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The corporate governance of Wacom Co., Ltd. (the "Company") is described below.

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

1. Basic Views

The Company believes that it is a foundation for sustainable growth of corporate value, to comply with laws and regulations and sincerely fulfill its social responsibilities as a listed company conducting business globally, and to enhance management transparency and the reliability of disclosures, which protects the benefit of stakeholders, including shareholders and customers and is the foundation for achieving long-term, continuous improvement in corporate value. Therefore, the Company believes that its most important responsibilities of the entire group are to fully commit to compliance that can realize vision as its basic policy for corporate activities, and to establish and operate an effective internal control system that should continuously enhance corporate governance.

Reasons for Non-compliance with the Principles of the Corporate Governance Code

(Supplementary Principle 2-4① Ensuring Diversity)

The Company and its subsidiaries (the Company group, the group) sees itself as an "Instrument Craftsman" delivering "meaningful experiences for people", empowers individuals to liberate themselves, live authentically, and engage in co-creation with customers and communities through their best-ever performance. It places great importance on creating such an environment. Rather than focusing on the collective, the Company group engages with each individual, respecting their unique thoughts and passions, and strives to implement the most tailored human resource initiatives possible.

1.Governance

The governance structure related to human capital is led by the President and CEO, who serves as the chairperson, and is composed of the HR Core Team. This team includes HR heads from each region and HR business partners responsible for key business divisions (comprising two Japanese members, one American, one Chinese, and one German). They discuss and implement major HR initiatives across the entire group. Significant organizational restructurings, personnel transfers, and the introduction or revision of key HR policies are properly reported to the Board of Directors and executed under their supervision and with their guidance after discussion and resolution at the Human Resources Committee convened by the HR Core Team. Valuing diversity is one of the most important and fundamental policies. While respecting the cultures of each region, the group implements initiatives that support the growth of each individual by closely aligning with their unique needs.

2.Strategy

a. Appointment of talent regardless of personal attributes such as gender, nationality, or age.

The Company group has approximately 1,000 team members working around the world, about half of whom are employed locally at its group companies outside Japan, working under local leadership, and leveraging the unique cultures and business characteristics of each country.

For key management positions, the Company group prioritizes passion and capability to fulfill the mission above personal attributes such as gender, nationality, or age, and appoints individuals based on their merit and commitment. In each major business domain, the Company group designates executive leaders who are responsible for operations. Among the ten executive leaders, two are non-Japanese nationals (including one woman) and one is a Japanese woman. This structure enables the Company group to incorporate diverse perspectives and deliver the “inking experience” as a new form of value to various communities. As of the fiscal year ended March 2026, the rate of female team members in managerial positions was 23.2%.

b. Freedom from time and location constraints.

Within the Company group, not only in Japan but across all regions, we have established a system that allows employees to freely choose their place of work, within the bounds of each country’s labor laws. Commuting to the office is not mandatory and is left to individual discretion. Similarly, working hours are based on a flexible schedule. In Japan, we have adopted a super-flex system with no core hours, allowing employees to freely determine their start and end times based on personal discretion and work requirements. In many regions, similar working styles have been implemented to the extent permitted by local labor laws. By removing the constraints of time and location, the Company has created an environment that supports working styles tailored to individual lifestyles, fostering a culture where free and creative thinking can flourish.

c. Living better- Implementation of Health and Productivity Management

As mentioned above, many team members of the Company group are actively utilizing systems such as super-flex and shortened working hours to balance family responsibilities and work, enabling them to return to their roles without taking a career break. In Japan, the male childcare leave utilization rate of the Company for the fiscal year ended March 2026 was 60.0%. In addition, many male team members participate in childcare before and after childbirth by using paid leave. As for the female team members, the return-to-work rate after maternity and childcare leave was 100% in the fiscal year ended March 2026. Upon returning to work, Human Resources and the relevant department heads conduct interviews with returning members to understand their situations and support a smooth and manageable reintegration plan. Furthermore, by utilizing the flexibility in choosing work locations, there are team members not only in Japan but also in other countries who have returned to their hometowns to care for elderly parents while continuing to work. The Company group places great importance on creating an environment where team members can continue working as much as possible, developing systems and fostering a culture of understanding and support.

In addition, in Japan, the Company group also places a strong emphasis on health and productivity management, offers bi-monthly health consultations with an occupational physician, has introduced a health consultation app, and shares the results of annual stress checks with management to ensure the ongoing well-being of its team members.

d. Human Resource Strategy

(1) Talent Development and Reskilling

To increase experience and leverage it for new business creation and technological innovation, the Company places great importance on learning through practice and failure. It assigns passionate talent to key projects and strives to develop individuals who can eventually take on core roles in the business.

1.The Company group appoints team members as leaders of the product planning team called the "Extended Core (ETC)" teams based on passion and a certain level of experience at Wacom, regardless of age or current position, even if they have no prior experience in product planning. Those selected are entrusted with authority and assigned to lead product development initiatives.

2.The Company group forms “Task Force Teams (TFT)” to address urgent and critical issues. Even recent graduates, including Generation Z members, are appointed as core members of these teams.

3. The Company group values living and learning together with the communities. Its team members actively participate in the “Connected Ink” event, where they present project outcomes on stage alongside customers and partner companies, or co-host booths with customers. These experiences provide valuable opportunities to engage directly with its business and communities, fostering significant personal and professional growth. In addition, recognizing that every member has connections to communities outside the group, we support initiatives that embody one of Wacom Chapter 4 strategic directions: “Living with Communities.” This includes encouraging activities beyond the workplace, such as community engagement, side jobs, and dual employment, as part of its broader commitment to supporting diverse and meaningful ways of working.

4.The Company actively promotes talent exchange with technology communities and business partners. By engaging with communities specializing in AI, DX, and new business creation, as well as other technology communities, it increases opportunities to access the latest information and enhances individual skills.

5.The Company introduces an internal job posting system to increase opportunities for team members to design and build their own careers.

6.The Company respects team members’ motivation for self-directed learning and provided an e-learning platform across the Wacom Group. All team members—regardless of country or employment type—can access learning resources whenever they wish.

(2) Organizational and Culture Strategy

The Company conducts an annual pulse survey (engagement survey) across the entire Wacom Group to objectively measure team member engagement and expectations toward the Company. The survey results are immediately shared with the Board of Directors and monitored as key management indicators. Most recently, a global pulse survey was conducted in February 2026. In response to the question “I am excited about Wacom’s future,” 72% of all respondents answered, “Strongly Agree” or “Agree.” Additionally, the survey includes an open-comment section, where team members provided feedback such as improving opportunities for information sharing from management, enhancing communication between departments, and increasing transparency around product and technology roadmaps. The response rate for the survey was 62%.

The KPI for the survey is not only to improve the engagement score but also to gather input from as many team members as possible. The Company aims for a response rate of 70% or higher and will continue conducting the survey to strengthen its organizational culture.

3. Risk Management

As an instrument craftsman pursuing the ultimate “Inking (Kaku)” experience, the value foundation of the Company group is firmly supported by advanced technological capabilities. The Company group believes that nurturing and securing engineers who drive technological innovation is of utmost importance, and it is deeply committed to talent development. However, the training process can be time-consuming, and securing and retaining top talent carries the potential risk of rising personnel costs in the future. Furthermore, the Company group conducts annual refresher training on its Code of Ethics Business Conduct, providing all team members with an opportunity to reaffirm their understanding of workplace ethics. Over 90% of team members across the group complete this training each year.
In the event of any issues, the Company group has established a group-wide risk hotline system that allows for swift and anonymous reporting, ensuring flexible and prompt responses. The Company group also strives to create an office environment where every team member can engage directly with the President and CEO. The Human Resources team and department heads of the Company group maintain a culture of attentive listening and personalized support, working closely with individuals to resolve issues with care and respect.

4. Indicators and Targets

In promoting “Wacom Chapter 4”, the Company recognizes that, in addition to its current business development, further diversification of talent is essential as it strengthens service-based businesses and advances initiatives centered on the four core use cases. As noted above, the current proportion of female managers across the global Wacom Group is 23.2%. The Company has therefore set a target to increase this ratio to 30% by the end of the mid-term business plan, “Wacom Chapter 4”. This target reflects the Company’s view that appointing more female leaders will naturally become an important initiative as we build an organizational structure capable of responding to the increasing diversity of customer segments and users it aims to serve through future business expansion. It also reflects the Company’s assessment that, given the current ratio of female managers, the 30% target is both realistic and appropriate. While the Company’s ultimate goal remains unchanged—to foster a culture that ensures true diversity beyond visible attributes and enables all team members to fully demonstrate their strengths with a sense of purpose—it will continue to focus on developing talent who can drive our business forward.

Disclosure Based on each Principle of the Corporate Governance Code Updated

(Principle 1-4 Cross-Shareholdings)

The Company may hold cross-shareholdings when they are expected to create beneficial opportunities for the Company's future business, generate positive strategic synergies, and be economically rational. However, the Company shall not hold shares only for the purpose of short-term dividends nor capital gains. If the Company engages in cross-shareholdings, it shall regularly check business relationships with the issuer and proceed to examination on sale of shares held in case it concludes that the cross-shareholding does not contribute to enhancement of the business relationship. Regarding the exercise of voting rights pertaining to cross-shareholdings, the Company shall take into account whether each proposal will contribute to improving corporate value, not solely depending on the business relationship with the issuer.

(Supplementary Principle 1-4①② Cross-Shareholdings)

Even when a cross-shareholding shareholder expresses an intention to sell the Company's shares, we will not suggest changing business terms or otherwise encourage them to continue holding the shares. The Company shall regularly check business relationships with the shareholder and ensure that no unfair trade attributable to the cross-shareholding has been conducted.

(Principle 1-7 Related Party Transactions)

Regarding transactions with related parties conducted by members of the Board of Directors, the Board of Directors shall make resolution on whether to approve the transactions through careful deliberation in accordance with the Japanese Companies Act and other legislations. The Company has established a structure to properly monitor the transactions approved by the Board of Directors, requiring the relevant party to report the details of the transaction to the Board of Directors. For the resolution, the Board of Directors shall make a careful decision not to be against the common interests of the shareholders in light of duty of diligence and loyalty.

(Supplementary Principle 2-3① Cooperation with Stakeholders)

In the medium-term business plan "Wacom Chapter 4" announced in May 2025, the Company established the vision of “Life-long Ink” and five key strategic initiatives, to continue to provide meaningful experiences for people and society over the long-term, and to contribute to making this world more humane through its technology. In the direction, it also clearly sets out to contribute to the development of sustainable society through its technology, aims for meaningful and muti-dimensional growth in addition to financial growth, and cooperate deeply with community. The Company established its “Quality and Environmental Policy”, “Wacom Code of Ethics and Business Conduct” to make judgements and actions ethically and legally in its business, and “Wacom Suppliers Code of Conduct”, and asks its suppliers to comply with these policy and conducts.

(Principle 2-6 Roles of Corporate Pension Funds as Asset Owners)

It is not applicable due to no corporate pension plan in the Company.

