

[Reference] Response of Listed Companies

regarding Revised Corporate Governance Code (As of December 31, 2021)

Tokyo Stock Exchange, Inc. January 26, 2022

Introduction



- This report provides information on the status of efforts to implement the principles of the Corporate Governance Code revised in June 2021(hereinafter referred to as "Code"), based on the "Reports on Corporate Governance" (hereinafter referred to as "Governance Reports") submitted by listed companies by the end of December 2021.
- The Code adopts a "comply or explain" approach. If there is a principle that is not appropriate to implement in light of each company's unique circumstances, the company will provide explanation of the reasons for not implementing the principle.
- It should be noted that the Follow-up Meeting's Opinion (*1) pointed out that "we are encountering cases where companies proactively explain the reason why they do not comply with a certain principle and that these kinds of explanatory efforts are preferable to superficial compliance" (*2).
 - (*1) "Follow-up Meeting on the Stewardship Code and Corporate Governance Code" Opinion (1) (https://www.fsa.go.jp/en/refer/councils/follow-up/statements.pdf)
 - (*2) Naturally, when explaining the "reasons for not implementing", companies should devise ways to fully gain the understanding of shareholders and other stakeholders regarding their own responses to the principle of not implementing, and it would be contrary to the purpose of "Comply or Explain" to limit oneself to superficial explanations using "template" expressions ("The Preamble of the "Japan's Corporate Governance Code [Final Proposal]").
- We hope that this report will be useful for listed companies and other interested parties to get an overview of the status of listed companies' efforts on corporate governance.

Agenda



- I. Target of Analysis
- II. Status of Response to Newly Established and Revised Principles
 - i. Board Independence
 - ii. Promoting Diversity
 - iii. Sustainability and ESG
 - iv. Other Items
- III. Reference Materials

I. Target of Analysis

I. Target of Analysis



- ➤ This report is based on the "comply or explain" disclosure in Governance Reports submitted by companies listed on the 1st section, 2nd sections and JASDAQ Standard (3,311 companies) of the TSE, by December 31, 2021.
 - * The contents of the principles for Prime Market listed companies are not taken into account in the compilation of this report, as they will be applied from the Governance Report to be submitted after the first AGM held after April 1, 2022.

[Status of disclosure on status of response to the code by market segment] *The red box indicates the target of this report.

Market segment	Number of comp	disclosing anies	Scope of Comply or Explain*
Market Segment	December 2021	[Ref.] August 2020	Scope of Comply of Explain
1st Section	2,182	2,172	All 83 principles
2nd Section	472	480	General Principles: 5 principlesPrinciples: 31 principles
JASDAQ Standard *	657	662	- Supplementary Principles: 47 principles
Mothers	421	326	General Principles: 5 principles
JASDAQ Growth	37	37	ocheral i inicipiesi s principies
Total	3,769	3,677	

^{*} JASDAQ Standard companies traditionally applied to only General Principles. Since all JASDAQ Standard listed companies have chosen the Standard Market as the new market segment from April 2022, all have submitted Governance Reports that addresses all 83 principles of the Code by the end of December 2021.

[Reference] Summary of newly established and revised principles (1)



i. Ensur	ing Boar	d Independence
Revised	4.8	Companies listed on the Prime Market should therefore appoint at least one-third of their directors (the majority of directors if deemed necessary) as independent directors that sufficiently have such qualities. ★
Revised	4.10.1	Companies listed on the Prime Market should basically have the majority of the members of an independent nomination committee and remuneration committee under the board be independent directors, and should disclose the mandates and roles of the committees, as well as the policy regarding the independence of the composition.
Revised	4.11	The board should be well balanced in knowledge, experience and skills in order to fulfill its roles and responsibilities, and it should be constituted in a manner to achieve both diversity, including gender, international experience, work experience and age, and appropriate size.
Revised	4.11.1	The board should identify the skills, etc. that it should have in light of its managing strategies, and disclose the combination of skills, etc. that each director possesses. When doing so, independent director(s) with management experience in other companies should be included.
ii. Prom	oting D	iversity in Core Human Resources
New	2.4.1	Companies should present their policies and voluntary and measurable goals for ensuring diversity in the promotion to core human resources, such as the promotion of women, foreign nationals and midcareer hires to middle managerial positions, as well as disclosing their status.
iii. Atte	ntion t	o Sustainability and ESG
Revised	2.3.1	The board should recognize that dealing with sustainability issues are important management issues that can lead to earning opportunities as well as risk mitigation, and should further consider addressing these matters positively and proactively in terms of increasing corporate value over the mid-to long-term.
New 3.1.3		Companies should appropriately disclose their initiatives on sustainability when disclosing their management strategies.
INCVV	3.1.3	Companies listed on the Prime Market should enhance the quality and quantity of disclosure based on the TCFD recommendations or an equivalent framework. ★
New	4.2.2	The board should develop a basic policy for the company's sustainability initiatives.

