of\\_shareholders.pdf](https://www.omron.com/global/en/assets/file/ir/shareholder/convocation_notice_for_the_86th_ordinary_general_meeting_of_shareholders.pdf)



Are there decision-making policies relating to compensation amounts and calculation methods?	Yes
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Disclosure of decision-making policies relating to compensation amounts and calculation methods
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### **Basic Principles of Compensation for Directors and Executive Officers**

#### **【Policy for Determining Compensation Amounts for Directors and Audit & Supervisory Board Members and Their Calculation Methods】**

To increase objectivity and transparency with respect to compensation for Directors, the Company has a Compensation Advisory Committee chaired by an outside director, and the majority of its members consist of outside Directors. The Compensation Policy for Directors has been determined by a resolution of the Company’s Board of Directors, by reflecting the deliberations and recommendations of Compensation Advisory Committee.

The amounts of compensation for individual Directors shall be determined by a resolution of Board of Directors, reflecting the deliberations and recommendations of Compensation Advisory Committee. These amounts shall be within the maximum limit of the sum of compensation amounts for all Directors set by a resolution at the General Meeting of Shareholders.

The amounts of compensation for individual Audit & Supervisory Board Members shall be determined through discussions by Audit & Supervisory Board Members based on the Compensation Policy for Audit & Supervisory Board Members also determined by them. These amounts shall be within the maximum limit of the sum of compensation amounts for all Audit & Supervisory Board Members set by a resolution at the General Meeting of Shareholders.

#### [Compensation Policy for Directors]

##### 1) Basic policy

- The Company shall provide compensation sufficient to recruit as Directors exceptional people who are capable of putting the OMRON Principles into practice.
- The compensation structure shall be sufficient to motivate Directors to contribute to sustained enhancement of corporate value.
- The compensation structure shall maintain a high level of transparency, fairness, and rationality to ensure accountability to shareholders and other stakeholders.

##### 2) Structure of compensation

- Compensation for Directors shall consist of a base salary, which is fixed compensation, and performance-linked compensation, which varies depending on the Company’s performance.
- Compensation for outside Directors shall consist of a base salary only, reflecting their roles and the need for maintaining independence.

##### 3) Base salary

- The amount of a base salary, paid monthly, shall be determined by taking into account the

salary levels of other companies, as surveyed by a specialized outside organization.

#### 4) Performance-linked compensation

- As short-term performance-linked compensation, the Company shall provide bonuses linked to yearly performance indicators, and to the degree of achievement of performance targets. Bonuses shall be paid as a lump sum after the conclusion of the fiscal year.
- As medium- to long-term performance-linked compensation, the Company shall grant stock compensation linked to the degree of achievement of the goals of the medium-term management plan, and to the improvement in corporate value (value of stock).
- The performance-linked component of stock compensation shall be paid after the medium-term management plan concludes, while the non-performance-linked component shall be paid after the Director retires.
- The Company shall determine the target amounts for short-term performance-linked compensation and medium-to-long-term, performance-linked compensation based on the target pay mix specified according to each Director's role and responsibility.

#### 5) Compensation governance

- The compensation composition, compensation composition ratio, level of the base salary, as well as performance indicators and evaluation methods of performance-linked compensation shall be determined based on the deliberations and recommendations of the Compensation Advisory Committee.
- The Company shall determine the target amounts for short-term performance-linked compensation and medium-to-long-term, performance-linked compensation based on the target pay mix specified according to each Director's role and responsibility.

[Outline of Compensation for Directors]

Please refer to the OMRON Group Website:

<https://www.omron.com/global/en/about/corporate/governance/compensation/>

[Compensation Policy for Audit & Supervisory Board Members]

##### 1) Basic policy

- The Company shall provide compensation sufficient to recruit exceptional people who are capable of performing the duties of Audit & Supervisory Board Members entrusted by shareholders.
- The compensation structure shall maintain a high level of transparency, fairness, and rationality to ensure accountability to shareholders and other stakeholders.

##### 2) Compensation structure

- Compensation for Audit & Supervisory Board Members shall consist only of a base salary from the perspective of their roles and independence.

##### 3) Base salary

- The amount of a base salary, paid monthly, shall be determined by taking into account the

salary levels of other companies, as surveyed by a specialized outside organization.

#### 4) Compensation governance

- The amount of compensation for each Audit & Supervisory Board Member shall be determined through discussions by Audit & Supervisory Board Members.

### **Support System for Outside Directors and Audit & Supervisory Board Members (Independent):**

Note: Please refer to “6. Directors and Audit & Supervisory Board Members, (6) Support Structure” of Section 4 of the OMRON Corporate Governance Policies.

## **2. Items Related to Business Execution, Audits and Oversight, Nominations and Setting of Compensation, etc. (Overview of corporate governance framework)**

### **1. The current corporate governance system**

Note: For details regarding the Company’s corporate governance system and initiatives intended to enhance corporate governance, please refer to the OMRON Corporate Governance Policies.

#### **Gender Composition of Directors, Audit & Supervisory Board Members and Executive Officers**

- As of June 22, 2023, Board of Directors consists of eight members including one female Director.
- The Company is considering an increase in diversity for the composition of Directors, Audit & Supervisory Board Members and Executive Officers in order to promote growth at the global level, enhance competitive strength, and respond to significant changes in the business environment.

### **2. Efforts toward Enhancing the Functions of Audit & Supervisory Board**

#### **Audit & Supervisory Board System**

Please refer to “6. Systems to Ensure Effectiveness of Audit Performed by Audit & Supervisory Board Members”

#### **Regarding the Selection of Audit & Supervisory Board Members with Knowledge of Finance and Accounting**

- Mr. Hideyo Uchiyama, an Audit & Supervisory Board Member (Independent), has years of working experience as a certified public accountant in an auditing firm and considerable knowledge regarding finance and accounting.

### **Regarding the Selection of Audit & Supervisory Board Members (Independent) with a High Degree of Independence**

Please refer to the Relationship with the Company (2) section on page 10 and “Matters relating to independent officers” in the Independent Officers section for more information.

### **3. Limited liability agreements**

The Company has established a provision in its Articles of Incorporation regarding the limited liability agreements the Company enters into with its Outside Directors and Audit & Supervisory Board Members (Independent) with the approval of the shareholders, in order to ensure that these officers can adequately fulfill their duties and responsibilities. Accordingly, the Company has entered into limited liability agreements with Mr. Takehiro Kamigama, Ms. Izumi Kobayashi, Mr. Yoshihisa Suzuki, Mr. Hideyo Uchiyama, and Mr. Tadashi Kunihiro, under which each of these officers' liability shall be limited to JPY 10 million or to the minimum amount of liability prescribed in Article 425-1 of the Companies Act, whichever is higher.

### 3. Reasons for OMRON's Selection of its Current Corporate Governance System

The Company has chosen to adopt the organizational structure of a “Company with Audit & Supervisory Board.”

Board of Directors strives toward sustained improvements in the OMRON's Group corporate value by exercising oversight functions over the overall management through the election of Directors, Audit & Supervisory Board Members and Executive Officers; the determination of compensation for Directors and Executive Officers; and making important operational decisions.

Audit & Supervisory Board and the Audit Supervisory Board Members work to secure the integrity of the OMRON Group and the sustained improvement of corporate value by conducting audits on legality and appropriateness of Directors' duties, and the fulfillment of Board of Directors' oversight obligations. In addition, each Audit & Supervisory Board Member can exercise his/her authority on his/her own as a single-person organ in which the power of final decision-making is given to one person. This allows them to play a crucial role in strengthening internal controls.

Furthermore, to enhance the oversight functions of Board of Directors, four voluntary advisory committees are attached to Board of Directors. CEO Selection Advisory Committee, Personnel Advisory Committee and Compensation Advisory Committee are chaired by an independent outside director, and the majority of each committee should be composed of independent outside director. The President & CEO does not belong to any of these committees. CEO Selection Advisory Committee, in particular, is dedicated to the deliberation and nomination of candidates for CEO, which is the top-priority matter in management oversight. In addition, Corporate Governance Committee, established for the purpose of enhancing corporate governance, is also chaired by an independent outside director, and exclusively comprises an independent outside director and Audit & Supervisory Board Members (Independent). Through these unique initiatives, the Company has established and adopted a system that enhances the transparency and objectivity of management's decision-making process.

By incorporating the best aspects of the corporate governance system of a so-called “Company with Committees (Nomination, etc.)” in this way, we have created the kind of hybrid corporate governance structure that we feel is most appropriate for OMRON as a Company with Audit & Supervisory Board.