(Principle 3-1 Full Disclosure)

(i) Corporate vision, business strategy, and business plan

The Company’s corporate vision, business strategies, and business plan are stated in the timely disclosure information, in which “Wacom Chapter 4: Medium-Term Business Plan” (from FY 3/2026 to FY 3/2029)” announced on May 2025. The Company has provided regular disclosures on the progress.

Wacom Chapter 4

Link to Medium-Term Business Plan: Wacom Chapter 4 (Explanatory material):

https://contents.xj-storage.jp/xcontents/AS95168/38b6f4bf/2d1b/412e/97d0/8cbbb0184141/20250509153350390s.pdf

Link to Business Report for FY3/2026 (April 2025 - March 2026) : Strategy Section (Explanatory material):

https://contents.xj-storage.jp/xcontents/AS95168/878203eb/6fd8/4cb3/8f96/a53c274d434b/20260508131142569s.pdf

(ii) Basic view and basic polity of corporate governance based on each principle of the concerned code

The Company believes that it is a foundation for sustainable growth of corporate value, to fulfill social responsibilities

as well as its compliance to legislation as a listed company conducting business globally, and to enhance transparency of management and reliability of disclosure, which will bring benefit to its shareholders, customers, and other stakeholders. Therefore, the Company believes that its most important responsibilities of the entire group are to fully commit to compliance that can realize vision as its basic policy for corporate activities, and to establish and operate an effective internal control system that should continuously enhance corporate governance.

(iii) The Board of Directors' policies and procedures in determining the compensation for the senior management and directors

The Compensation Committee (which is an optional committee and composed of three or more directors of which more than half are outside directors) shall prepare a draft of method for calculating individual amount of compensation for directors (excluding Audit Committee member) with reference to the surveys on director's compensation of the other companies, which are the same size as the Company, and the survey results by an external research organization, and propose it to the Board of Directors,. The Board of Directors shall deliberate and resolve the proposal by the Compensation Committee, and delegate to the President & representative director of the Board of Directors and chairperson of the Compensation Committee to decide the individual amount of compensation for directors (excluding Audit Committee member).The amount of compensation for each director of the Company is composed of a fixed salary, which is paid monthly as basic compensation to all directors, and short-term incentives and long-term incentives, which is paid to directors (excluding outside directors). In addition to the restricted stock compensation plan resolved at the 37th Ordinary Shareholders' Meeting held on June 26, 2020, a performance-linked restricted stock compensation plan has been newly introduced following the resolution at the 43rd Ordinary Shareholders' Meeting held on June 25, 2026.

The compensation structure for Directors allocates 45% to 62% of total compensation to fixed compensation depending on position, 21% to 30% to cash-based short-term incentives, and 17% to 25% to stock-based long-term incentives.

Short-term incentives are performance-linked compensation (bonuses) consisting of company performance and individual performance and are paid once a year at a fixed timing The company performance portion is calculated based on the performance targets for a single year, and the individual performance portion is calculated based on the individual performance evaluation. The payment is made at a rate between 0%-200% depending on the achievement rate. Long-term incentives for directors are composed of stock price-linked compensation, and the decision of whether or not to implement the program shall be made by the Board of Directors every year. The proportion of each compensation out of total long-term incentives shall be determined by the Board of Directors upon the proposal of the Compensation Committee. As for the stock price-linked compensation, in the form of a pre-delivery restricted stock compensation plan, the Company shall grant monetary compensation claims to the eligible directors for the allotment of restricted stock, each fiscal year in principle, upon a resolution by the Board of Directors of the Company, and by having them make contribution in kind using all the monetary compensation claims as contributed assets, shall issue or dispose of its shares of common stock to the eligible directors and release the transfer restriction when the directors retire.

In principle, the total number of common stocks issued or disposed of by the Company under this plan is capped at 200,000 shares per year, and the paid-in amount per share is set at the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day prior to the date of the Board of Directors' resolution. The

specific timing and allocation of grants to each eligible director are determined by the President & CEO and the Chair of the Compensation Committee, under delegation from the Board of Directors.
The performance-linked restricted stock compensation plan is designed to enhance medium- to long-term corporate value and strengthen alignment with shareholder value. Under this plan, the amount of monetary compensation claims associated with the grant of restricted stocks is determined based on the achievement level of medium- to long-term performance indicators. The performance evaluation period covers multiple fiscal years and is initially set as the three fiscal years from FY 3/2027 to FY 3/2029. The performance indicators are the Total Shareholder Return (TSR) relative to the TOPIX growth rate (including dividends), referred to as “relative TSR,” and Return on Equity (ROE). Based on the achievement of these indicators, the number of shares to be delivered will vary within a range of 0% to 200%. Each indicator is weighted at 50%, and the final payout ratio is calculated as follows:
For relative TSR, if the Company’s TSR falls below the TOPIX growth rate (including dividends), the payout ratio is set at 0%

Final payout ratio = (Relative TSR evaluation × 50%) + (ROE evaluation × 50%)

The total amount of monetary compensation related to the stock-based compensation, when combined with the pre-delivery restricted stock compensation plan, is capped at ¥50 million per year. The total number of shares of the Company’s common stock to be issued or disposed of under this scheme is limited to 200,000 shares per year. The paid-in amount per share is determined based on the closing price of the Company’s common stock on the Tokyo Stock Exchange on the business day prior to the date of the Board of Directors' resolution.
The stocks delivered under this plan are subject to transfer restrictions, which apply from the allotment date until the director’s retirement. As a general rule, the transfer restrictions are lifted upon the expiration of this period; however, if certain events occur—such as violations of laws or regulations—the Company may acquire the shares without compensation.
In introducing the performance-linked restricted stock compensation plan, the Company will also establish Clawback clause, which allows the Company to demand the return of all or part of the compensation if certain events occur, and Malus clause, which allows the Company to reduce or forfeit the compensation before payment or vesting if certain events occur. The applicability and specific details of these provisions will be determined by the Board of Directors following deliberation by the Compensation Committee.

(iv) The Board of Directors’ policies and procedures in appointment and dismissal of the senior management, and in nominating candidates of directors
Regarding the representative director and directors of the Board of Directors, and executive managers, the Nominating Committee, which is composed of seven outside directors and headed by an outside director sets the criteria for selecting candidates and shall make a proposal to the Board of Directors for nomination. To select candidates, the Board of Directors comprehensively takes into main account understanding and sympathy for corporate vision and strategies, leadership and qualification, ability of business execution and its expertise, and job experience in a listed company or global company.
If the representative director, a director, or an executive manager no longer satisfies the criteria for candidate selection or violates criteria for dismissal of representative director set by the Nominating Committee, the Committee

shall make a proposal to the Board of Directors for dismissal of the said person.

(v) Explanation on the individual appointment, dismissal, and nomination, when the Board of Directors make appointment or dismissal of senior management, and appointment of candidates for director, based on (iv).
When the Board of Directors make appointment of candidates for director or proposal for dismissal of director in office, the Company shall make explanation of the said person in the Notice of the Ordinary Shareholders' Meeting.

Link to "Notice of the 43rd Ordinary Shareholders' Meeting":
https://contents.xj-storage.jp/xcontents/AS95168/f264fb19/3c4c/4a31/bf58/4a7b76fe7609/20260529080741486s.pdf

(Supplementary Principle 3-1③ Appropriate Disclosure and Ensuring Transparency)
In the medium-term business plan "Wacom Chapter 4" announced in May 2025, the Company aims to continue to deliver meaningful experiences for people and society over the long-term and to contribute to making this world more humane through its technology. Under the vision of "Life-long Ink", the Company is committed to pursuing the ultimate "Inking (Kaku)" experience as an instrument craftsman, while also reducing environment impact, and recognizes that addressing sustainability-related challenges is a key element of its business strategy.
The Company introduces its vision related to sustainability and initiatives, information related to sustainability and investment on human capital, and others, in its web site.
The Company also invests in and utilizes intellectual property which is an important management resources, thoroughly pursuing "Inking Experience" while further advancing the "Drawing/Writing" experience. The Company has built a patent portfolio by focusing on acquiring patents which has strong impact to the other companies to secure competitive advantages, actively purchasing high-value patents owned by the other companies which contribute to the earlier launch of new businesses, and selecting patents by anticipating future trends of its business environment. In addition, the Company also strives to develop growth drivers as the future revenue sources, and maintains growth of the existing businesses as the current revenue sources, by utilizing patent portfolio in order to maximize negotiation power by appealing to business partners and imitating deterrence by implementing competitive products. Patent rights protecting various technologies and products are introduced in the web site."

Link to "Patent rights protecting various technologies and products":
https://www.wacom.com/ja-jp/patents

The Company recognizes climate change as important management issues, participates in The Japan Climate Initiative (JCI), supports for the recommendations of The Task Force on Climate-related Financial Disclosures (TCFD), and sets and announces a mid-term target on CO2 emissions to be achieved in FY2030.
①Governance
The Company group has established an ESG Task Force to ensure that the Board of Directors appropriately supervises and advises on important issues related to sustainability, such as climate change. The ESG Task Force meets regularly to examine specific sustainability policies, and consider strategies, measures, and progress toward environmental targets. Participants include the President and CEO, the CFO, the manager of the environmental

promotion section, the secretariat of the Compliance and Risk Committee, and IR staff. Of the matters discussed by the ESG Task Force, important subjects—particularly those related to management risks and opportunities—are reported annually to the Board of Directors, which includes outside directors.

②Strategy

Through the ESG Task Force, the Company group collects data within the parameters necessary to identify and assess climate change-related risks and opportunities and analyzes the degree of business impact. In considering and analyzing the degree of impact and potential countermeasures, the Company evaluates the degree of impact qualitatively and quantitatively, utilizing scenarios published by the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC).

The Company conducted scenario analysis during the fiscal year ended March 2023 based on two scenarios: a world in which global warming becomes more serious (4°C scenario) and a world in which the transition to decarbonization accelerates (1.5°C scenario), and analyzed possible impact as of the year 2030. In the process of analysis, the Company recognizes physical risks, such as flood damage caused by weather-related disasters at domestic and especially overseas bases, and transition risk for decarbonization including carbon pricing in consideration of its groups' CO2 emissions. On the other hand, the Company recognizes the potential business opportunities through its products and services that meet new customer needs, due to changes in various market trends aimed at climate change countermeasures and adaptation, which is expected to increase demand for pen tablet products in various situations such as when whole society goes paperless. Based on the above study and analysis, the Company believes that addressing climate change is not only a measure to avoid and mitigate risks but also a key management issue from the perspective of contributing to society, and will strive to promote these initiatives though integrating climate-related issues into its corporate strategy. For more details of analysis, the Company discloses them on its website.

③Risk Management

The Company group's climate change risk management framework is integrated and managed with other risk management processes by the Compliance Risk Committee, chaired by the Group CEO. The managers of each department, including its overseas subsidiaries, are required to report to this committee in the event of realized risks or material significant changes in the occurrence or predicted risks. The ESG Task Force identifies and evaluates risks related to climate change issues. For the related risks with a significant potential impact on the Company, the ESG Task Force shares information and collaborates with the Compliance Risk Committee to ensure appropriate management and supervision and minimize their potential impact on the Company. These activities are regularly reported to the Board of Directors by its Group CEO.

