

Better through Sensing



MEMBERSHIP

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In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.

December 15, 2025

To whom it may concern:

Company name: T. HASEGAWA CO., LTD.
Listing: Prime Market, Tokyo Stock Exchange
Stock code: 4958
URL <https://www.t-hasegawa.co.jp/>
Representative: President Kenji Hasegawa
Inquiries: Senior Vice President Jun Takizawa
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Notice Concerning Change in Basic Policy on Corporate Governance

T. HASEGAWA CO., LTD. (the “Company”), hereby announces that it has resolved, at a meeting of the Board of Directors on December 15, 2025, to change its Basic Policy on Corporate Governance.

Details of the Revision: Changes have been underlined.

Before the change	After the change
Chapter 1 Article 3 (General Meeting of Shareholders)	
2. For information deemed necessary for the exercise of appropriate judgment by shareholders at the General Meeting of Shareholders, the Company shall enhance the content of the notice of convocation and provide such information by disclosing quarterly financial results, annual securities reports, <u>quarterly</u> securities reports, presentation slides, timely disclosure documents, and other IR documents on the Company's website in a timely manner.	2. For information deemed necessary for the exercise of appropriate judgment by shareholders at the General Meeting of Shareholders, the Company shall enhance the content of the notice of convocation and provide such information by disclosing quarterly financial results, annual securities reports, <u>semiannual</u> securities reports, presentation slides, timely disclosure documents, and other IR documents on the Company's website in a timely manner.
Chapter 1 Article 4 (Basic policy on capital policies)	
With respect to shareholder returns, the Company's basic policy is to return profits to shareholders in accordance with its business performance while securing internal reserves necessary for reinforcing the Group's management base and future business development. The Company shall pay dividends of	With respect to shareholder returns, the Company's basic policy is to return profits to shareholders in accordance with its business performance while securing internal reserves necessary for reinforcing the Group's management base and future business development. The Company shall pay dividends of

surplus twice a year, interim and year-end dividends, <u>with a target of around 35% of the consolidated dividend payout ratio.</u>	surplus twice a year, interim and year-end dividends, <u>with a benchmark of a consolidated dividend on equity (DOE) ratio of 3% or higher.</u>
Chapter 3 Article 10 (Sustainability issues, including social and environmental issues)	
<p>3. The Company recognizes that passing on our irreplaceable Earth to future generations is the most important challenge shared by mankind, and, as a manufacturer of flavors and fragrances, the Company shall establish an environmental philosophy of acting in consideration of environmental protection in all of our business activities in order to clarify the Company's stance toward global environmental conservation.</p> <p>The Company shall also formulate the Environmental Safety <u>Activity</u> Policy, and each operations site shall implement specific policies and measures based on company-wide policies. The Environmental Safety <u>Activity</u> Policy shall be reviewed once a year to promote continual improvement.</p>	<p>3. The Company recognizes that passing on our irreplaceable Earth to future generations is the most important challenge shared by mankind, and, as a manufacturer of flavors and fragrances, the Company shall establish an environmental philosophy of acting in consideration of environmental protection in all of our business activities in order to clarify the Company's stance toward global environmental conservation.</p> <p>The Company shall also formulate the Environmental Safety Policy, and each operations site shall implement specific policies and measures based on company-wide policies. The Environmental Safety Policy shall be reviewed once a year to promote continual improvement.</p>
Chapter 5 Article 19 (Compensation of Directors)	
<p>3. The compensation for Directors (excluding Outside Directors) shall consist of basic compensation, bonuses, and <u>stock compensation-type stock options</u> for the purpose of raising morale and motivation to contribute to the medium- to long-term improvement of business performance and shareholder value.</p>	<p>3. The compensation for Directors (excluding Outside Directors) shall consist of basic compensation, bonuses, and <u>restricted stock compensation</u> for the purpose of raising morale and motivation to contribute to the medium- to long-term improvement of business performance and shareholder value.</p>
Chapter 6 Article 29 (Policy for constructive dialogue with shareholders)	
<p>The Company shall designate a <u>Director</u> in charge of IR and establish a system where the Corporate Planning Division, which is the department in charge of IR, actively engages in dialogue with shareholders and investors as a contact point. The <u>Director</u> in charge of IR shall respond to individual requests from shareholders and investors to the extent possible and reasonable.</p>	<p>The Company shall designate a <u>Corporate Executive Officer</u> in charge of IR and establish a system where the Corporate Planning Division, which is the department in charge of IR, actively engages in dialogue with shareholders and investors as a contact point. The <u>Corporate Executive Officer</u> in charge of IR shall respond to individual requests from shareholders and investors to the extent possible and reasonable.</p>

<p>2. The Company shall hold financial results briefings twice a year to provide opportunities for the <u>President and</u> Representative Director to explain the outline of financial results and management strategies, and make efforts to create opportunities to deepen the understanding of the Company's management strategies, etc.</p>	<p>2. The Company shall hold financial results briefings twice a year to provide opportunities for the Representative Director to explain the outline of financial results and management strategies, and make efforts to create opportunities to deepen the understanding of the Company's management strategies, etc.</p>
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