### III. Status of Execution of Measures Concerning Shareholders and Other Interested Parties

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

	Supplemental Remarks
Early sending out of convocation notices for the general meeting of shareholders	The convocation notice is sent out 27 days or more before the date of the meeting. The materials for the General Meeting of Shareholders will be available electronically on the websites of Tokyo Stock Exchange, ICJ and OMRON one month or more before the date of the meeting.
Avoidance of peak day when scheduling the general meeting of shareholders	The meeting is scheduled three business days or more before the peak day.
Electronic voting	OMRON has adopted electronic voting via Internet since 2003, enabling shareholders voting through computers and smartphones.
Participation in the Electronic Voting Platform system and other efforts to improve an environment in which institutional investors can exercise their voting rights	OMRON has participated in the system since 2006.
Provision of convocation notice summaries written in English	OMRON has been providing English version of the convocation notice (entire translation, for reference purpose) on the website of OMRON .

#### 2. IR-related Activities

	Explanation by representative	Supplemental remarks
Preparation and publication of disclosure policy	—	Disclosure policy is posted on the IR section of OMRON's website in Japanese and English.
Regular information meetings for individual investors	No	OMRON participates in information meetings planned by securities companies, and provides information on the website.
Regular information meetings for analysts and institutional investors	Yes	OMRON holds an earnings announcement meeting every quarter and webcasts the meeting (except meetings held by telephone). The company regularly holds one-on-one dialogues with domestic institutional investors.
Regular information meetings for overseas investors	Yes	OMRON webcasts an earnings announcement meeting with English captions every quarter (except meetings held by telephone). The company regularly holds one-on-one

		<p>dialogues with overseas institutional investors.</p> <p>Also, OMRON participates several times a year in IR conference organized by securities companies for investors abroad, in Japan and overseas.</p>
Posting of IR materials on website	—	OMRON posts quarterly results, annual integrated reports, and TSE-required timely disclosure documents both in English and Japanese.
Establishment of department and/or manager in charge of IR	—	<p>Department in charge: Global Investor &amp; Brand Communications Headquarters and Sustainability Executive in charge: Tsutomu Igaki, Managing Executive Officer and Senior General Manager</p>

### 3. Measures for Respecting the Position of Stakeholders

	Supplemental Remarks
Rules for Respecting the Position of Stakeholders through Internal Regulations, etc.	<p>“Management Philosophy” is defined as follows. This is an important philosophy when we practice “The OMRON Principles” through our business and our commitment to all stakeholders.</p> <p>“We believe a business should create value for society through its key practices. We are committed to sustainably increasing our long-term value by putting Our Mission and Values into practice.”</p> <ul style="list-style-type: none"> <li>• We uphold a long-term vision in our business practices to create solutions to society’s needs</li> <li>• We operate as a truly global company through our fair and transparent management practices</li> <li>• We cultivate strong relationships with all of our stakeholders through responsible engagement</li> </ul>
Implementation of environmental activities, CSR activities, etc.	<p><b>Material Sustainability Issues (Materiality)</b></p> <p>In April 2022, OMRON started its Long-Term Vision, Shaping the Future 2030 (SF2030) - Innovation Driven by Social Needs through Automation to Empower People. Under SF2030, our aim is to maximize corporate value by creating social value and economic value through business. To achieve this vision, we identified five material sustainability issues, setting related medium- and long-term goals.</p> <p>Five Material Sustainability Issues (Materialities):</p> <ol style="list-style-type: none"> <li>1) Resolving Social Issues through Our Business</li> <li>2) Maximizing the Capability to Innovate Driven by Social Needs</li> <li>3) Generating Diverse Talent Taking on the Challenge of Value Creation</li> <li>4) Achieving Decarbonization and Lower Environmental Impact</li> <li>5) Respecting Human Rights in the Value Chain</li> </ol> <p>In accordance with our corporate governance policy, the board</p>

of directors makes resolutions on all material sustainability issues and medium- and long-term targets, monitoring and supervising progress.

- OMRON Corporate Governance Policies

[https://www.omron.com/global/en/assets/file/about/corporate/governance/policy/20230426\\_governance\\_policies\\_e.pdf](https://www.omron.com/global/en/assets/file/about/corporate/governance/policy/20230426_governance_policies_e.pdf)

- Medium-to-Long-Term Goals of Material Sustainability Issues (Materialities)

[https://sustainability.omron.com/en/omron\\_csr/sustainability\\_management/](https://sustainability.omron.com/en/omron_csr/sustainability_management/)

### **OMRON Environmental Policy and OMRON Human Rights Policy**

On March 1, 2022, prior to the start of our SF2030 long-term vision, the board of directors approved and established the OMRON Environmental Policy and the OMRON Human Rights Policy. These policies are important guidelines for solving sustainability issues and achieving our goals while keeping abreast of the future demands and expectations of the international community. Based on these two policies, OMRON strives to enhance corporate value by contributing to the creation of sustainable societies through efforts to decarbonize and reduce environmental impact throughout the value chain. We also conduct human rights due diligence in line with international standards and establish human rights remediation mechanisms.

- OMRON Environmental Policy

<https://sustainability.omron.com/en/environ/management/mission/>

- OMRON Human Rights Policy

[https://sustainability.omron.com/en/rights/human\\_rights/](https://sustainability.omron.com/en/rights/human_rights/)

### **Achieving Decarbonization and Lower Environmental Impact**

In July 2018, OMRON established OMRON Carbon Zero, aiming to eliminate Scope 1 and 2\*1 greenhouse gas emissions by the year 2050 toward the creation of carbon-neutral societies. Under SF2030, we are reducing greenhouse gas emissions, aiming for a 65% reduction in Scope 1 and 2 emissions and an 18% reduction in Scope 3 Category 11\*2 emissions by 2030 (all compared to fiscal 2016 levels). These targets were recognized as science-based targets, and in May 2022, we obtained accreditation from the international initiative SBTi\*3.

Under the SF 1st Stage, our medium-term management plan through 2024, we are implementing the following initiatives:

- Reduce internal GHG emissions (Scope 1 and 2): 53% cut vs. FY2016
- Achieve Carbon Zero at all 76 sites in Japan (Scope 2)
- Implement energy-saving designs for new products (Scope 3)

In February 2019, we expressed our endorsement of the TCFD



(Task Force on Climate-related Financial Disclosures). In FY2021, we engaged in a company-wide approach using the TCFD framework, conducting scenario analyses of our major businesses. In FY2022, we began disclosing information on the impact of climate change on our business in annual securities reports, integrated reports, etc., in accordance with the TCFD framework. We continue to review the financial impact of climate change on business opportunities and risks.

In November 2022, we became the first Japanese manufacturer to join the EP100<sup>\*4</sup>. At that time, we declared our goal of doubling (compared with 2016 levels) our energy productivity, or the ratio of sales per gigawatt-hour (GWh), by 2040 at all production centers in our Industrial Automation Business and Healthcare Business. Currently, our Industrial Automation Business and Healthcare Business are working on a project together at our Matsusaka factory in Japan for blood pressure monitors and thermometers. The two businesses are creating a system to double production while reducing energy consumption. We contribute to the decarbonization of the manufacturing industry and society by providing expertise gained through our efforts, not only within our own organization, but also across the world.

\*1 Scope 1 and 2: Greenhouse gases emitted directly or indirectly from the company's own operations.

\*2 Scope 3 Category 11: Scope 3 is greenhouse gas emissions from the company's own value chain. Scope 3 Category 11 is emissions from the use of products, services, etc., manufactured and sold by the company.

\*3 Science Based Targets Initiative (SBTi): An international initiative that encourages medium- and long-term greenhouse gas reduction targets based on scientific evidence.

\*4 EP100: Abbreviation for *100% Energy Productivity*. An international corporate initiative organized by The Climate Group, an international environmental NPO headquartered in the U.K. Under EP100, participating companies aim to double energy productivity in their business activities (e.g., improve energy efficiency by 50%).

### **Respecting Human Rights in the Value Chain**

In line with the UN Guiding Principles on Business and Human Rights, OMRON will aim by 2030 for the state of exerting our influence for the respect of human rights for workers not only at OMRON, but also in the value chain, and establish a culture and system that does not permit or cause human rights violations.