④Metrics and targets

As part of response to climate change, the Company participates in the Japan Climate Initiative (JCI) and has set and announced an intermediate target for CO2 emissions to be achieved by fiscal year 2030 in order to contribute to achieving global target of carbon neutrality by 2050 as Wacom. In April 2024, the Company established targets to reduce GHG Scope 1 and 2 emissions by 80% and Scope 3 emissions by 25% compared to 2021 as the base year. This target has been evaluated as being scientifically aligned with the 1.5°C level of the Science Based Targets

(SBT) framework, which defines greenhouse gas emission reduction goals in accordance with the Paris Agreement. In October 2024, the Company obtained official validation of our short-term SBT targets from the Science Based Targets initiative (SBTi). To enhance the reliability of environmental data, the Company conducted third-party verification of our GHG emissions (Scopes 1 to 3) through SOCOTEC Certification Japan. The Company group disclosed its activities related to greenhouse gas emissions and specific CO2 emissions reduction on its website, updating according to the progress and changes in external requests.

Link to environmental activities in “Eco Initiatives” on its website:

https://www.wacom.com/en-jp/eco-initiatives

Link to “Wacom Story Book” :

https://investors.wacom.com/en-jp/disclosed-information-and-reports/story-book/

(Supplementary Principle 4-1① Roles and Responsibilities of the Board(1))

While the Board of Directors makes resolutions in accordance with the Japanese Companies Act, etc., it also conducts efficient management by delegating its authority of business execution to group CEO (Chief Executive Officer) and responsible person of each department, based on the rules of the Board of Directors and the basic policy of internal controls, etc. Regarding the scope of authority, the Company controls business execution by clarifying the authority in the “Delegation of Authority” which it reviews regularly. (For the internal control system, please refer “Reference material: Schematic of Internal Control System and Risk Management System” in this “Corporate Governance Report”).

(Supplementary Principle 4-1③ Roles and Responsibilities of the Board(1))

In April 2017, the Board of Directors established the Nominating Committee, which set the selection criteria for the qualifications and desired characteristics of representative director, recommended a candidate to succeed the representative director, and made a proposal to the Board of Directors. The Board of Directors shall decide a candidate for succeeding representative director through thorough discussion upon proposal by the Nominating Committee.

The Company continues to consider the implementation of successor development plans.

(Supplementary Principle 4-2① Roles and Responsibilities of the Board(2))

In November 2018, the Company established the Compensation Committee of which an outside director takes office as a chairperson. The Compensation Committee took initiatives to review the compensation of directors of the Company and designed the compensation system. With the resolution of the 37th Ordinary Shareholders’ Meeting held on June 26, 2020, the Company introduced the restricted stock compensation plan.

(Supplementary Principle 4-2② Responsibilities of the Directors)

The Company recognizes that addressing issues concerning sustainability is an important element in its management strategies. Regarding issues related to sustainability, the Company has organized ESG (Environment, Social, Governance) task force led by its President & CEO and discusses goals, measures, and information disclosure, etc. In addition, the secretariat of ISO9001 and ISO14001 reports risks and opportunities caused by climate change to President & CEO at the management review, and also reports necessary points to the Board of

Directors.

Particularly regarding climate change initiatives, the Company has discussed at each internal department, organized departments for the purpose of developing environmentally friendly products and technologies. It is also working on a wide range of initiatives from “what we can do” to “development of new materials” in order to contribute to environment, such as adaption of easy-to-repair structure and easy-to-recycle metal parts, utilization of recycled plastic, simplification and use of recycled materials for product package, and development of new materials for environment care.

The Company indicates its approaches for sustainability through “Wacom Story Book” and its sequel, “Usui-Hon” (Japanese edition).

Link to “Wacom Story Book” and “Usui-Hon”:

https://investors.wacom.com/en-jp/disclosed-information-and-reports/story-book/

(Supplementary Principle 4-3②③ Roles and Responsibilities of the Board(3))

In April 2017, the Company established the Nominating Committee of which an outside director takes office as a chairperson, and engaged in selection of a candidate to succeed the representative director. The current representative director assumed office in April 2018.

The Nominating Committee formulated standards and procedures for dismissal of the representative director mainly from the viewpoints of qualifications, legislations, compliance, and financial performance. In the event representative director is in violation of the dismissal criteria, upon proposal from the Nominating Committee, the Board of Directors shall proceed to dismissal of the said representative director in accordance with predetermined procedures.

(Principle 4-8 Effective Use of Independent Directors)

The Company’s Board of Directors consists of ten directors, seven of whom meet the requirements for independent directors set by the Tokyo Stock Exchange (Note: The designation of one director as an independent director was deregistered through the "Independent Directors Notification" dated December 10, 2025). Seven independent outside directors are composed of persons with high experience in listed companies, professional knowledge and experience as a lawyer. The reasons for the appointment are described in detail in “II. Business Organization and Other Corporate Governance Systems for Decision-Making, Business Execution, and Management Oversight” of this Corporate Governance Report. Seven independent outside directors have sufficient qualifications in the light of purpose of this system. The Company believes that these independent outside directors can contribute to medium- and long-term improvement of corporate value.

Each chairperson of the Audit Committee, the Nominating Committee, and the Compensation Committee is serving as an independent outside director.

(Principle 4-9 Standards for Independence and Qualifications of Independent Directors)

The Company has established the independence standards of Outside Directors as follows, and appoints Outside Directors through judgement of their independence from the Company.

①Director (excluding outside director), corporate auditor (excluding outside corporate auditor), executive officer or employee of the Company or its subsidiaries in the ten years before taking office.

②Major shareholder, or director, auditor, accounting advisor, executive officer, manager or employee of the

shareholder, if the shareholder is corporation or owns/owned 10% or more its voting rights in the present or the past five years.

③The business partner that has made payment equivalent to 2% or more of the Company's annual consolidated net sales in the most recent fiscal year or the past three fiscal years, or, director, auditor, accounting advisor, executive officer, manager or employee of the business partner.

④The business partner that has received payment equivalent to 2% or more of the Company's annual consolidated net sales in the most recent fiscal year or the past three fiscal years, or director, auditor, accounting advisor, executive officer, manager or employee of the business partner.

⑤Partner or employee of audit corporation appointed by the Company in the past three years.

⑥Lawyer, certified public accountant, certified tax accountant or other consultant who has received money or other financial benefit of ten million yen or more per year on average for the past three years besides executive compensation.

⑦Person who has belonged to the organization such as corporation or union which has received donation of ten million yen or more from the Company in the past three years.

⑧A spouse, a relative within the second degree of kinship, or a cohabiting relative of any person falling under items ① to ⑦ above.

(Supplementary Principle 4-10① Utilization of Optional Structure)

In April 2017, the Company established the Nominating Committee which shall advise and make proposal to the Board of Directors in accordance with selection criteria of candidate for representative director, directors of the Board of Directors and important executive managers.

In November 2018, the Company established the Compensation Committee which shall advise and make proposal for formulation of compensation policy for representative director and directors of the Board of Directors, institutional design of compensation scheme, and others.

Both committees are chaired by independent outside directors and composed of independent outside directors.

(Supplementary Principle 4-11① Preconditions for ensuring the effectiveness of the Board of Directors)

The Company set the policy to select the most suitable candidate for director based on the standard of "person who can understand and promote corporate vision, management policy and values, and contribute to future-growth of corporate value from a long-term perspective", regardless of nationality or gender, whether they are internal or external, and aim to structure the Board of Directors with consideration for diversity. The Company created skill matrix and listed for the knowledge, experience, abilities, etc. in the specialized field of each director. Four of the independent outside directors have management experience as the representative directors of operating companies. One of the directors and Audit Committee members is a lawyer who is familiar with corporate legal affairs.

(For details of each director's skills, please refer to "Skill Matrix.")

(Supplementary Principle 4-11② Preconditions for ensuring the effectiveness of the Board of Directors)

The Company ensures that directors who are Audit Committee members can focus sufficient time and effort on duties necessary to execute their roles and responsibilities properly. If a director concurrently serves as a director

or equivalents of another listed company, the Company considers that the number of concurrent offices should be limited to the extent where the said director can ensure attendances at the Board of Directors of the Company, and shall disclose the status of concurrent offices and the number of attendances at the Board of Directors in the Notice of Ordinary Shareholders' Meeting of the Company.
Link to "Notice of the 43rd Ordinary Shareholders' Meeting":
https://contents.xj-storage.jp/xcontents/AS95168/f264fb19/3c4c/4a31/bf58/4a7b76fe7609/20260529080741486s.pdf

(Supplementary Principle 4-11③ Preconditions for ensuring the effectiveness of the Board of Directors)
The Company conducted the Board of Directors effectiveness evaluation in 2026 with the aim of enhancing the effectiveness of the Board and improving sustainable corporate value. The evaluation was carried out through responses to a questionnaire by each director, detailed interviews conducted by the Board Secretariat based on those responses, and subsequent discussions, analysis, and evaluation among the Board members.
The results confirmed that the effectiveness of the Board of Directors is being ensured, as each director recognizes their mission and fulfills the Board's roles and responsibilities through open, candid, and constructive discussions. At the same time, in light of the management environment surrounding the Company and the governance-related feedback received from shareholders and the capital market, the Company recognizes the need to further enhance the effectiveness and transparency of the Board. Under the new Board structure approved at the 43rd Ordinary Shareholders' Meeting, the Board is currently discussing ways to strengthen its supervisory functions—such as future Board operations and conflict-of-interest management—as well as improving its framework for dialogue with capital market, based on the results of the evaluation.
The Company believes it is appropriate not only to disclose an overview of the evaluation results but also to clearly explain to shareholders and investors its specific policy for future governance enhancements. Accordingly, once the details of our initiatives for strengthening governance are finalized, the Company shall disclose them.
The Company will continue to sincerely consider the opinions of shareholders and investors, further enhance the effectiveness and transparency of the Board of Directors, and strive to improve sustainable corporate value.

(Supplementary Principle 4-14② Director and Auditor Training)
The Board of Directors is working to give its members the opportunity to attend beneficial training and workshops. Also, it provides its directors and Audit Committee members with necessary training and materials related to the contents which they should know in common. Furthermore, it exchanges information on other companies' information and management practices at the Board of Directors.

(Principle 5-1 Policy for Constructive Dialogue with Shareholders)
The Company has posted "Policy for Constructive Dialogue with Shareholders" and "Implementation Status of Dialogue with Shareholders" on its website.
Link to "Policy for Constructive Dialogue with Shareholders":
https://contents.xj-storage.jp/xcontents/AS95168/9b205b8c/0722/4468/9d99/0c65d4c7328d/20200227112628918s.pdf

As for the status of dialogue with shareholders, in engagement of the Company with institutional investors and shareholders, we have made efforts to facilitate constructive dialogue not only through our IR department but also by providing opportunities for participation by senior management, including the President and CEO, as well as independent outside directors representing minority shareholders. Key topics of discussion have included business performance trends, the content and progress of business structure reforms, market trends and growth potential of businesses of the Company, and shareholder return policies. Based on these constructive dialogues, the Company has enhanced its disclosures regarding the progress of structural reforms, business strategies and plans under the Medium-Term Management Plan “Wacom Chapter 4,” estimated capital cost, and capital policies.
In the fiscal year ended March 2026, the Company held two financial results briefings, in addition to over 150 individual meetings and small-group sessions (including guided tours of its latest technologies) with domestic and overseas institutional investors and analysts.