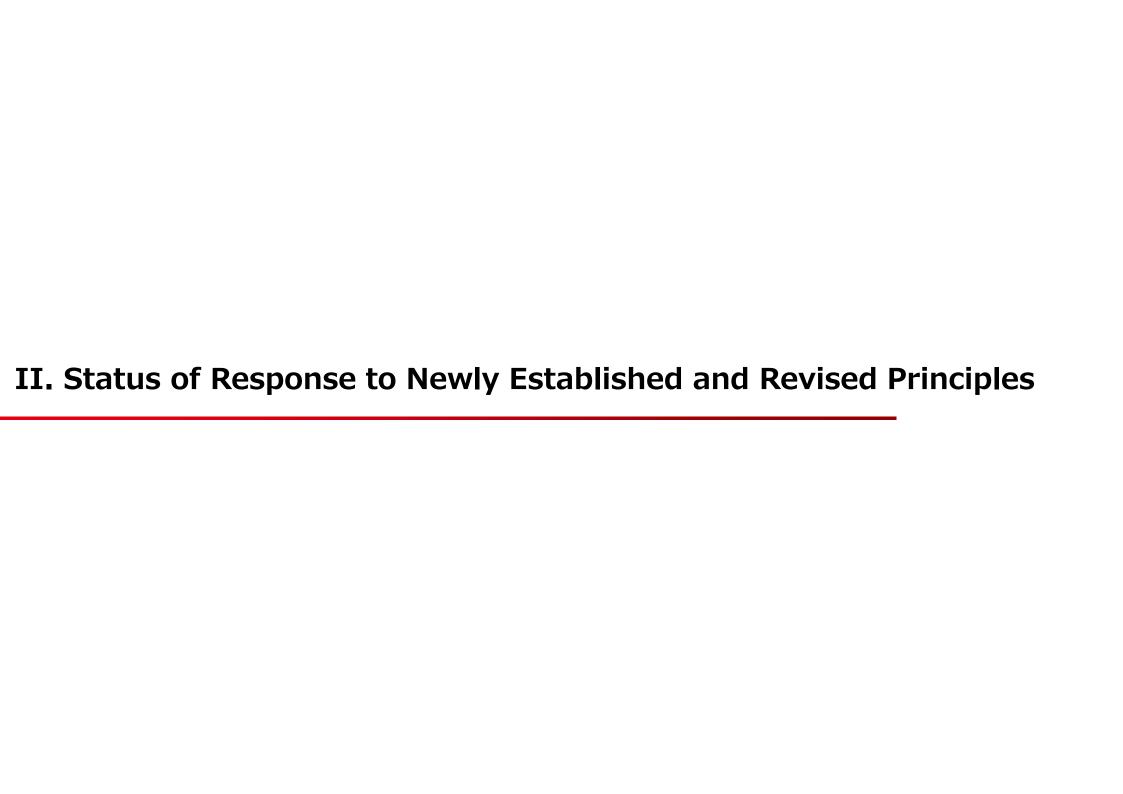
^{* ★} For Prime Market listed companies only (to be applied from Governance Report submitted after the first AGM held after April 4, 2022)