Under SF 1st Stage, our medium-term management plan, we will communicate and inculcate the newly established OMRON Human Rights Policy to our employees worldwide and conduct human rights due diligence and a human rights redress mechanism in accordance with the UNGP with the aim

	<p>of establishing a global human rights governance system. Specifically, we are engaged in the following initiatives:</p> <ul style="list-style-type: none"> <li>• Identify potential human rights issues at OMRON group through human rights impact assessments</li> <li>• Conduct self-assessments of the risk of human rights violations at our production sites and implement third-party audits</li> <li>• Require suppliers to understand and implement the OMRON Sustainable Procurement Guidelines, which include considerations of human rights and the environment, and to conduct self-assessments of the risk of human rights violations</li> <li>• Establish ethical policies to ensure AI, robotics, IoT, and other technologies used in our products and services do not lead to human rights violations</li> <li>• Establish a contact point via the Compliance Hotline (internal reporting system) to receive complaints of human rights violations, not only from our employees, but also from our suppliers</li> </ul> <p><b>Establishment of a Dedicated Sustainability Department and Sustainability Committee</b></p> <p>We declare that the OMRON board of directors is responsible for monitoring and oversight functions with respect to our efforts to address sustainability materialities. To ensure the effectiveness of these functions, we established the Sustainability Office under the board of directors to promote sustainability activities throughout the OMRON Group, including OMRON Corporation.</p> <p>In addition, we formed the Sustainability Committee as an executive committee to identify various social demands and reflect said demands in the goals and plans under the five material sustainability issues.</p> <p><b>Reference URLs</b></p> <p>See the following websites for more information on sustainability at OMRON:</p> <ul style="list-style-type: none"> <li>• Sustainability website (main) <a href="https://sustainability.omron.com/en/">https://sustainability.omron.com/en/</a></li> <li>• Integrated Report <a href="https://sustainability.omron.com/en/pdf_inquiry/">https://sustainability.omron.com/en/pdf_inquiry/</a></li> <li>• TCFD Disclosures <a href="https://sustainability.omron.com/en/enviro/Climate_Change/disclosures/">https://sustainability.omron.com/en/enviro/Climate_Change/disclosures/</a></li> </ul>
<p>Formulation of policies on providing information to stakeholders</p>	<p>We have defined Sustainability Policy in order to fulfill the corporate social responsibility. We consider Sustainability Policy to reflect the same meaning and content as declared by our Management Philosophy based on the OMRON Principles. Namely, "We are committed to sustainably enhancing our long-term corporate value by putting the OMRON Principles</p>

	<p>into practice." Under the Policy, it is clearly stated that "We cultivate strong relationships with all of our stakeholders through responsible engagement."</p>
Other	<p>&lt;Ensuring diversity in the promotion to core human resources &gt;</p> <ul style="list-style-type: none"> <li>• "Respect for All" is one of the Management Commitments in the OMRON Principles. As such, we strive to create a workplace where diverse people with individual values and thoughts can fully put their capabilities to use and assume vital roles.</li> <li>• In 2012, a dedicated organization was established to promote diversity in the workplace.</li> <li>• For details about the status of promoting women in managerial roles, foreign nationals, and midcareer employees, please refer to the OMRON Group Website: <a href="https://sustainability.omron.com/en/rights/education/">https://sustainability.omron.com/en/rights/education/</a></li> </ul> <p>&lt;Health Management&gt;</p> <p>With the belief that the health of individual employees is fundamental to our business, OMRON issued "OMRON Health Management Declaration" in 2017, according to which top managers are taking the lead in promoting health and productivity.</p> <p>All Group Companies in Japan establish an action agenda for "Exercise, Sleep, Mental Health, Diet, and Stop Smoking" which are selected as five key factors as "Boost 5", leading to the concentration of work and wellness of life, and programs to achieve each index have been implemented. Visualizing health conditions and the support of conducting seminars or having advice from occupational health physicians and nurses are carried out, in order to facilitate the employees' awareness and habituation.</p> <p>By continuously taking Boost 5 approaches throughout the year, with the aim of reducing future health risks, we develop mentally and physically tough talents, aiming to create a workplace with full of smile. We were recognized for these efforts and selected as brands of the Health &amp; Productivity Stock Selection under The Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange for the fifth consecutive years (2019~2023).</p>

## IV. Matters Related to the Internal Control System

### 1. Basic Approach and Development and Operation Status Related to the Internal Control

Based on the Companies Act and the Ordinance for Enforcement of the Companies Act, the Company has set the Internal Control System of the Company and its subsidiaries ("the OMRON Group") as follows:

## **1. System to Ensure that Execution of Duties by Directors and Employees of the OMRON Group Conforms to Laws and Regulations and the Articles of Incorporation**

- (1) The OMRON Group Management Policies and the OMRON Group Rules have been established to ensure transparency, fairness and the global nature of management in the OMRON Group, as well as serve as the management base for conducting appropriate and timely decision-making.
- (2) The key theme of “socially responsible corporate management” is promoting corporate ethics and compliance whereby the Company complies with laws and regulations in carrying out business activities. In particular, the Company has devoted every effort to prevent anti-competitive activities such as cartel, bribery, and other significant risks from occurring.
- (3) The Company has familiarized its officers and employees with the OMRON Group Rules for Ethical Conduct as specific action guidelines for practicing “socially responsible corporate management” and enforces strict compliance.
- (4) The Company appoints an executive in charge of corporate ethics and compliance and establishes the Corporate Ethics & Risk Management Committee as an organization to promote corporate ethics and compliance. As specific activities, the President himself issues instructions on corporate ethics and compliance, providing opportunities to disseminate awareness. In addition, the Committee conducts regular training and education for officers and employees on anti-competitive activities such as cartel and bribery as well as on corporate ethics and compliance.
- (5) The Company has set up a whistleblower hotline both inside and outside the Company to receive reports of acts that are, or could potentially be, in violation of the OMRON Group Rules for Ethical Conduct, work rules or laws. In accordance with laws and internal company rules, the content of these reports is protected as confidential, and employees may not be given unfavorable treatment for making such reports.
- (6) With the aim of realizing highly transparent management, the Company positions information disclosure as an important task, and has established an Information Disclosure Executive Committee directly under the President to promote the disclosure. The Committee engages in activities to ensure the accuracy, timeliness and completeness of information disclosure across the OMRON Group, and proactively makes disclosure to the public according to the standard set out by the Group.
- (7) The Company has set up an internal auditing division directly under the President to conduct operational audits.
- (8) To ensure the propriety of the OMRON Group’s financial reporting, a system has been established that enables reports to be submitted appropriately in accordance with laws and regulations through measures such as monitoring by Internal Audit Divisions after each division conducts its own review of maintenance and operation of business processes.
- (9) The OMRON Group’s policy on exclusion of antisocial forces is defined in the OMRON Group Management Policies and the OMRON Group Rules for Ethical Conduct.

## **2. System for Storage and Management of Information Related to Execution of Directors' Duties**

- (1) Under Board of Directors Rules, the minutes of Board of Directors meetings are recorded and kept for 10 years.
- (2) Under the Management Rules, which state the basic policy and principles for Group management and decision making, decision reports are issued for decisions on significant issues. Decision reports, minutes of Executive Committee meetings, and other important documents showing the state of execution of duties are preserved and managed in accordance with laws and internal company rules.

## **3. Regulations and Other Systems Concerning Loss Risk Management of the OMRON Group**

- (1) The Company will engage in risk management integrating all activities that entail risks on a global scale, to ensure the Company's survival and to secure the achievement of corporate objectives while fulfilling its corporate social responsibility.
- (2) The Company will strive to avoid, mitigate and transfer risk of loss through collecting information on and conducting analysis of risks while taking countermeasures against them, in accordance with the OMRON Group Rules for Integrated Risk Management.
- (3) Significant risks for the OMRON Group shall be designated, and Group-wide response measures across all internal companies shall be determined at Executive Committee meeting.
- (4) When a crisis occurs, the Company makes reports, transmits information, and assembles the necessary response teams in accordance with the procedures specified in the OMRON Group Rules for Integrated Risk Management.

## **4. Systems to Ensure Efficient Execution of Duties by Directors of the OMRON Group**

- (1) The Company uses the Executive Officer system and keeps the number of Directors small to ensure substantive discussion and swift decision making at Board of Directors meetings.
- (2) In addition to Board of Directors, the Company has an Executive Committee, which discusses and decides on significant business execution issues within the scope of the President's authority.
- (3) The Company uses an internal company system, and promotes faster decision making and efficient business operations by delegating substantial authority to the President of each internal company.
- (4) The OMRON Group performs its duties in accordance with the division of duties and scope of decision-making authority set forth based on a concept of proper control and prompt decision making as basic principles.
- (5) The OMRON Group establishes a medium-to-long-term management plan. In order to substantiate this management plan, it formulates a business plan in each fiscal year.