(Supplementary Principle 5-1① Correspondents for Dialogue with Shareholders)
The Company executes financial results briefings, business briefings, and interviews with domestic and overseas investors with attendance by Group CEO and CFO as possible, based on “Policy for Constructive Dialogue with Shareholders”. In addition, the Company shares interviews with investors and shareholders’ concern with all directors including outside directors at the Board of Directors, and reflects wide range of opinions in dialogue with shareholders. The Company executes interviews with attendance by outside directors in response to the request from shareholders and shall execute dialogue with investors by management including group CEO, CFO, and outside directors in response to shareholders’ interests within a reasonable range.

(Principle 5-2 Formulation and Announcement of Corporate Strategies and Business Plan)
The Company formulated its Medium-Term Management Plan, “Wacom Chapter 4,” in which we have announced its aim to further enhance corporate value by strengthening profitability and improving market evaluation, alongside outlining its management strategies and business plans. In terms of business growth, the Company has set targets of ¥150 billion in revenue and ¥15 billion in operating profit. As indicators of capital efficiency, the Company estimates its cost of equity capital to be approximately 8% to 10%, based on CAPM estimates and market expectations (such as equity earnings yield levels). Against this benchmark, the Company has set goals of achieving a return on equity (ROE) of over 20% and a return on invested capital (ROIC) of over 18%. Regarding capital policy, the Company has also disclosed its cash allocation plan for the operating cash flow generated during the “Wacom Chapter 4” period. This includes future-oriented investments (R&D, capital expenditures, and technology partnerships) as well as enhanced shareholder returns, such as the introduction of a progressive dividend policy and a total shareholder return ratio of 50% or more.

(Supplementary Principle 5-2① Business Portfolio)
The Company operates two business segments, the Branded Business and the Technology Solutions Business, based on its core pen and ink technologies. Under the Medium-Term Management Plan “Wacom Chapter 4,” the Company positions integrated technologies that combine AI with its core pen and ink technologies, together with its solution portfolio, at the core of its business portfolio. Going forward, the Company will pursue an integrated transition toward a service-oriented business model in order to capture growth opportunities in the use-case areas

targeted for strategic investment.

Action to Implement Management That Is Conscious of Cost of Capital and Stock Price

Content of Disclosure	Disclosure of Initiatives (Update)
Availability of English Disclosure	Available
Date of Disclosure Update	May 9, 2025

Explanation of Actions

In the numerical section of the “Business Report for FY 3/2025 and New Medium-Term Business Plan "Wacom Chapter 4" Explanatory Materials disclosed in May 2025 (from page 63), the Company explains its commitment to further enhancing corporate value by strengthening profitability and improving market valuation, with a clear awareness of capital costs and share price performance. Reflecting constructive dialogue with institutional investors and shareholders, the Company has estimated its cost of equity capital based on CAPM calculations and market expectations (such as equity earnings yield levels), and has set ROE and ROIC targets that exceed this benchmark as indicators of capital efficiency. In terms of capital policy, the Company has also disclosed its cash allocation for the operating cash flow generated (utilizing borrowings as appropriate while maintaining financial soundness), which prioritizes future-oriented investments and enhanced shareholder returns. The Company also announced its capital policy, which allocates operating cash flow—together with borrowings where appropriate while maintaining financial soundness—toward future investments and enhanced shareholder returns. It continues to disclose progress on these initiatives.

“Business Report for FY 3/2025 and New Medium-Term Business Plan "Wacom Chapter 4" Explanatory Materials
https://contents.xj-storage.jp/xcontents/AS95168/38b6f4bf/2d1b/412e/97d0/8cbbb0184141/20250509153350390s.pdf
Business Report for FY3/2026 (April 2025 - March 2026)：Financial Section (Explanatory material):
https://contents.xj-storage.jp/xcontents/AS95168/18c63201/40f2/4d69/8c75/1214c2b024ec/20260508130923905s.pdf

2. Capital Structure

Foreign Shareholding Ratio30% or more	30% or more

Status of Major Shareholders Updated

Name or Company Name	Number of Shares Owned	Percentage (%)
The Master Trust Bank of Japan, Ltd. (Trust Account)	18,082,300	13.61
AVI JAPAN OPPORTUNITY TRUST PLC	10,005,550	7.53
AVI GLOBAL TRUST PLC	9,375,500	7.05
SAMSUNG ELECTRONICS SINGAPORE PTE. LTD.	8,398,400	6.32
STATE STREET BANK AND TRUST CLIENT OMNIBUS ACCOUNT OM02 505002	5,875,282	4.42
Custody Bank of Japan, Ltd. (Trust Account)	4,945,900	3.72
JAPAN ABSOLUTE VALUE FUND	4,209,100	3.16
STATE STREET BANK AND TRUST COMPANY 505001	4,019,568	3.02
Masahiko Yamada	2,968,000	2.23
STATE STREET BANK AND TRUST COMPANY 505103	2,923,473	2.20

Name of Controlling Shareholder, if applicable (excluding Parent Companies)	N/A
Name of Parent Company, if applicable	N/A

Supplementary Explanation Updated

1. The status of the above major shareholders is as of September 30, 2026.

2. Treasury shares (2,200,216 shares) are excluded from the calculation of the above percentage.

3. Invesco Asset Management (Japan) Limited and its co-owner, Invesco Hong Kong Limited hold 5,817,600 shares (3.98%) as of October 15, 2024, according to the Report of Possession of Large Volume (the Change Report) dated October 21, 2024, which is available for public inspection. However, the Company excludes the above shareholdings from the above 'Status of Major Shareholders', since it cannot confirm the number and the percentage of beneficially owned shares in its substantial shareholders list as of September 30, 2026.

4. Baillie Gifford & Co. and its co-owner, Baillie Gifford Overseas Limited hold 6,519,100 shares (4.47%) as of March 31, 2025, according to the Report of Possession of Large Volume (the Change Report) dated April 7, 2025, which is available for public inspection. However, the Company excludes the above shareholdings from the above 'Status of Major Shareholders', since it cannot confirm the number and the percentage of beneficially owned shares in its substantial shareholders list as of September 30, 2026.

5. Kaname Capital, LP holds 6,820,000 shares (5.05%) as of September 8, 2025, according to the Report of Possession of Large Volume (the Change Report) dated September 16, 2025, which is available for public inspection. However, the Company excludes the above shareholdings from the above 'Status of Major Shareholders', since it

cannot confirm the number and the percentage of beneficially owned shares in its substantial shareholders list as of September 30, 2026.

6. Sumitomo Mitsui Trust Asset Management Co., Ltd. and its co-owner, Amova Asset Management Co., Ltd. hold 5,367,500shares (3.98%) as of July 31, 2026, according to the Report of Possession of Large Volume (the Change Report) dated August 6, 2026, which is available for public inspection. However, the Company excludes the above shareholdings from the above ‘Status of Major Shareholders’, since it cannot confirm the number and the percentage of beneficially owned shares in its substantial shareholders list as of September 30, 2026.

7. Asset Value Investors Limited holds 25,861,950 shares (19.16%) as of September 14, 2026, according to the Report of Possession of Large Volume (the Change Report) dated September 24, 2026, which is available for public inspection. However, the Company excludes the above shareholdings from the above ‘Status of Major Shareholders’, since it cannot confirm the number and the percentage of beneficially owned shares in its substantial shareholders list as of September 30, 2026.

3. Corporate Attributes

Listed Stock Exchange and Market Segment	Prime Market
Fiscal Year-End	March
Business Sector	Electrical Appliances
Number of Employees (Consolidated) as of the End of the Previous Fiscal Year	500 to 999 employees
Net Sales (Consolidated) for the Previous Fiscal Year	¥100 billion or more but less than ¥1 trillion
Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year	10 or more but fewer than 50

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

N/A

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

N/A

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

1. Organizational Composition and Operation

Corporate Governance System	Company with Audit Committee

Directors

Number of Directors Stipulated in Articles of Incorporation	14
Directors' Term of Office Stipulated in Articles of Incorporation	1 year
Chairperson of the Board	Outside Director
Number of Directors	10
Election of Outside Directors	Elected
Number of Outside Directors	7
Number of Independent Directors	7

Outside Directors' Relationship with the Company (1)

Name	Attributes	Relationship with the Company*										
		a	b	c	d	e	f	g	h	i	j	k
Ken Inazumi	From another company											
Mikako Inamasu	From another company											
Yuko Oka	From another company											
Andrea Knoblich	From another company											
Shigeki Higashiyama	From another company											
Osamu Hosokubo	From another company											
Yuji Ono	Lawyer							△				

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

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

Outside Directors' Relationship with the Company (2)

Name	Membership of Supervisory Committee	Designation as Independent Director	Supplementary Explanation of the Relationship	Reasons for Appointment
Ken Inazumi	No	Yes	—	Ken Inazumi has experience as an officer, including serving as President and Representative Director of a business corporation, and currently continues to serve as President and Representative Director of a business corporation, where he is responsible for strategic planning and execution, investor relations, and the promotion of strategic alliances. Since assuming the position of Outside Director of the Company, he has provided advice on the Company's management. The Company reappointed him as an Outside Director in the expectation that his knowledge of the IT industry and experience as a corporate executive will enable him to provide guidance to the Company's Executive Directors and advice concerning the Company's business operations. The Company also appointed him as an Independent Director, judging that he does not fall under any of the circumstances specified in the Tokyo Stock Exchange's Guidelines Concerning Listed Company Management and has no potential conflicts of interest with general shareholders.
Mikako Inamasu	No	Yes	—	After working as a systems engineer at FUJITSU LIMITED, Mikako Inamasu studied at the Thunderbird School of Global Management in the United States and obtained a Master of Business Administration degree. In 1993, she founded HR Institute Co., Ltd., which provides consulting services relating to business strategy and corporate training programs. She currently serves as

				Representative Director of the One Drop Ocean Foundation, a general incorporated association established in June 2022. The Company reappointed her as an Outside Director in the expectation that her knowledge of business administration and experience as a corporate executive will enable her to provide guidance to the Company's Executive Directors and advice concerning the Company's management. The Company also appointed her as an Independent Director, judging that she does not fall under any of the circumstances specified in the Tokyo Stock Exchange's Guidelines Concerning Listed Company Management and has no potential conflicts of interest with general shareholders..
Yuko Oka	No	Yes		For approximately 30 years, Yuko Oka has worked at securities companies and asset management firms, engaging in the analysis of investee companies and providing investment recommendations to institutional and individual investors. She currently serves as a Director of SDG Impact Japan, where she is engaged in selecting investment targets from a sustainability perspective, proposing improvements to ESG issues, and developing strategies to enhance corporate value. The Company appointed her as an Outside Director in the expectation that her analytical capabilities from an investor's perspective, developed through her extensive experience, together with her ability to propose strategies for enhancing corporate value based on sustainability, will enable her to provide guidance to the Company's Executive Directors and advice concerning the Company's management. The Company also appointed her as an