[Reference] Summary of newly established and revised principles (2)



iv. Oth	ner Indi	vidual Items				
Revised	1.2.4	Companies listed on the Prime Market should make the Electronic Voting Platform available, at least to institutional investors. ★				
Revised	3.1.2	Companies listed on the Prime Market should disclose and provide necessary information in their disclosure documents in English.★				
Revised	4.3.4	The board should appropriately establish effective internal control and proactive enterprise risk management systems on an enterprise basis and oversee the operational status.				
Revised 4.4		Kansayaku and the kansayaku board should make decisions from an independent and objective standpoint executing their roles and responsibilities including appointment and dismissal of kansayaku and external au etc.				
New	4.8.3	Companies that have a controlling shareholder should either appoint at least one-third of their directors (the majority of directors if listed on the Prime Market★) as independent directors or establish a special committee to deliberate and review material transactions or actions that conflict with the interests of the controlling shareholder and minority shareholders.				
Revised	4.13.3	Companies should ensure coordination between the internal audit department, directors and kansayaku by establishing a system in which the internal audit department appropriately reports directly to the board and the kansayaku board in order for them to fulfill their functions.				
Revised	5.1.1	Taking the requests and interests of shareholders into consideration, to the extent reasonable, the senior management, directors, including outside directors, and kansayaku, should have a basic position to engage in dialogue (management meetings) with shareholders.				
New	5.2.1	In formulating and announcing business strategies, etc., companies should clearly present the basic policy regarding the business portfolio decided by the board and the status of the review of such portfolio.				

^{* ★} For Prime Market listed companies only (to be applied from Governance Report submitted after the first AGM held after April 4, 2022)

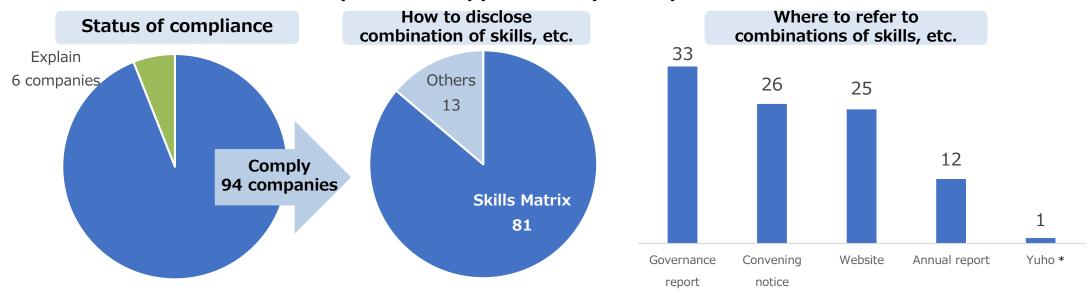


II. (i) Board Independence



Revised	Content	Compliance rate (compared to Aug, 2020)			
principles		1st Section	2nd Section	JASDAQ Standard	
4.11	The board should be well balanced in knowledge, experience and skills in order to fulfill its roles and responsibilities, and it should be constituted in a manner to achieve both diversity, including gender, international experience, work experience and age, and appropriate size.	79.2% (+3.0pt)	64.2% (-2.7pt)	49.8%	
4.11.1	The board should identify the skills, etc. that it should have in light of its managing strategies, and disclose the combination of skills, etc. that each director possesses. When doing so, independent director(s) with management experience in other companies should be included.	71.1% (-25.8pt)	57.8% (-38.6pt)	43.8%	

(Status of response to Supplementary Principle 4.11.1 (TOPIX100))



- For supplementary principle 4.11.1, the compliance rate decreased after the revision: In terms of the content of explain, there are many examples of considering the disclosure of a combination of skills, etc. in the future.
- Many companies prepare and disclose a skills matrix regarding the combination of skills of directors, but there are also cases where the combination of skills is written.
- In addition to being included in governance report, there are some cases of using the convening notice and website as reference.

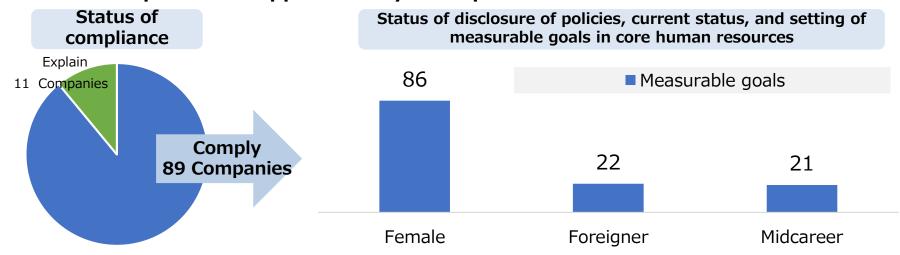
^{*} Yuho is a statutory annual securities report in Japan.