## **5. System to Report to the Company on Matters concerning Execution of Duties by Directors of Subsidiaries**

Information regarding operational results, financial status and other significant matters of subsidiaries must be reported to respective superior units responsible for the management of subsidiaries in accordance with the internal regulations, etc.

## **6. Systems to Ensure Effectiveness of Audit Performed by Audit & Supervisory Board Members**

- (1) An Audit & Supervisory Board Office with dedicated full-time support staff has been established to assist Audit & Supervisory Board Members in performing their duties. The staff members of Audit & Supervisory Board Office perform their work under the supervision and instruction of Audit & Supervisory Board Members.
- (2) Personnel evaluations, appointments and transfers of the staff of Audit & Supervisory Board Office are carried out with the consent of Audit & Supervisory Board.
- (3) A system is in place for Directors, Audit & Supervisory Board Members and employees of the OMRON Group and those who have been reported from any of them to immediately report to Audit & Supervisory Board Members of the Company regarding incidents of material violations of laws and/or articles of incorporation, misconduct within the OMRON Group, or information relating to potential risk of significant loss to the company, in accordance with predetermined regulations and procedures. Notwithstanding these, Audit & Supervisory Board Members of the Company may request reports from Directors and employees of the OMRON Group at any time as needed. The Company shall not treat whistleblowers in an unfair way on the ground of reporting of wrongdoing.
- (4) When Audit & Supervisory Board Members request for advance payment of expenses pertaining to the execution of their duties in accordance with Article 388 of the Companies Act, the Company shall handle the request in a prompt manner.
- (5) As a mechanism for securing an effective audit by Audit & Supervisory Board Members, systems are in place for Audit & Supervisory Board to hold periodic interviews of Directors and Executive Officers, periodically exchange views with the President, periodically exchange information with Accounting Auditors, and receive operational reports from Executive Officers. In addition, the Internal Audit Manager is invited to Audit & Supervisory Board meetings and makes internal audit reports.
- (6) Half or more of Audit & Supervisory Board Members are Audit & Supervisory Board Members (Independent), including legal professionals such as attorneys and Certified Public Accountants, or individuals with extensive knowledge of finance and accounting, to enhance audit objectivity and effectiveness.
- (7) Audit & Supervisory Board Members attend and state their opinions at Board of Directors meetings as well as Executive Committee meetings and other important meetings.

## **2. Basic Approach to Excluding Antisocial Forces and Establishment of**

## Relevant structures

OMRON's policy on antisocial forces is, OMRON strictly prohibits any association whatsoever with antisocial groups or others that threaten the public order and security, standing firm against them."

This policy has been stated in the OMRON Group Management Policies and OMRON Group Rules for Ethical Conduct and publicized both internally and externally, stipulating the code of conduct for all employees, including executives.

OMRON has dedicated personnel who are responsible for establishing cooperative relationship with the police, outside legal counsels and other outside organizations and collecting intelligence on a regular basis.

In the event that antisocial forces make undue claims, the company will act in an organized way against such forces by transmitting reports and information, setting up response teams and taking countermeasures in cooperation with police, outside legal counsels and other outside organizations in accordance with the OMRON Group Rules for Integrated Risk Management and countermeasure manuals.

## V. Other

### 1. Defense Against Takeovers

Defense measures against takeovers	None
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Supplemental Remarks on This Item
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None.

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

OMRON's internal system for timely disclosure of company information is as follows

#### 1. Basic stance regarding timely disclosure of information

OMRON's basic policy is to aim for highly transparent management and carry out disclosure of information in a proactive manner. We disclose important facts in accordance with the operational policy below:

- (1) In order to meet the needs of our stockholders and other stakeholders for information disclosure, we disclose information according to even stricter standards than the requirements of Japan's Financial Instruments and Exchange Act and the Timely Disclosure Rules of the Tokyo Stock Exchange.

- (2) With regard to qualitative information about which individual decisions regarding the need for disclosure are required, a meeting of the Information Disclosure Execution Committee (hereinafter referred to as the “Execution Committee”) will be promptly convened to deliberate on whether the information ought to be disclosed and if so, what details require disclosure.
- (3) In order to ensure fairness to all stakeholders when disclosing important facts, in addition to promptly disclosing the information to the Tokyo Stock Exchange, we will also release the information to at least two different media outlets.

## 2. Internal system for timely disclosure

### 2.1 Timely disclosure implementation system

OMRON has established the Execution Committee for timely disclosure of information. The Execution Committee determines whether any decision made or incident occurred in OMRON Group corresponds to TSE’s timely disclosure rules and/or OMRON’s own disclosure standards. The matters that the Execution Committee decides to disclose are reported to the person in charge of information management, who then instructs the Investor Relations department to timely disclose these on TSE’s Timely Disclosure Network (TDnet). In order for the Execution Committee to obtain important information, any important information is to be reported according to the following procedures (1) and (2).

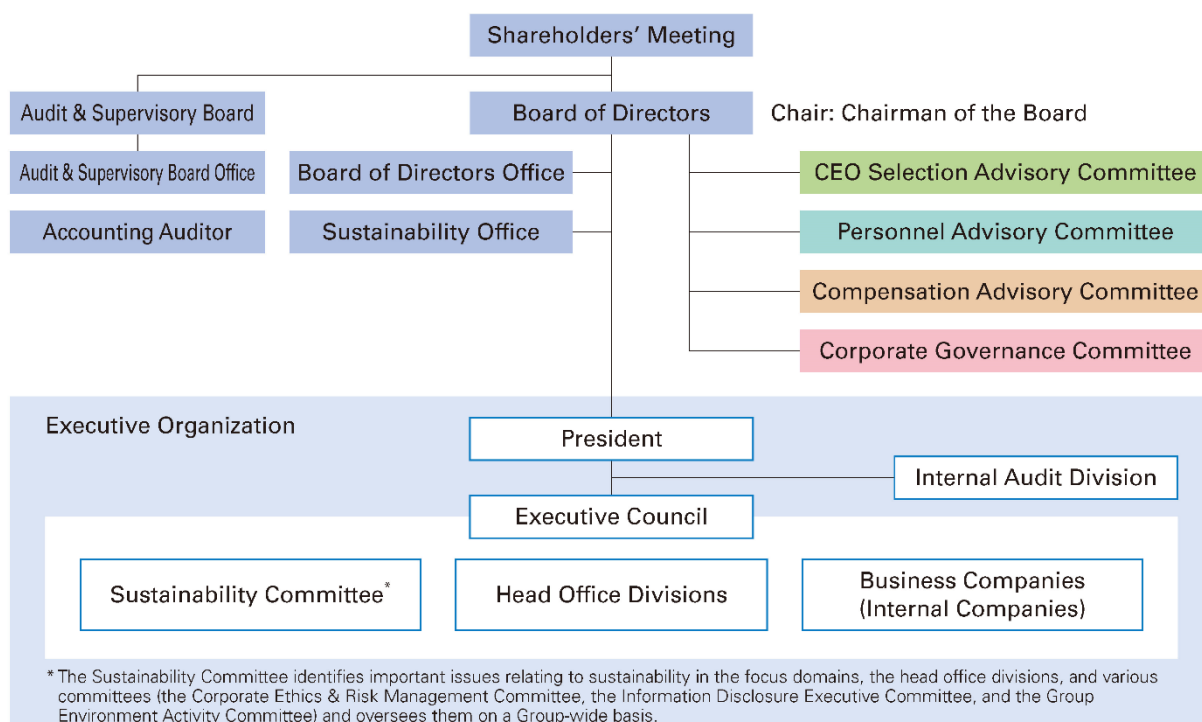
- (1) Departments handling information in Head Office and business divisions determine whether, according to the disclosure rules, incidents that occurred within their own division are to be disclosed, and then report these matters, as well as matters about which they are unable to make a decision, to the Execution Committee for deliberation.
- (2) Board of Directors Office and the Executive Council Office notify the Execution Committee of any important matters that is submitted for deliberation to Board of Directors and the Executive Council.

### 2.2 Internal timely disclosure system

OMRON positions disclosure of information as an important issue to our drive for highly transparent management, and has set up the Execution Committee, which directly reports to CEO, to promote disclosure of information. The Execution Committee is tasked with ensuring the accuracy, timeliness and comprehensiveness of all of OMRON Group’s information disclosure and carrying out information disclosure in a proactive manner in accordance with OMRON Group’s disclosure standards.