				Independent Director, judging that she does not fall under any of the circumstances specified in the Tokyo Stock Exchange's Guidelines Concerning Listed Company Management and has no potential conflicts of interest with general shareholders.
Andrea Knoblich	No	Yes		Andrea Knoblich has extensive global experience in the financial industry, having worked at overseas branches of Japanese banks and Japanese branches of foreign securities firms. She has also been widely involved in providing advice, making proposals, and supporting the execution of corporate divestitures and investments. Although she has not been directly involved in corporate management other than serving as an outside director, the Company appointed her as an Outside Director in the expectation that her experience and knowledge cultivated in the financial industry, together with her global perspective, will enable her to provide guidance to the Company's Executive Directors and advice concerning the Company's management. The Company also appointed her as an Independent Director, judging that she does not fall under any of the circumstances specified in the Tokyo Stock Exchange's Guidelines Concerning Listed Company Management and has no potential conflicts of interest with general shareholders.
Shigeki Higashiyama	Yes	Yes	—	Shigeki Higashiyama joined Nomura Research Institute, Ltd. and served in senior positions responsible for corporate planning and human resources. He also has extensive overseas experience, including the management of overseas subsidiaries, and possesses substantial experience in global business operations. The Company reappointed him as an Outside

				Director who is an Audit Committee Member in the expectation that he will appropriately perform his duties as an Audit Committee Member by utilizing his extensive experience and knowledge relating to management. The Company also appointed him as an Independent Director, judging that he does not fall under any of the circumstances specified in the Tokyo Stock Exchange's Guidelines Concerning Listed Company Management and has no potential conflicts of interest with general shareholders.
Osamu Hosokubo	Yes	Yes	—	Osamu Hosokubo served in senior business management positions at Japan Asia Investment Co., Ltd., which provides investment and business support to venture companies in Japan and overseas, and subsequently served as its President and Representative Director. After leaving the company, he established Great Asia Capital & Consulting LLC, which provides comprehensive management support to companies of various industries and sizes, and currently serves as its Representative Member. The Company reappointed him as an Outside Director who is an Audit Committee Member in the expectation that he will utilize his extensive experience and knowledge relating to domestic and overseas investment and business support activities, as well as his experience serving as an outside director of business corporations, in performing his duties as an Outside Director who is an Audit Committee Member. The Company also appointed him as an Independent Director, judging that he does not fall under any of the circumstances specified in the Tokyo Stock Exchange's Guidelines Concerning Listed Company Management

				and has no potential conflicts of interest with general shareholders.
Yuji Ono	Yes	Yes	Mr. Ono previously worked for The Master Trust Bank of Japan, Ltd., a major shareholder of the Company.	Yuji Ono possesses extensive expertise and knowledge in the areas of financial law, corporate law, compliance, and risk management through his experience as an attorney-at-law and as General Manager of the Legal Department of Mitsubishi UFJ Trust and Banking Corporation. Since February 2024, he has served as Representative Director of Syndic Trust Corporation, which provides managerial, supervisory, and consulting services for condominium management associations. He also serves as Representative Director of M&P Investment Compliance Corporation, established in June 2025 by MIYAKE & PARTNERS, the law firm with which he is affiliated, to provide compliance services to investment management companies and other entities. The Company appointed him as an Outside Director who is an Audit Committee Member in the expectation that he will conduct audits of the execution of duties by Directors and the Company's business operations from legal and compliance perspectives based on his experience. The Company also appointed him as an Independent Director, judging that he does not fall under any of the circumstances specified in the Tokyo Stock Exchange's Guidelines Concerning Listed Company Management and has no potential conflicts of interest with general shareholders.

Supervisory Committee

Composition of Supervisory Committee and Attributes of the Chairperson

Updated

	All Committee Members	Full-time Members	Inside Directors	Outside Directors	Committee Chair
Supervisory Committee	3	0	0	3	Outside Director

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

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

The Company does not appoint a specific employee for the Committee, because practical assistance in auditing is carried out by the Internal Audit Department and other assistance is carried out by Corporate Administration.

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

The Audit Committee members shall collaborate with the accounting auditor, Internal Audit and Corporate Administration through information exchanges. They also interview and exchange opinions with departments which have been audited, and attend the meeting for the representative director to have reporting from the accounting auditor.

Voluntary Established Committee(s)

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

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

	Committee's Name	All Members	Full-time Members	Inside Directors	Outside Directors	Outside Experts	Other	Chairperson
Voluntarily Established Committee Equivalent to Nomination Committee	Nominating Committee	7	0	0	7	0	0	Outside Director
Voluntarily Established Committee Equivalent to Remuneration Committee	Compensation Committee	7	0	0	7	0	0	Outside Director

Supplementary Explanation

The role of the Nominating Committee is to set the criteria for selection of a candidate for representative director, directors of the Board of Directors, and other important executive managers, and to make proposals on selection to the Board of Directors.

In November 26, 2018, the Company established the Compensation Committee which shall advise and make proposal for formulation of compensation policy for representative director and directors of the Board of Directors, institutional design of compensation scheme, and others.

Matters Concerning Independent Directors

Number of Independent Directors	7

Other Matters Concerning Independent Directors

All outside directors who qualify for independent director have been designated to independent director.

Incentives

Implementation Status of Measures related to Incentives Granted to Directors	Introduction of Performance-linked Compensation Scheme

Supplementary Explanation for Applicable Items

The Compensation Committee (which is a voluntary committee composed of three or more directors, a majority of whom are outside directors) prepares a proposal for the method of calculating the individual compensation of directors (excluding directors who are Audit Committee Members), taking into account compensation surveys of companies of comparable size and survey results provided by external research organizations, and submits such proposal to the Board of Directors. The Board of Directors deliberates on and approves the proposal submitted by the Compensation Committee and delegates to the President and Representative Director and the Chairperson of the Compensation Committee the authority to determine the individual compensation of directors (excluding directors who are Audit Committee Members).

The compensation of each director of the Company consists of fixed compensation, which is paid monthly as base compensation to all directors, and short-term incentives and long-term incentives, which are paid to directors excluding outside directors. In addition to the restricted share compensation plan approved at the 37th Ordinary General Meeting of Shareholders held on June 26, 2020, the Company introduced a performance-linked restricted share compensation plan pursuant to a resolution adopted at the 43rd Ordinary General Meeting of Shareholders held on June 25, 2026.

The compensation structure for directors allocates 45% to 62% of total compensation to fixed compensation depending on position, 21% to 30% to cash-based short-term incentives, and 17% to 25% to equity-based long-term incentives.

Short-term incentives are performance-linked compensation (bonuses) consisting of a company performance component and an individual performance component and are paid once each year at a fixed time. The company performance component is determined based on annual performance targets, while the individual performance component is determined based on individual performance evaluations. The payout rate ranges from 0% to 200% depending on the level of achievement.

Long-term incentives consist of share price-linked compensation, and whether the program will be implemented is determined annually by the Board of Directors. The proportion of each component within the overall long-term incentive package is determined by the Board of Directors based on proposals submitted by the Compensation Committee.

The share price-linked compensation consists of a pre-delivery type restricted share compensation plan. Under this plan, the Company grants monetary compensation claims to eligible directors, in principle each fiscal year, pursuant to a resolution of the Board of Directors for the purpose of allotting restricted shares. The eligible directors contribute all such monetary compensation claims to the Company as property contributed in kind, and the Company issues or disposes of its common shares to the eligible directors. The transfer restrictions on such shares are lifted upon the retirement of the respective directors.

In principle, the total number of common shares to be issued or disposed of by the Company under this plan is limited to 200,000 shares per year. The paid-in amount per share is determined based on the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of the relevant

Board resolution. The specific timing and allocation of grants to each eligible director are determined by the President and Representative Director and the Chairperson of the Compensation Committee under authority delegated by the Board of Directors.

The performance-linked restricted share compensation plan is intended to enhance medium- to long-term corporate value and strengthen alignment with shareholder value. Under this plan, the amount of monetary compensation claims relating to the grant of restricted shares is determined according to the level of achievement of medium- to long-term performance indicators.

The performance evaluation period covers multiple fiscal years and is initially set as the three fiscal years from the fiscal year ending March 31, 2027 through the fiscal year ending March 31, 2029. The performance indicators are total shareholder return relative to the growth rate of TOPIX (including dividends) (the “relative TSR”) and return on equity (ROE). Depending on the level of achievement of these indicators, the number of shares to be delivered may vary from 0% to 200% of the target number of shares.

Each performance indicator is weighted at 50%, and the final payout ratio is calculated as follows:

Final payout ratio = (Relative TSR score × 50%) + (ROE score × 50%)

With respect to relative TSR, the payout ratio is set at 0% if the Company’s TSR falls below the growth rate of TOPIX, including dividends.

The total amount of monetary compensation relating to this stock-based compensation plan, when combined with the pre-delivery type restricted share compensation plan, is limited to ¥50 million per year. The total number of the Company’s common shares to be issued or disposed of under these plans is limited to 200,000 shares per year. The paid-in amount is determined based on the closing price of the Company’s common shares on the Tokyo Stock Exchange on the business day immediately preceding the relevant Board resolution.

The shares delivered under this plan are subject to transfer restrictions from the allotment date until the retirement of the director. As a general rule, the restrictions are lifted upon expiration of the restriction period. However, if certain events occur, including violations of laws or regulations, the Company may acquire the shares without consideration.

In introducing the performance-linked restricted share compensation plan, the Company will establish a clawback clause that permits the Company to require repayment of all or part of the compensation if certain events occur, and a malus clause that permits the Company to reduce or forfeit compensation before payment or vesting if certain events occur. The applicability and specific details of these provisions shall be determined by the Board of Directors following deliberation by the Compensation Committee.

Persons Eligible for Stock Options	—

Supplementary Explanation for Applicable Items

—

Director Compensation

Status of Disclosure of Individual Director’s Remuneration	No Disclosure for any Directors

Supplementary Explanation for Applicable Items

In the Annual Securities Report for the fiscal year ended March 31, 2026, total compensation is disclosed separately for directors excluding outside directors and directors who are Audit Committee Members, and for outside directors and directors who are Audit Committee Members.

The total compensation paid to four directors excluding outside directors and directors who are Audit Committee Members amounted to ¥171 million, consisting of fixed compensation of ¥94 million, performance-linked compensation (bonuses) of ¥46 million, and non-monetary compensation of ¥29 million. The total compensation paid to six outside directors and directors who are Audit Committee Members amounted to ¥62 million, consisting entirely of fixed compensation.

The retirement benefit system for directors and corporate auditors was abolished following a resolution of the Board of Directors adopted on April 30, 2010. The abolition of the system and the payment of final retirement benefits in connection with the abolition were approved at the 27th Ordinary General Meeting of Shareholders held on June 24, 2010.

Policy on Determining Compensation Amounts and Calculation Methods	Established

Disclosure of Policy on Determining Compensation Amounts and Calculation Methods

The Compensation Committee, a voluntary committee composed of three or more directors, a majority of whom are outside directors, prepares a proposal for the method of calculating the individual compensation of directors (excluding directors who are Audit Committee Members), taking into account executive compensation practices at companies of a similar size and survey results provided by external research organizations, and submits such proposal to the Board of Directors.