## OMRON's Corporate Governance Structure

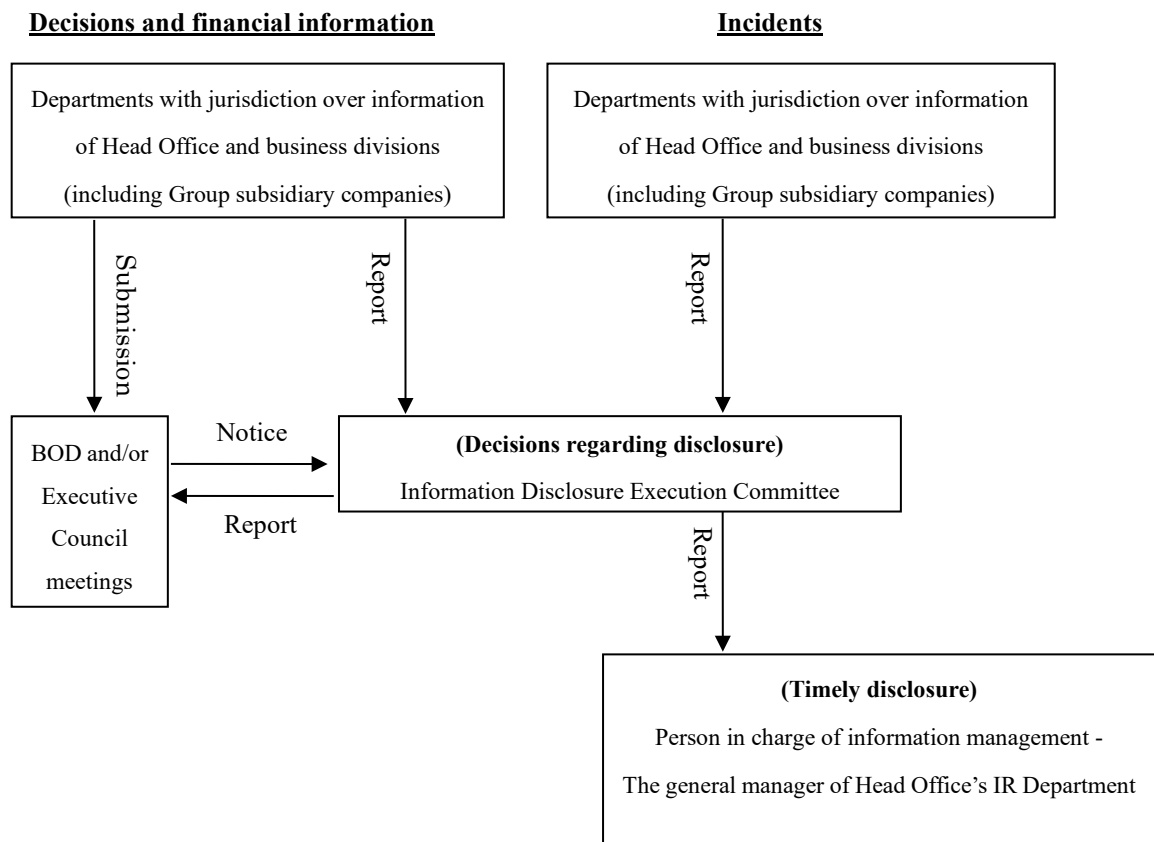


## Advisory Committee Members

Title	Name	CEO Selection Advisory Committee	Personnel Advisory Committee	Compensation Advisory Committee	Corporate Governance Committee
Chairman of the Board	Yoshihito Yamada	<input type="checkbox"/>			
Representative Director	Junta Tsujinaga				
Representative Director	Kiichiro Miyata			<input type="checkbox"/>	
Director	Masahiko Tomita		<input type="checkbox"/>		
Director	Shizuto Yukumoto	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Outside Director	Takehiro Kamigama ◆	<input checked="" type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="radio"/>
Outside Director	Izumi Kobayashi ◆	<input type="checkbox"/>	<input checked="" type="radio"/>	<input type="checkbox"/>	<input type="radio"/>
Outside Director	Yoshihisa Suzuki ◆	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="radio"/>	<input type="checkbox"/>
Audit & Supervisory Board Member	Shuji Tamaki				
Audit & Supervisory Board Member	Toshio Hosoi				
Outside Audit & Supervisory Board Member	Hideyo Uchiyama ◆				<input type="checkbox"/>
Outside Audit & Supervisory Board Member	Tadashi Kunihiro ◆				<input type="checkbox"/>

◎ Chairperson ○ Vice-Chairperson □ Committee Member ◆ Independent under Tokyo Stock Exchange rules

## OMRON's internal system for timely disclosure of information



Corporate Governance Code Implementation Status (Updated)

The Company implements all of the principles set forth in the Corporate Governance Code, and discloses the implementation status in the OMRON Corporate Governance Policies (hereinafter referred to as the "Policies") as follows:

Corporate Governance Code				Implementation Status		
General Principle	Principle	Supplementary Principles	Corresponding articles in the OMRON Corporate Governance Policies	Comply	Explain	
Section 1 Securing the Rights and Equal Treatment of Shareholders	1.1 Securing the Rights of Shareholders	-	Section 2.1 (1) General Shareholders Meetings	✓		
		1.1.1	Section 2.1 (2) Securing the Rights of Shareholders	✓		
		1.1.2	Section 4.2 (1) Roles and Responsibilities of the Board of Directors	✓		
	1.2 Exercise of Shareholder Rights at General Shareholder Meetings	-	Section 2.1 (2) Securing the Rights of Shareholders	✓		
		-	Section 2.1 (1) General Shareholders Meetings	✓		
		1.2.1	Section 2.1 (1) General Shareholders Meetings	✓		
		1.2.2	Section 2.1 (1) General Shareholders Meetings	✓		
		1.2.3	Section 2.1 (1) General Shareholders Meetings	✓		
		1.2.4	Section 2.1 (1) General Shareholders Meetings	✓		
		1.2.5	Section 2.1 (1) General Shareholders Meetings	✓		
	1.3	Basic Strategy for Capital Policy	-	Section 2.1 (4) Basic Strategy for Capital Policy	✓	
	1.4 Cross-Shareholdings	-	Section 2.1 (5) Cross-Shareholding Strategy	✓		
		1.4.1	Section 2.1 (5) Cross-Shareholding Strategy	✓		
	1.5 Anti-Takeover Measures	-	Section 2.1 (5) Cross-Shareholding Strategy	✓		
1.4.2		Section 2.1 (5) Cross-Shareholding Strategy	✓			
1.6 Capital Policy that May Harm Shareholder Interests	-	Section 2.1 (6) Anti-Takeover Measures	✓			
	1.5.1	Section 2.1 (6) Anti-Takeover Measures	✓			
1.7	Related Party Transactions	-	Section 2.1 (7) Prevention of Related Party Transactions	✓		
Section 2 Appropriate Cooperation with Stakeholders Other Than Shareholders	2.1 Business Principles as the Foundation of Corporate Value Creation Over the Mid- to Long-Term	-	Section 1.1 Objective and Basic Policies for Corporate Governance ● Principles <a href="https://www.omron.com/global/en/vision/#">https://www.omron.com/global/en/vision/#</a>	✓		
		-	Section 2.2 Relationships with Employees ● Principles <a href="https://www.omron.com/global/en/vision/#">https://www.omron.com/global/en/vision/#</a>	✓		
	2.2 Code of Conduct	2.2.1	Section 2.2 Relationships with Employees ● Human resource development policy, Company environment improvement policy <a href="https://sustainability.omron.com/en/social/talent-attraction/">https://sustainability.omron.com/en/social/talent-attraction/</a> ● In-house award system, "The OMRON Global Awards (TOGA)" <a href="https://www.omron.com/global/en/about/corporate/vision/initiative/#">https://www.omron.com/global/en/about/corporate/vision/initiative/#</a>	✓		
		-	Section 2.5 Relationships with Communities Section 2.5 Relationships with Communities ● Sustainability TOP <a href="https://sustainability.omron.com/en/#">https://sustainability.omron.com/en/#</a> ● Human Rights Policy <a href="https://sustainability.omron.com/en/social/human-rights/">https://sustainability.omron.com/en/social/human-rights/</a> ● Environmental Policy <a href="https://sustainability.omron.com/en/environ/management/vision/">https://sustainability.omron.com/en/environ/management/vision/</a>	✓		
	2.3 Sustainability Issues, Including Social and Environmental Matters	2.3.1	Section 2.2 Relationships with Employees Section 4.5 (2) The Personnel Advisory Committee ● Status of women, foreigners, mid-career hires, and ensuring diversity <a href="https://sustainability.omron.com/en/social/talent-attraction/">https://sustainability.omron.com/en/social/talent-attraction/</a>	✓		
		-	Section 2.2 Relationships with Employees Section 2.2 Relationships with Employees ● Compliance and Risk Management <a href="https://sustainability.omron.com/en/compliance/">https://sustainability.omron.com/en/compliance/</a>	✓		
	2.4	Ensuring Diversity, Including Active Participation of Women	2.4.①	Section 2.2 Relationships with Employees Section 2.2 Relationships with Employees ● Status of women, foreigners, mid-career hires, and ensuring diversity <a href="https://sustainability.omron.com/en/social/talent-attraction/">https://sustainability.omron.com/en/social/talent-attraction/</a>	✓	
2.5	Whistleblowing	-	Section 2.2 Relationships with Employees Section 2.2 Relationships with Employees ● Compliance and Risk Management <a href="https://sustainability.omron.com/en/compliance/">https://sustainability.omron.com/en/compliance/</a>	✓		
2.6	Roles of Corporate Pension Funds as Asset Owners	-	Policy Section 2.6. Performing the Role of a Corporate Pension Asset Owner	✓		
Section 3 Ensuring Appropriate Information Disclosure and Transparency	3.1 Full Disclosure	-	Section 3.1 Information Disclosure Standards	✓		
		( i )	Section 2.1 (3) Constructive Dialogue with Shareholders Attachment - 1 ● Long-Term Vision SF2030 <a href="https://www.omron.com/global/en/sf2030/">https://www.omron.com/global/en/sf2030/</a>	✓		
		( ii )	Section 1.1 Objective and Basic Policies for Corporate Governance	✓		
		( iii )	Section 4.5 (3) The Compensation Advisory Committee ● Compensation <a href="https://www.omron.com/global/en/about/corporate/governance/compensation/">https://www.omron.com/global/en/about/corporate/governance/compensation/</a>	✓		
		( iv )	Section 4.5 (2) The Personnel Advisory Committee, Corporate Governance Report ● Management Team <a href="https://www.omron.com/global/en/about/corporate/governance/organization/">https://www.omron.com/global/en/about/corporate/governance/organization/</a> ● Corporate Governance Report Page 37 1. CEO Appointment/Dismissal 2. Director/Executive Officer Appointment/Dismissal	✓		
		( v )	Section 4.5 (2) The Personnel Advisory Committee, Convocation Notice for General Meeting of Shareholders ● Reason for selecting as director and Audit <a href="https://www.omron.com/global/en/assets/file/ir/shareholder/convocation_notice_for_the_86th_ordinary_general_meeting_of_shareholders.pdf">https://www.omron.com/global/en/assets/file/ir/shareholder/convocation_notice_for_the_86th_ordinary_general_meeting_of_shareholders.pdf</a> <a href="https://www.omron.com/global/en/about/corporate/governance/organization/">https://www.omron.com/global/en/about/corporate/governance/organization/</a>	✓		
		3.1.1	Section 3.1 Information Disclosure Standards	✓		
		3.1.2	Section 3.1 Information Disclosure Standards	✓		
		3.1.3	Section 4.2 (1) Roles and Responsibilities of the Board of Directors ● Sustainability TOP <a href="https://sustainability.omron.com/en/#">https://sustainability.omron.com/en/#</a> ● Human capital <a href="https://sustainability.omron.com/en/social/talent-attraction/">https://sustainability.omron.com/en/social/talent-attraction/</a> ● Intellectual property <a href="https://www.omron.com/global/en/technology/">https://www.omron.com/global/en/technology/</a> <a href="https://www.omron.com/global/en/technology/property/">https://www.omron.com/global/en/technology/property/</a> ● TCFD <a href="https://sustainability.omron.com/en/environ/climate_change/disclosures/">https://sustainability.omron.com/en/environ/climate_change/disclosures/</a>	✓		
		3.2 External Auditors	-	Section 4.4 (1) Roles and Responsibilities of External Auditors	✓	
3.2.1	Section 4.3 (3) Relationship with External Auditors and the Internal Auditing Department		✓			
3.2.2	Section 4.2 (1) Roles and Responsibilities of the Board of Directors Section 4.3 (3) Relationship with External Auditors and the Internal Auditing Department ● Initiatives towards improving Board of Directors' effectiveness Page 14 <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a>		✓			

Corporate Governance Code			Corresponding articles in the OMRON Corporate Governance Policies		Implementation Status	
General Principle	Principle	Supplementary Principles			Comply	Explain
Section 4	Responsibilities of the Board	4.1 Roles and Responsibilities of the Board (1)	-	Section 4.2 (1) Roles and Responsibilities of the Board of Directors	✓	
			4.1.1	Section 4.2 (1) Roles and Responsibilities of the Board of Directors	✓	
			4.1.2	Section 2.1 (3) Constructive Dialogue with Shareholders Attachment - 1	✓	
			4.1.3	Section 4.5 (1) The CEO Selection Advisory Committee ● Initiatives towards improving Board of Directors' effectiveness Page 4 <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a>	✓	
		4.2 Roles and Responsibilities of the Board (2)	-	Section 4.2 (1) Roles and Responsibilities of the Board of Directors Section 4.5 (3) The Compensation Advisory Committee	✓	
			4.2.1	Section 4.5 (3) The Compensation Advisory Committee ● Compensation <a href="https://www.omron.com/global/en/about/corporate/governance/compensation/">https://www.omron.com/global/en/about/corporate/governance/compensation/</a>	✓	
			4.2.2	Section 4.2 (1) Roles and Responsibilities of the Board of Directors ● Sustainability Management <a href="https://sustainability.omron.com/en/omron_csr/sustainability_management/">https://sustainability.omron.com/en/omron_csr/sustainability_management/</a> ● Initiatives towards improving Board of Directors' effectiveness Page 16 <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a>	✓	
			-	Section 4.5 (2) The Personnel Advisory Committee Section 4.2 (4) Internal Control	✓	
			4.3.1	Section 4.5 (2) The Personnel Advisory Committee ● Management Team <a href="https://www.omron.com/global/en/about/corporate/governance/organization/">https://www.omron.com/global/en/about/corporate/governance/organization/</a>	✓	
			4.3.2	Policy Section 4 5.(1) The CEO Selection Advisory Committee, Corporate Governance Report ● Initiatives towards improving Board of Directors' effectiveness Page 4 <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a> <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/govlib/ar2011_the_appointment_of_a_new_president_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/govlib/ar2011_the_appointment_of_a_new_president_e.pdf</a>	✓	
	4.3 Roles and Responsibilities of the Board (3)	-	Section 4.5 (2) The Personnel Advisory Committee Section 4.2 (4) Internal Control	✓		
		4.3.1	Section 4.5 (2) The Personnel Advisory Committee ● Management Team <a href="https://www.omron.com/global/en/about/corporate/governance/organization/">https://www.omron.com/global/en/about/corporate/governance/organization/</a>	✓		
		4.3.2	Policy Section 4 5.(1) The CEO Selection Advisory Committee, Corporate Governance Report ● Initiatives towards improving Board of Directors' effectiveness Page 4 <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a> <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/govlib/ar2011_the_appointment_of_a_new_president_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/govlib/ar2011_the_appointment_of_a_new_president_e.pdf</a>	✓		
		4.3.3	Policy Section 4 5.(1) The CEO Selection Advisory Committee, Corporate Governance Report ● Corporate Governance Report Page 37 1. CEO Appointment/Dismissal	✓		
	4.3.4	Section 4.2 (4) Internal Control	✓			
	4.4 Roles and Responsibilities of Kansayaku and the Kansayaku Board	-	Section 4.3 (1) Roles and Responsibilities of the Audit & Supervisory Board	✓		
		4.4.1	Section 4.3 (1) Roles and Responsibilities of the Audit & Supervisory Board	✓		
	4.5 Fiduciary Responsibilities of Directors and Kansayaku	-	Section 4.6 (1) Directors Section 4.6 (3) Audit & Supervisory Board Members	✓		
	4.6 Business Execution and Oversight of the Management	-	Section 4.2 (2) Composition of Board of Directors	✓		
	4.7 Roles and Responsibilities of Independent Directors	-	Section 4.6 (2) Independent Outside Directors	✓		
	4.8 Effective Use of Independent Directors	-	Section 4.2 (1) Roles and Responsibilities of the Board of Directors	✓		
		4.8.1	Section 4.5 (4) Corporate Governance Committee ● Initiatives towards improving Board of Directors' effectiveness Page 14 <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a>	✓		
		4.8.2	Section 4.2 (2) Composition of Board of Directors	✓		
		4.8.3	N/A	-		
	Responsibilities of the Board	4.9 Independence Standards and Qualification for Independent Directors	-	Section 4.6 (5) Independence Criteria	✓	
			-	Section 4.1 Organizational Structure	✓	
		4.10 Use of Optional Approach	4.10.1	Section 4.2 (2) Composition of Board of Directors Section 4.5 (1) The CEO Selection Advisory Committee (2) The Personnel Advisory Committee (3) The Compensation Advisory Committee (4) Corporate Governance Committee ● Corporate Governance Framework <a href="https://www.omron.com/global/en/about/corporate/governance/chart/">https://www.omron.com/global/en/about/corporate/governance/chart/</a>	✓	
			-	Section 4.5 (2) The Personnel Advisory Committee Section 4.6 (3) Audit & Supervisory Board Members Section 4.5 (4) Corporate Governance Committee	✓	
			4.11.1	Section 4.2 (2) Composition of Board of Directors Section 4.5 (2) The Personnel Advisory Committee Section 4.6 (1) Directors, Corporate Governance Report, etc. ● Corporate Governance Report Page 37 3. Policy and Procedures for the Election of Directors and Audit & Supervisory Board Members	✓	
			4.11.2	Section 4.6 (2) Independent Outside Directors ● CONVOCAZIONE NOTICE FOR GENERAL MEETING OF SHAREHOLDERS <a href="https://www.omron.com/global/en/assets/file/ir/shareholder/convocation_notice_for_the_86th_ordinary_general_meeting_of_shareholders.pdf">https://www.omron.com/global/en/assets/file/ir/shareholder/convocation_notice_for_the_86th_ordinary_general_meeting_of_shareholders.pdf</a>	✓	
			4.11.3	Section 4.5 (4) Corporate Governance Committee, Corporate Governance Report, etc. ● Initiatives towards improving Board of Directors' effectiveness <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a>	✓	
		4.12 Active Board Deliberations	-	Section 4.2 (3) Chair of the Board of Directors	✓	
			4.12.1	Section 4.6 (6) Support Structure	✓	
4.13 Information Gathering and Support Structure		-	Section 4.6 (6) Support Structure	✓		
	4.13.1	Section 4.6 (1) Directors Section 4.6 (2) Independent Outside Directors Section 4.6 (3) Audit & Supervisory Board Members Section 4.6 (4) Independent Outside Audit & Supervisory Board Members	✓			
	4.13.2	Section 4.6 (6) Support Structure	✓			
	4.13.3	Section 4.2 (1) Roles and Responsibilities of the Board of Directors Section 4.3 (1) Roles and Responsibilities of the Audit & Supervisory Board Section 4.3 (3) Relationship with External Auditors and the Internal Auditing Department Section 4.6 (6) Support Structure	✓			

Corporate Governance Code				Corresponding articles in the OMRON Corporate Governance Policies		Implementation Status	
General Principle		Principle		Supplementary Principles		Comply	Explain
Section 4	Responsibilities of the Board	4.14	Director and Kansayaku Training	-	Section 4.6 (7) Training Policy	✓	
				4.14.1	Section 4.6 (7) Training Policy ●Initiatives towards improving Board of Directors' effectiveness Page 14 <a href="https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf">https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf</a>	✓	
				4.14.2	Section 4.6 (7) Training Policy	✓	
Section 5	Dialogue with Shareholders	5.1	Policy for Constructive Dialogue with Shareholders	-	Section 2.1 (3) Constructive Dialogue with Shareholders .Attachment - 1	✓	
				5.1.1	Section 2.1 (3) Constructive Dialogue with Shareholders .Attachment - 1	✓	
				5.1.2	Section 2.1 (3) Constructive Dialogue with Shareholders .Attachment - 1	✓	
				5.1.3	Section 2.1 (3) Constructive Dialogue with Shareholders .Attachment - 1	✓	
		5.2	Establishing and Disclosing Business Strategy and Business Plan	-	Section 2.1 (3) Constructive Dialogue with Shareholders .Attachment - 1, Integrated Report, etc. ●ROIC Management <a href="https://www.omron.com/global/en/assets/file/ir/irlib/ar22e/OMRON_Integrated_Report_2022_en_08.pdf">https://www.omron.com/global/en/assets/file/ir/irlib/ar22e/OMRON_Integrated_Report_2022_en_08.pdf</a> <a href="https://www.omron.com/global/en/assets/file/ir/irlib/20220309_presentation_script_e.pdf">https://www.omron.com/global/en/assets/file/ir/irlib/20220309_presentation_script_e.pdf</a>	✓	
				5.2.1	Section 2.1 (3) Constructive Dialogue with Shareholders .Attachment - 1, Integrated Report, etc. <a href="https://www.omron.com/global/en/assets/file/ir/irlib/ar21e/OMRON_Integrated_Report_2021_en_A3.pdf">https://www.omron.com/global/en/assets/file/ir/irlib/ar21e/OMRON_Integrated_Report_2021_en_A3.pdf</a>	✓	

To strengthen constructive dialogue with investors, we will describe our implementation status in addition to policies regarding the following principles stated in the Corporate Governance Code.

### 1. CEO Appointment/Dismissal [Supplementary Principles 4-3 (2) (3)]

Board of Directors takes the appointment and dismissal of the CEO as one of the highest-priority matters in management oversight. Accordingly, the CEO Selection Advisory Committee, dedicated to the nomination of candidates for the CEO, annually evaluates the performance of the CEO and nominates candidates for the CEO based on the results of the evaluation, thereby maintaining the transparency, objectivity, and timeliness of the CEO appointment process. As such, the Company annually appoints a CEO for the succeeding fiscal year based on the evaluation reflecting the Company's business results, etc. and thus has established a system for deliberating the re-appointment or dismissal of the current CEO based on the business results, etc.

### 2. Director/Executive Officer Appointment/Dismissal [Principle 3-1 (iv)]

Board of Directors takes the appointment and dismissal of directors/executive officers as one of the highest-priority matters in management oversight. Accordingly, the Personnel Advisory Committee annually evaluates the performance of directors/executive officers in accordance with the criteria for selection, and nominates candidates for directors/executive officers based on the results of evaluation. By doing so, the Company has established transparent, objective, and timely procedures for appointment. As such, the Company annually appoints directors/executive officers for the succeeding fiscal year based on the evaluation reflecting the Company's business results, etc., and thus has established a system for deliberating re-appointment or dismissal of the current directors/executive officers based on the business results, etc.

### 3. Policy and Procedures for the Election of Directors and Audit & Supervisory Board Members [Principle 4-11 (1)]

#### [Policy regarding Composition of the Board of Directors]

In order to strengthen the supervision function of the Board of Directors, at the Company, management oversight and business execution are kept separate, and a majority of the Board of Directors shall consist of Directors who are not involved with business execution. In addition, at least one-third of the Board of Directors shall consist of Outside Directors. Regarding Outside Directors and Outside Audit & Supervisory Board Members, from the perspective of ensuring their independence, they are elected in accordance with the Company's "Independence Requirements for Outside Executives." Based on the above, regarding Directors and Audit & Supervisory Board Members who make up the members of the Board of Directors, the Company shall select human resources who possess experience, specialized knowledge and insights necessary for the realization of the management vision, thereby ensuring sufficient diversity in the Board of Directors.

#### [Policy regarding Appointment of Directors and Audit & Supervisory Board Members]

- Directors, Audit & Supervisory Board Members, and Executive Officers are composed of human resources with the experience, specialized knowledge and insight necessary for the realization of the management vision.
- The Personnel Advisory Committee seeks to diversify Directors, Audit & Supervisory Board Members, and Executive Officers (experience, specialized knowledge, insight, gender, internationality, age, etc.) in order to respond swiftly to global growth, enhanced competitiveness, and significant changes in the business environment.
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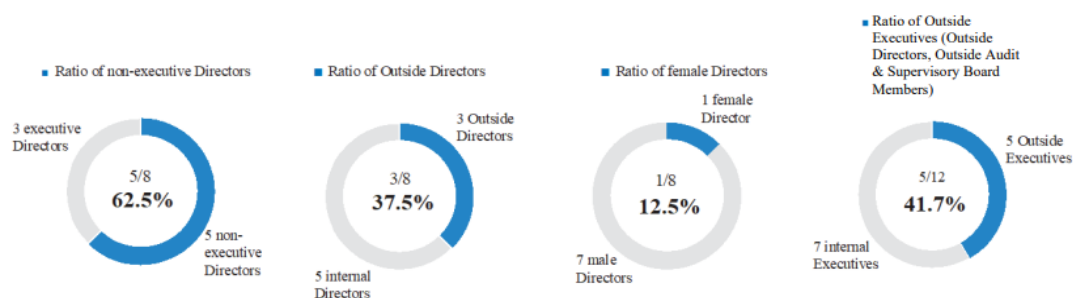
#### [Criteria for Appointment of Outside Directors]

Outside Directors are deeply involved in the CEO Selection Advisory Committee, which specializes in matters such as the appointment of the President, which is the top-priority matter in management oversight. In order to establish a highly transparent and objective system for appointing a President and CEO, Outside Directors must have management experience or equivalent experience.