The Board of Directors deliberates on and approves the proposal submitted by the Compensation Committee and delegates to the President and Representative Director and the Chairperson of the Compensation Committee the authority to determine the individual compensation of directors (excluding directors who are Audit Committee Members). The Audit Committee determines the individual compensation of directors who are Audit Committee Members within the total amount of compensation approved at the General Meeting of Shareholders.

With respect to the compensation of directors of the Company, the 32nd Ordinary General Meeting of Shareholders held on June 26, 2015 approved annual compensation of up to ¥300 million for directors excluding directors who are Audit Committee Members (including up to ¥50 million for outside directors) and up to ¥50 million for directors who are Audit Committee Members. At the time of the resolution, the Company had five directors excluding directors who are Audit Committee Members (including one outside director) and three directors who were Audit Committee Members.

In addition to these compensation limits, the 37th Ordinary General Meeting of Shareholders held on June 26, 2020 approved the grant of monetary compensation claims for the allotment of restricted shares to eligible directors (excluding directors who are Audit Committee Members and outside directors), with the total amount limited to ¥50 million per year.

The compensation of each director of the Company consists of fixed compensation, which is paid monthly as base

compensation to all directors, and short-term incentives and long-term incentives, which are paid to directors excluding outside directors. In addition to the pre-delivery type restricted share compensation plan approved at the 37th Ordinary General Meeting of Shareholders held on June 26, 2020, the Company introduced a performance-linked restricted share compensation plan pursuant to a resolution adopted at the 43rd Ordinary General Meeting of Shareholders held on June 25, 2026.

The compensation structure for directors allocates 45% to 62% of total compensation to fixed compensation depending on position, 21% to 30% to cash-based short-term incentives, and 17% to 25% to equity-based long-term incentives.

Short-term incentives are performance-linked compensation (bonuses) consisting of a company performance component and an individual performance component and are paid once each year at a fixed time. The company performance component is determined based on annual performance targets, while the individual performance component is determined based on individual performance evaluations. The payout rate ranges from 0% to 200% depending on the level of achievement.

Long-term incentives consist of share price-linked compensation, and whether the program will be implemented is determined annually by the Board of Directors. The proportion of each component within the overall long-term incentive package is determined by the Board of Directors based on proposals submitted by the Compensation Committee.

The share price-linked compensation consists of a pre-delivery type restricted share compensation plan. Under this plan, the Company grants monetary compensation claims to eligible directors, in principle each fiscal year, pursuant to a resolution of the Board of Directors for the purpose of allotting restricted shares. The eligible directors contribute all such monetary compensation claims to the Company as property contributed in kind, and the Company issues or disposes of its common shares to the eligible directors. The transfer restrictions on such shares are lifted upon the retirement of the respective directors.

In principle, the total number of common shares to be issued or disposed of by the Company under this plan is limited to 200,000 shares per year. The paid-in amount per share is determined based on the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the relevant Board resolution. The specific timing and allocation of grants to each eligible director are determined by the President and Representative Director and the Chairperson of the Compensation Committee under authority delegated by the Board of Directors.

The performance-linked restricted share compensation plan is intended to enhance medium- to long-term corporate value and strengthen alignment with shareholder value. Under this plan, the amount of monetary compensation claims relating to the grant of restricted shares is determined according to the level of achievement of medium- to long-term performance indicators.

The performance evaluation period covers multiple fiscal years and is initially set as the three fiscal years from the fiscal year ending March 31, 2027 through the fiscal year ending March 31, 2029. The performance indicators are total shareholder return relative to the growth rate of TOPIX (including dividends) (the "relative TSR") and return on equity (ROE). Depending on the level of achievement of these indicators, the number of shares to be delivered may vary from 0% to 200% of the target number of shares.

Each performance indicator is weighed at 50%, and the final payout ratio is calculated as follows:

Final payout ratio = (Relative TSR score × 50%) + (ROE score × 50%)

With respect to relative TSR, the payout ratio is set at 0% if the Company's TSR falls below the growth rate of TOPIX, including dividends.

The total amount of monetary compensation relating to this stock-based compensation plan, when combined with the pre-delivery type restricted share compensation plan, is limited to ¥50 million per year. The total number of the Company's common shares to be issued or disposed of under these plans is limited to 200,000 shares per year. The paid-in amount is determined based on the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the relevant Board resolution.

The shares delivered under this plan are subject to transfer restrictions from the allotment date until the retirement of the director. As a general rule, the restrictions are lifted upon expiration of the restriction period. However, if certain events occur, including violations of laws or regulations, the Company may acquire the shares without consideration.

In introducing the performance-linked restricted share compensation plan, the Company will establish a clawback clause that permits the Company to require repayment of all or part of the compensation if certain events occur, and a malus clause that permits the Company to reduce or forfeit compensation before payment or vesting if certain events occur. The applicability and specific details of these provisions shall be determined by the Board of Directors following deliberation by the Compensation Committee.

Support System for Outside Directors

The Company provides outside directors with administrative support such as preparing IT network environment to access its network for smooth communication so that they can look into proposed bills for the Board of Directors and agendas for the Executive Committee with related materials in advance. In addition, the Company shall conduct explanations of the bills or agendas for them in advance as needed.

Status of Persons who have Retired as Representative Director and President, etc.

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

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

Number of Persons Holding Advisory Positions (*Sodanyaku*, *Komon*, etc.) After Retiring as Representative Director and President, etc.	0

Other Related Matters

The Company has institutionally no Advisors (“sodanyaku” nor “komon,” etc.)

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

The Company adopts a Company with Audit Committee (from June 2015), and makes prompt and appropriate decisions covering whole range of corporate management at the Board of Directors held monthly in general.

The ten directors of the Company, including three Audit Committee members, are responsible for supervising the performance of management by examining the determination of management policy, the establishment of execution plan and the progress of implementation. In addition, the Company appoints representative director of the Company as group CEO and assigns the person responsible to each business unit to accelerate speed of business execution and enhance its responsiveness to changes in business environment. The Company regularly holds the Executive Committee and examines progress of the business plan of each business unit together with individual issues related to business execution from the practical perspective for necessary actions. Responsible person assigned to each affiliated company establishes and operates internal control system at each affiliated company, ensuring the appropriateness of doing business and its approval processes.

Each Audit Committee member attends important meetings such as the Board of Directors to monitor execution of duties by directors. In addition, the Audit Committee annually formulates program and policies for audit and discusses with group CEO.

In April 2017, the Company established the Nominating Committee, of which an outside director takes office as a chairperson, to formulate selection criteria of candidate for representative director, directors of the Board of Directors and important executive managers, and make proposal to the Board of Directors.

Concerning selections of candidate for appointment, the Company’s policy stands on no discriminations such as nationality and gender.

On November 26, 2018, the Company established the Compensation Committee, of which an outside director takes office as a chairperson, to advise and make proposal for formulation of compensation policy for representative director and directors of the Board of Directors, institutional design of compensation scheme, and others.

3. Reasons for Adoption of Current Corporate Governance System

In June 2015, the Company changed to a Company with Audit Committee from a Company with Corporate Auditors. The Audit Committee members participate in resolution as a director at the Board of Directors, holding authority for auditing as Corporate Auditors. The reason for the change was to enhance supervisory function and accelerate speed of decision-making of the Board of Directors.

III. Implementation of Measures for Shareholders and Other Stakeholders

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

	Supplementary Explanation
Early Posting of Notice of the General Meeting of Shareholders	The Company dispatches the Notice of the Ordinary Shareholders' Meeting approximately three weeks in advance of the date of the Ordinary Shareholders' Meeting for shareholders to find the date and venue of and matters to be reported and resolved at the Meeting earlier, and to have sufficient time to execute the exercise voting rights. Regarding the 43rd Ordinary Shareholders' Meeting held on June 25, 2026, Thursday, the Company dispatched the Notice on June 3, 2026, Wednesday. In addition, the Company disclosed the Notice and its abridged English version on the website of the Tokyo Stock Exchange on May 29, 2026, Friday, prior to the dispatch.
Scheduling of the General Meeting of Shareholders on a Non-Peak Day	The Company strives to set the date of the Ordinary Shareholders' Meeting in consideration of shareholders' convenience for many shareholders to attend.
Electronic Exercise of Voting Rights	The Company allows electronic voting via the Internet for shareholders' convenience, in order to reflect their intent as many as possible, expecting improvement of voting ratio.
Participation in a Platform for the Electronic Exercise of Voting Rights and Other Initiatives to Enhance Environment for Institutional Investors to Exercise Voting Rights	From the 26th Ordinary Shareholders' Meeting for the fiscal year ended March 2009, the Company has been participating in an electronic voting platform operated by ICJ, Inc., by which nominal shareholders (including standing proxies) such as trust banks can exercise the voting rights.
Provision of Notice (or Summary of Notice) of the General Meeting of Shareholders in English	From the 34th Ordinary Shareholders' Meeting for the fiscal year ended March 2017, the Company discloses abridged English version of the Notice on the website of the Tokyo Stock Exchange.
Other	The Company introduces online format live viewing and video streaming, improving an environment so that more shareholders can attend the Ordinary Shareholders' Meeting.

2. Status of IR-related Activities

	Supplementary Explanation	Explanation by a representative director or a representative executive officer
Formulation and Publication of Disclosure Policies	The Company discloses Japanese and English texts in "IR information" and "Investor Relations" for its shareholders and investors in its website.	
Regular Investor Briefings held for	In the fiscal year ended March 2026, the Company	Held

Individual Investors	participated in three briefing for Individual investors hosted by IR support companies, with participants more than 1,000 of individual investors from all over Japan.	
Regular Investor Briefings held for Analysts and Institutional Investors	The Company regularly holds briefing sessions for the first half and the full-year financial results, for analysts and institutional investors on the day of the financial results announcement. For the fiscal year ended March 2026, the Company held two briefing sessions for the first half and the full-year financial results with online format live viewing in order to ensure convenience for analysts and institutional investors. Also, in the archive of video streaming, we posted Q&A summary of briefing session along with explanatory materials.	Held
Regular Investor Briefings held for Overseas Investors	The Company makes use of the opportunities to attend IR conferences for overseas institutional investors hosted by securities companies in Tokyo. As part of our IR (Investor Relations) activities targeting overseas investors, the President & CEO, CFO, and Corporate Finance team primarily conduct individual meetings, utilizing online interviews to provide explanations."	Held
Online Disclosure of IR Information	In addition to posting timely disclosure materials (English and Japanese), financial statements (English and Japanese), and financial indicators for the past five years (English and Japanese), the Company discloses video (Japanese) and summary of Q&A (English and Japanese) of briefing session for financial results on its web site (Japanese on the day of the briefing and English in a few days later). The Company has distributed IR newsletter (monthly edition and special edition in English and Japanese) since July 2013 (English version started from August 2013.)	
Establishment of Department and/or Placement of a Manager in Charge of IR	Representative director and president, and CFO are the management in charge of investor relations. Department in charge of investor relations is Corporate Finance.	
Other	At the events hosted by the Company or external	

	organizations, it strives to provide a wide range of corporate information, including hosting tech shows (such as small meetings featuring guided tours of the latest technologies), and booth exhibitions for individual and institutional investors.