#### [Criteria for Appointment of Outside Audit & Supervisory Board Members]

Audit & Supervisory Board Members must possess the necessary insight, high ethical standards, fairness, and integrity as an Audit & Supervisory Board Member, as well as specialized knowledge in law, finance, accounting, management, or other areas.

## [Composition of Board of Directors]



## [Main Areas of Expertise and Specialization of Directors and Audit & Supervisory Board Members (Skill Matrix)]

- Areas of expertise and specialization (skills) required for Directors and Audit & Supervisory Board Members for the realization of the long-term vision "SF2030"

Areas of expertise and specialization(skills)	Definitions of skills
Corporate Management	Experience as Chairman/President or equivalent experience (experience as Representative Director, etc.)
Sustainability, ESG	Possesses business, management experience, and specialized knowledge related to sustainability and ESG
New business creation, innovation	Possesses business, management experience, and specialized knowledge related to new business and innovation
Technology, production, quality	Possesses business, management experience, and specialized knowledge related to technology, production, and quality
DX, IT	Possesses business, management experience, and specialized knowledge related to DX and IT
Human resource development, diversity, human resource management	Possesses business, management experience, and specialized knowledge related human resource development, diversity, and human resource management
Financial accounting	Qualified as a CPA, CFO experience, business experience in financial institutions and accounting departments, and listed company management experience
Legal affairs, compliance, internal control	Qualified as an attorney, experience as an auditor, work experience in legal and internal audit departments
Global experience	Global experience, overseas business experience

\*Aiming for 3 years of experience or more

## [Main Areas of Experience and Specialties of Directors and Audit & Supervisory Board Members]

Position and name	Corporate management	Sustainability ESG	New business creation innovation	Technology production quality	DX IT	Human resource development, diversity, human resource management	Financial accounting	Legal affairs, compliance, internal control	Global experience	Background and Qualifications
Chairman of the Board Yoshihito Yamada	●	●					●		●	
President and CEO Junta Tsujinaga	●			●	●				●	
Representative Director, Executive Officer and Executive Vice President, CTO Kiichiro Miyata	●		●	●	●				●	
Director, Senior Managing Executive Officer, CHRO Masahiko Tonita		●				●			●	
Director Shizuto Yukumoto					●				●	
Outside Director Takehiro Kamigama	●	●	●	●	●		●		●	Manufacturing industry
Outside Director Izumi Kobayashi	●	●	●			●	●		●	Finance and international organization
Outside Director Yoshihisa Suzuki	●	●	●	●	●		●		●	General trading company
Audit & Supervisory Board Member Shuji Tamaki								●	●	International lawyer
Audit & Supervisory Board Member Toshio Hosoi			●		●					
Outside Audit & Supervisory Board Member Hideyo Uchiyama	●	●					●	●	●	Certified Public Accountant
Outside Audit & Supervisory Board Member Tadashi Kunihiro	●	●						●	●	Lawyer

### 4. Overview of initiatives towards improving Board of Directors' effectiveness [Principle 4-11 (3)]

"Initiatives towards improving Board of Directors' effectiveness" is available at the OMRON Group Website:  
[https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601\\_governance\\_effectiveness\\_e.pdf](https://www.omron.com/global/en/assets/file/about/corporate/governance/chart/20230601_governance_effectiveness_e.pdf)

### 5. Status of initiatives towards improving the Audit & Supervisory Board's effectiveness

For details, please refer to the following link.  
[https://www.omron.com/global/en/assets/file/ir/shareholder/convocation\\_notice\\_for\\_the\\_86th\\_ordinary\\_general\\_meeting\\_of\\_shareholders.pdf#page=72](https://www.omron.com/global/en/assets/file/ir/shareholder/convocation_notice_for_the_86th_ordinary_general_meeting_of_shareholders.pdf#page=72)

## 6. Advisory Committees Activities and Activity Status

CEO Selection Advisory Committee		Personnel Advisory Committee	
Members	Five members (three Outside Directors and two internal Directors)	Members	Five members (three Outside Directors and two internal Directors)
Chairman	Outside Director	Chairman	Outside Director
Committee composition	<ul style="list-style-type: none"> <li>The majority shall be Outside Directors</li> <li>The two internal Directors shall be non-executive Directors (the President and CEO is not a member of the committee)</li> </ul>	Committee composition	<ul style="list-style-type: none"> <li>The majority shall be Outside Directors</li> <li>The Chairman of the Board of Directors and the President and CEO are not members of the committee</li> </ul>
Number of meetings held	3	Number of meetings held	7
Attendance rate	100%	Attendance rate	100%
Matters deliberated and matters reported	<ul style="list-style-type: none"> <li>Narrowing down of candidates based on engagement surveys, 360-degree evaluations, and third-party evaluation results</li> <li>Identification of candidates through contact opportunities such as interviews (conducted on a separate occasion from the committee meetings)</li> <li>Determination of candidates for President</li> <li>Determination of a successor in the event of a crisis in fiscal 2023</li> </ul>	Matters deliberated and matters reported	<ul style="list-style-type: none"> <li>Determination of criteria for appointing Directors, Audit &amp; Supervisory Board Members, and Executive Officers</li> <li>Determination of Director candidates, Audit &amp; Supervisory Board Member candidates, and Executive Officer personnel</li> <li>Reporting on succession planning for management executives</li> <li>Reporting on the list of candidates for Outside Director and Outside Audit &amp; Supervisory Board Member</li> <li>Determination of the members of each Advisory Committee</li> </ul>

Compensation Advisory Committee		Corporate Governance Committee	
Members	Five members (three Outside Directors and two internal Directors)	Members	Five members (three Outside Directors and two Outside Audit & Supervisory Board Members)
Chairman	Outside Director	Chairman	Outside Director
Committee composition	<ul style="list-style-type: none"> <li>The majority shall be Outside Directors</li> <li>The Chairman of the Board of Directors and the President and CEO are not members of the committee</li> </ul>	Committee composition	<ul style="list-style-type: none"> <li>Composed of Outside Directors and Outside Audit &amp; Supervisory Board Members</li> </ul>
Number of meetings held	5	Number of meetings held	2
Attendance rate	96%	Attendance rate	100%
Matters deliberated and matters reported	<ul style="list-style-type: none"> <li>Determination of compensation policy and compensation structure for Directors</li> <li>Reporting on the compensation policy and compensation structure for Executive Officers</li> <li>Determination of compensation levels and tables for Directors and Executive Officers</li> <li>Determination of compensation for foreign Executive Officers</li> <li>Determination of evaluation criteria and payment amounts for Director bonuses and stock compensation</li> <li>Determination of evaluation criteria and payment amounts for Executive Officer bonuses and stock compensation</li> </ul>	Matters deliberated and matters reported	<ul style="list-style-type: none"> <li>Evaluation of effectiveness of the Board of Directors in fiscal 2022</li> </ul>

## 7. Action to Realize Capital Cost- and Stock Price-Conscious Management (Updated)

In response to a request dated March 31, 2023 from the Tokyo Stock Exchange, the Company has disclosed the "Action to Realize Capital Cost- and Stock Price-Conscious Management" on the following website.

[https://www.omron.com/global/en/assets/file/ir/irlib/ar22e/OMRON\\_Integrated\\_Report\\_2022\\_en\\_08.pdf](https://www.omron.com/global/en/assets/file/ir/irlib/ar22e/OMRON_Integrated_Report_2022_en_08.pdf)

[https://www.omron.com/global/en/assets/file/ir/irlib/ar22e/OMRON\\_Integrated\\_Report\\_2022\\_en\\_27.pdf](https://www.omron.com/global/en/assets/file/ir/irlib/ar22e/OMRON_Integrated_Report_2022_en_27.pdf)

## 8. Promoting Shareholder Engagement and Related Disclosure (Updated)

In response to a request dated March 31, 2023 from the Tokyo Stock Exchange, the Company has disclosed the "Promoting Shareholder Engagement and Related Disclosure" on the following website.

<https://sustainability.omron.com/en/stakeholders/stockholder/>