3. Status of Measures to Ensure Due Respect for Stakeholders

	Supplementary Explanation
Establishment of Internal Rules Stipulating Respect for the Position of Stakeholders	We have acquired ISO 14001 (Environmental Management System) certification.
Other	In response to disclosure requirements related ESG (Environment, Society, Governance), the Company posted its norms, policies and organizations related to sustainability. https://investors.wacom.com/en-jp/sustainability/ The Company indicates its approaches for sustainability through “Wacom Story Book” issued in May 2023 and its sequel, “Usui-hon” (English version) issued in December 2025. https://investors.wacom.com/en-jp/disclosed-information-and-reports/story-book/

IV. Matters Concerning the Internal Control System

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

The Company shall develop the system to ensure the appropriateness (hereinafter referred to as the “internal control”), based on the Companies Act and the Ordinance for Enforcement of the Companies Act, as follows:

1. The system to ensure that the execution of duties by directors and employees complies with the laws and regulations and the Articles of Incorporation

(Article 362, Paragraph 4, Item 6 of the Companies Act, Article 100, Paragraph 1, Item 4 of the Ordinance for Enforcement of the Companies Act)

(1) The Company shall set forth the vision as a basic policy for our business activities, while abiding by the laws, regulations and social ethics as well as CSR as a premise of our business activities, and shall ensure such as a business foundation of our culture. Our entire Company’s group activities, being led by the group CEO, who is the representative director, shall address on such establishment and promotion.

(2) The Company shall establish the Board of Directors and the Audit Committee in accordance with the Companies Act. The Board of Directors shall be operated, based on the Board of Directors regulations, and shall have responsibilities on construction and promotion of the internal control, formulation and implementation of management policies and business plans that conform to the laws and regulations of the Articles of Incorporation. The Audit Committee shall be operated, based on the Audit Committee regulations, and shall monitor the decision making and business operations of the directors.

(3) The Company shall establish the Nominating Committee and the Compensation Committee, which are chaired by the outside director and consist of a majority of outside directors. The Nominating Committee advises or makes recommendations to the Board of Directors on the appointment of directors and key executives. The Compensation Committee advises or makes recommendations to the Board of Directors on the basic policy and scheme of the directors' compensation plan.

(4) The Board of Directors shall ensure that the directors and employees abide by the laws and Regulations and other rules, establish “Wacom Code of Ethics and Business Conduct, fulfill their duties under a sound social norm, and shall ensure especially that they do not have any relationships with anti-social forces and groups, which threaten social order and the sound activities of business, with a resolute attitude.

(5) The Board of Directors shall elect the representative director based on the recommendations of the Nominating Committee, and the representative director shall serve concurrently as the group CEO who supervises the entire group company. The group CEO shall have responsibilities on planning management strategy and planning and implementing management plans for the group company, and on promoting and strengthening internal control, under the policies of the Board of Directors.

(6) The Company shall place responsible person of each department for group management, clarifying the responsibilities for business operations and for aiming to improve efficiency. Each person responsible for each department shall support the group CEO and shall contribute on planning and implementing management strategies. With the vision, each person responsible for each department shall have responsibilities on promoting and strengthening the internal control, along with responsibilities in business operations of the department in charge.

(7) Corporate Administration shall maintain the overall internal control system abiding by Japanese Companies Act and Financial Instruments and Exchange Act to promote internal control of the group.

(8) The Company shall establish the internal audit as a division under the group CEO, and the internal audit shall monitor whether the members of the Company and business operations are abiding by the laws, the Articles of Incorporation, rules and regulations. The internal audit shall also grasp the challenges of internal control, recommend and instruct such challenges to each applicable department for improving business, and shall report to the group CEO.

(9) Each representative of the affiliate, shall promote and strengthen the internal control of each affiliate.

(10) The Company shall hold an executive committee, and shall review the progress on business plans and the challenges on business operations, and shall cope with necessary responses. With the vision, the Executive Committee shall formulate strategies for achieving the fiscal year target and mid-to-long-term growth, along with maintaining and promoting brands of the Company group.

(11) The Company shall establish the Policy Process and Controls Committee with the group CEO being the chairperson, and shall develop regulations such as policies, develop business processes, and shall grasp and deliberate material challenges on information security, and other material challenges on the internal control, and shall implement countermeasures, according to the results, or shall implement necessary notices or instructions to the directors and employees.

(12) The Company shall establish Wacom Speak-up Line operated by the external third party organization in each group company, as a contact location for reporting or notifying, in an event where directors and employees find issues and other matters related to compliance, aiming for maintaining the internal control and for improving the self-purging process. Notification may be conducted anonymously, and the Company shall ensure that such informer shall not have any disadvantages for such notification.

(13) The Company shall establish the Human Resource Committee with the group CEO being the chairperson, and such Committee shall investigate employees conducting any violation of the laws, the Articles of Incorporation, rules and regulations. The Committee shall properly proceed with appropriate disciplinary actions based on the employment regulations aiming to prevent from a recurrence.

(14) The group CEO shall promptly report to the Board of Directors and the Audit Committee, regarding laws and regulations violations by the directors, and shall follow the directive decision of the Board of Directors.

2. The system concerning the preservation and management of information executed by the directors:

(Article 100, Paragraph 1, Item 1 of the Ordinance for Enforcement of the Companies Act)

(1) The Company shall set forth the regulations on document management, and shall preserve the documents set forth in the following items (including electromagnetic records. The same shall apply hereinafter) with the relevant documents.

① General Meeting of Shareholders Minutes
② Board of Directors Minutes
③ Executive Committee Minutes
④ Policy Process and Controls Committee Minutes
⑤ Compliance and Risk Committee Minutes
⑥ Human Resource Committee Minutes
⑦ Internal Audit Report
⑧ Other documents as set forth in laws and regulations, document management regulations

(2) The storage period and storage division for the above-mentioned documents shall be subjected to each document type, as set forth in the document management regulations, unless otherwise specified in the laws and regulations.

(3) The storage location and storage methods for the above-mentioned documents shall be set forth in the document management regulations, and directors may view these documents at all times.

3. Regulations or other systems concerning the management of risk of loss:

(Article 100, Paragraph 1, Item 2 of the Ordinance for Enforcement of the Companies Act)

(1) The Company shall clarify the process and authority on business settlements with the Delegation of Authority (DOA) and other regulations, and shall strive to reduce risks by checks and balances.

(2) The internal audit as set forth in the internal audit charter shall audit whether the business activities of the Company group are governed by the laws, the Articles of Incorporation, rules and regulations. The internal audit shall also grasp the challenges on internal control, recommend and instruct such challenges to each relevant department for improving business, and shall report to the group CEO.

(3) The Policy Process and Controls Committee shall develop regulations such as policies, develop business processes, and shall grasp and deliberate material challenges on information security, J-SOX and other material challenges on internal control periodically, and shall plan and implement countermeasures, according to the results. The Committee shall also implement necessary notices or instructions to the directors and employees.

(4) The Compliance and Risk Committee shall conduct global risk analysis, formulation of plans on disaster response, develop an emergency network and respond to other risk management issues.

4. The system for ensuring that the execution of duties by directors shall be effective:

(Article 100, Paragraph 1, Item 3 of the Ordinance for Enforcement of the Companies Act)

(1) The Company group shall transfer the business operation authorities of directors to the person responsible for each department. Directors shall concentrate on management functions, including streamlining management and strengthening supervisory functions, to ensure such transfer shall progress business structural reform promptly and efficiently.

(2) The Board of Directors meeting shall be held once a month in principle, and shall review the planning and progress on management policy decisions and their implementation plans. The Board of Directors shall also decide mid-term management plans, shall approve business plans and budgets per fiscal year, and shall manage performances and progresses per month and quarter.

(3) The Company shall hold an executive committee, and shall review the progress on business plans and the challenges on the business operations, and shall cope with necessary responses. With the vision, the Executive Committee shall formulate strategies and take the lead for realizing the Company group’s mid-to-long-term growth and achieving the fiscal year`s target.

5. The system for ensuring proper business actions/transactions in any entity comprised of the registered stock company that includes the parent company and subsidiaries

(Article 100, Paragraph 1, Item 5 of the Ordinance for Enforcement of the Companies Act、Article 24-4-4 of the Financial Instruments and Exchange Act)

(1) The group CEO, person responsible for each department and person responsible for each affiliate shall promote the vision to the entire Company, and shall ensure that the entire Company is abiding by the laws, regulations and Wacom Code of Ethics and Business Conduct as well as CSR as a premise of our business activities.

(2) The group CEO and person responsible for each department shall have the responsibilities for establishing and operating internal controls, which secures the appropriateness of each department's business operations.

(3) The representative of each affiliate shall aim to establish and operate internal controls, and shall secure the appropriateness of business and business settlements.

(4) The group CEO shall construct the internal control system for securing the appropriateness of the Company group's financial report, and shall assess such development and operation.

(5) The Audit Committee members shall audit the affiliates on a timely basis, based on the laws and regulations and the Articles of Incorporation, and shall support and advise on recommendations, instructions and implementation for improvement measures on internal control, according to the results.

(6) The internal audit shall audit the affiliates on a timely basis, following the directions of the group CEO, and shall support and advise on instructions and implementation for improvement measures on internal control, according to the results.

6. Matters relating to the directors and the employees to assist with the duties of the Board of Directors:

(Article 110-4, Paragraph 1, Item 1 of the Ordinance for Enforcement of the Companies Act)

The internal audit, in cooperation with the Audit and Supervisory Committee, will be implemented in cooperation with the Audit and Supervisory Committee when requested by the Audit Committee members, and shall report the results to the Audit Committee.

7. Matters for being independent from the directors (excluding audit committee members) for the employees in the preceding item

(Article 110-4, Paragraph 1, Item 2 of the Ordinance for Enforcement of the Companies Act)

An employee who receives an order necessary for conducting an audit from the audit committee members shall make such order a priority, compared to orders from directors or the internal audit responsible person. The group CEO and person responsible for each department shall coordinate and support businesses necessary for the smooth implementation of the audit business.

8. The scheme regarding the system for the directors and employees to report to the audit committee and other pertinent for the audit committee

(Article 110-4, Paragraph 1, Item 4 of the Ordinance for Enforcement of the Companies Act)

Directors and employees shall promptly report to the audit committee, regarding matters that may have material impact on the Company group, such as matters challenging internal control which have been reviewed at the internal audit or Policy Process and Controls Committee, in addition to legal matters.

9. Matters on policies related to the claim for advance of fees or debt processes that arise from the execution of duties by directors

(Article 110-4, Paragraph 1, Item 6 of the Ordinance for Enforcement of the Companies Act)

The Company shall respond promptly, if the audit committee members make a claim for advances on costs or reimbursements for performing their duties.

10. The system to ensure that other audits of the Board of Directors will be effective

(Article 110-4, Paragraph 1, Item 7 of the Companies Act)

The Audit Committee shall formulate a fiscal strategy for the audit plan and audit policy, and shall consult with the group CEO. The Committee shall also coordinate with the internal audit personnel on key audit details, and shall aim to improve audit efficiency. The Audit Committee shall hold a meeting periodically to exchange ideas with the group CEO and audit corporations, respectively.

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

1.Responsible Departments and Persons

The Compliance Risk Committee is held regularly and efforts to grasp the current situation and problems and to solve it are being implemented.

2. Cooperation and Coordination with External Experts

We have contracts with a consulting company specializing in risk management and we hold regular meetings with police and others.

3. Collection and Management of Information on Anti-Social Forces

We are exchanging information with the organizations listed in the preceding paragraph, shareholder register manager (trust bank), etc. In addition, information is gathered from time to time as a result of participation in related seminars. Among the collected information, important items are shared by the Compliance Risk Committee and others.

4. Status of preparation of correspondence manual

We set up “Wacom Code of Ethics and Business Conduct” and prohibit acts that have antisocial forces and relationships with organizations.

5. Training against Anti-Social Forces

When joining a company including mid-career entry, we always implement compliance education through risk management of Corporate Administration. In addition, all employees are alerted to compliance problems inherent in the company.

V. Other

1. Adoption of Anti-Takeover Measures

Adoption of Anti-Takeover Measures	Adopted / Not Adopted

Supplementary Explanation for Applicable Items

At the Board of Directors held on May 10, 2019, The Company resolved to discontinue and abolish the “Measures to Prevent Largescale Purchases of the Company’s shares (Takeover Defense Measures)” (‘the Plan”) at the conclusion of the 36th Ordinary Shareholders’ Meeting held on June 21, 2019.

If a large-scale purchase of the Company’s shares is made subsequent to the discontinuance and abolition of the Plan, then the Company shall endeavor – to the extent permitted by the Financial Instruments and Exchange Act, the Companies Act, and other relevant laws and regulations – to actively collect all information deemed necessary and sufficient to make an appropriate decision regarding said large-scale purchase; to disclose the opinion of the Company board of directors; and to take all appropriate measures deemed necessary to secure sufficient information and time for shareholders to consider any such purchase. The Company is committed to securing and enhancing its corporate value and the common interests of shareholders.

2. Other Matters Concerning the Corporate Governance System

The Company’s internal structure related to timely disclosure of corporate information is as follows.

(Basic Policy on Timely and Appropriate Disclosure)

The Company shall comply with the Timely Disclosure Rule of the Tokyo Stock Exchange (“TSE Timely Disclosure Rules”), the Japanese Financial Instruments and Exchange Act, the relevant rules and regulations, and endeavor to collect information to be disclosed and make judgements for

timely and fair disclosure.

(Collection of Information)

The information managers of timely disclosure (responsible person of each department) shall promptly report to CFO on the material information stipulated by the bylaws of the above rules, in order to comprehensively collect timely disclosure information.

(Judgement and Reporting of Information)

CFO shall verify and judge whether the material information is reported by the information managers

is applicable to the above rules, and If applicable, shall prepare timely disclosure materials as accurate, clear, and sufficiently informative for investment decision.

CFO shall ask the Board of Directors for deliberation and approval, together with the prepared disclosure materials, if the above-mentioned material information is applicable to corporate decisions or financial results information stipulated by the TSE Timely Disclosure Rules. CFO shall also promptly report such information to group CEO, if the above material information is occurrence of material fact stipulated by TSE Timely Disclosure Rules.

(Timing of Disclosure)

The Company shall promptly disclose corporate decisions or financial results information upon deliberation and approval by the Board of Directors, and promptly disclose occurrence of material fact after reporting to group CEO.

(Department In charge of Timely Disclosure)

Corporate Finance shall disclose timely disclosure information in accordance with instructions by CFO.

(Education and Training, etc.)

CFO shall conduct educational measures on TSE Timely Disclosure Rules and the relevant rules and regulations to the information managers of timely disclosure for dissemination.

(Audit)

Internal Audit shall appropriately audit whether timely disclosure system functions properly.

【Reference：Skill Matrix】

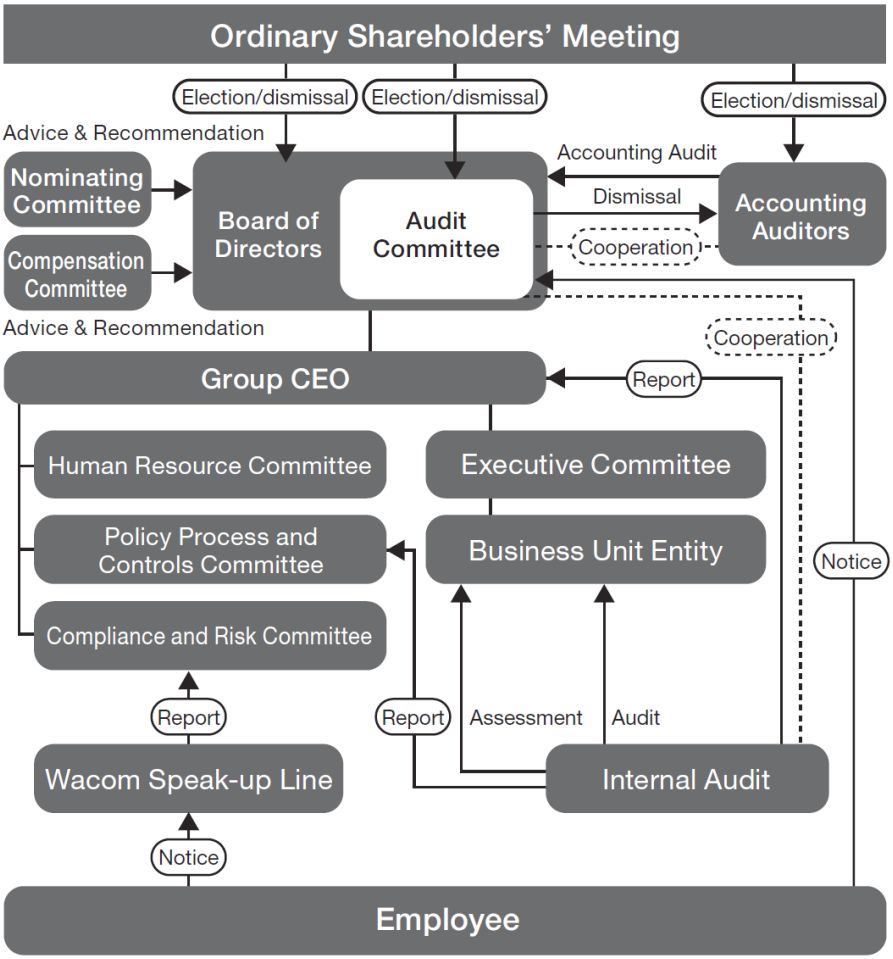
Skill matrix of directors of the Company is as follows:

Name	Title	Business management	Global business	Alliance & Investment (M&A)	Finance & Accounting	HR & Organization Development	Diversity & Inclusion	Environment	Legal & Compliance	Risk Management	Technology Development & IP	Community Engagement (*1)	Services Business (*2)	Capital Markets Communication	Governance
Nobutaka Ide	Representative Director, President	○	○	○	–	○	–	–	–	–	○	○	○	–	–
Amane Kojima	Director	○	○	○	○	–	–	–	○	○	–	–	–	○	–
Takafumi Nakajima	Director	○	–	○	○	–	–	○	–	–	○	○	○	–	–
Ken Inazumi	Outside Director	○	–	○	–	–	–	–	–	○	–	○	○	–	–
Mikako Inamasu	Outside Director	○	–	–	–	○	○	–	–	–	–	–	–	–	–
Yuko Oka*	Outside Director	○	○	○	○	–	○	○	–	○	–	–	–	○	○
Andrea Knoblich*	Outside Director	–	○	○	○	○	○	–	○	○	–	–	–	○	○
Shigeki Higashiyama	Outside Director / Audit Committee Member	–	○	–	–	○	–	–	○	○	–	–	–	–	○
Osamu Hosokubo	Outside Director / Audit Committee Member	○	–	○	○	–	–	–	○	○	–	–	–	○	–
Yuji Ono	Outside Director / Audit Committee Member	–	–	–	–	–	–	–	○	○	–	–	–	–	○

* 1: Excellent skills of community building and ecosystem development, which are important elements of the medium-term business plan “Wacom Chapter 4”

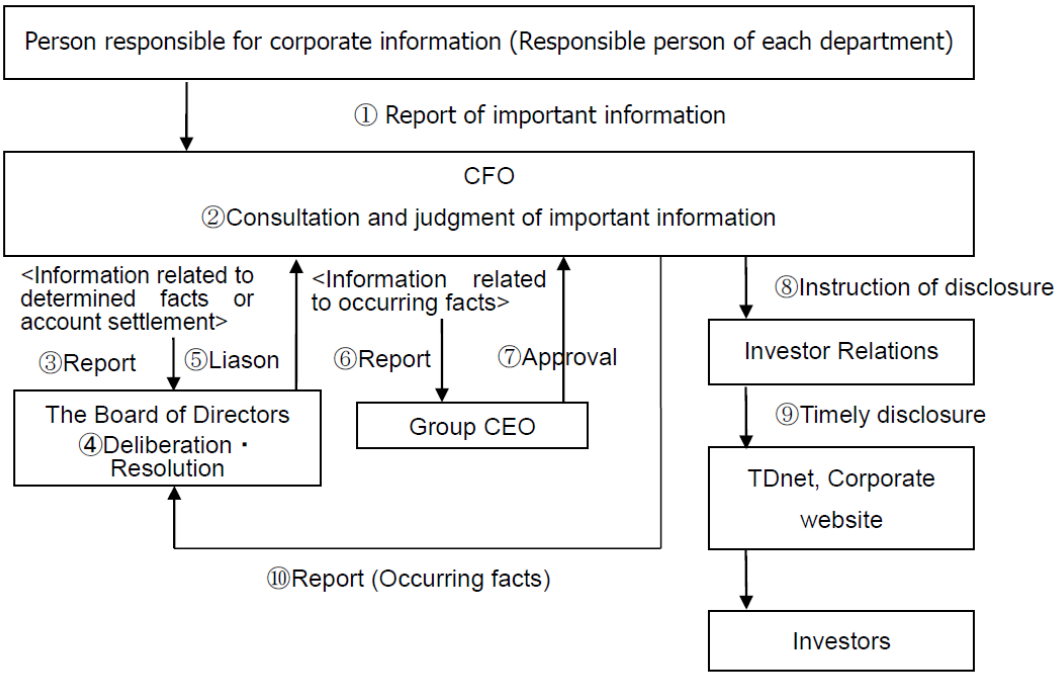
* 2: Excellent knowledge of industry and technology in addition to IT experience at the Company.

【Reference Material: Schematic Diagram of Internal Control System and Risk Management System】



(Note) It is described as of the date of submission.

【Reference Material: Timely Disclosure System and Business Flow Chart】



- Education and training to persons responsible for corporate information by CFO
- Audit of internal system of timely disclosure by Internal Audit