II. (ii) Promoting Diversity



Newly		Compliance rate			
established principles	Content	1st Section	2nd Section	JASDAQ Standard	
2.4.1	Companies should present their policies and voluntary and measurable goals for ensuring diversity in the promotion to core human resources, such as the promotion of women, foreign nationals and midcareer hires to middle managerial positions, as well as disclosing their status.	66.8%	46.2%	37.9%	

(Status of response to Supplementary Principle 2.4.1 (TOPIX 100))



- About 70% of the companies listed on the first section of the market comply with 2.4.1, **but these disclosures seem to be wide**, with some companies describing their approach, measurable goals, and status in terms of promoting women, non-Japanese, and mid-career hires to core positions, while others do not describe certain attributes.
 - (*) If there are any items that do not provide "voluntary and measurable goals" for the promotion to core human resources such as the promotion of women, foreign nationals and midcareer hires to middle managerial positions they are required to indicate this fact and the reasons for it in the corporate governance report.
- Looking at the disclosure details of companies complying with the principle by TOPIX 100, almost all companies set measurable goals of female to core positions. On the other hand, only about 20 companies set measurable goals for the promotion of foreigner (non-Japanese) and mid-career hires to core positions, which is relatively low compared to women.

(*) Other attributes included those related to age (promotion of young managers).

II. (iii) a Sustainability and ESG



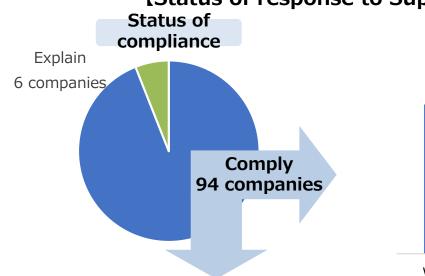
Newly established and	Content	Compliance rate (compared to Aug, 2020)				
revised principles	Content	1st Section	2nd Section	JASDAQ Standard		
2.3.1	The board should recognize that dealing with sustainability issues are important management issues that can lead to earning opportunities as well as risk mitigation, and should further consider addressing these matters positively and proactively in terms of increasing corporate value over the mid-to long-term.	93.9% (-6.0pt)	94.3% (-5.7pt)	92.4%		
3.1.3 [New]	Companies should appropriately disclose their initiatives on sustainability when disclosing their management strategies. They should also provide information on investments in human capital and intellectual properties in an understandable and specific manner, while being conscious of the consistency with their own management strategies and issues.	66.2%	58.3%	56.2%		
4.2.2 [New]	The board should develop a basic policy for the company's sustainability initiatives from the perspective of increasing corporate value over the mid- to long- term. In addition, in light of the importance of investments in human capital and intellectual properties, the board should effectively supervise the allocation of management resources and the implementation of business portfolio strategies to ensure that they contribute to the sustainable growth of the company.	78.8%	64.8%	58.9%		

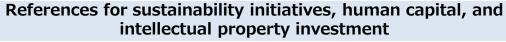
- More than 90% of companies comply with 2.3.1, and the majority of companies recognize sustainability as important management issues and further consider addressing these matters.
 - (%) Many of the companies that have explained to 2.3.1 also indicate that they will be making further efforts to address sustainability issues in the future, **taking sustainability issues seriously**.
- On the other hand, only around 60-80% of companies formulate a basic sustainability policy (Supplemental Principle 4.2.2) and disclose their initiatives (Supplemental Principle 3.1.3).

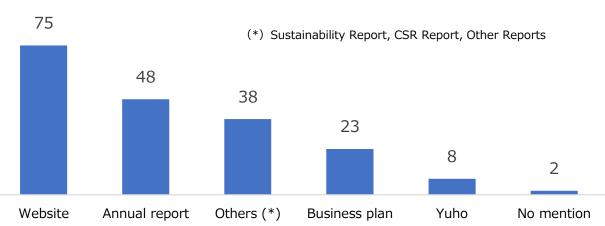
II. (iii) b Sustainability and ESG



(Status of response to Supplementary Principle3.1.3 (TOPIX100)







[Reference]TCFD Disclosure No mention In the process 9 Done 76

Mentions for human capital and intellectual property investment

Category	No. of Companies	Ratio
Comply with Supplementary Principle3.1.3	94	
- Investment to Human Capital	71	75.5%
- Investment to Intellectual Property	67	71.3%

- > In many cases, when disclosing the supplementary principle 3.1.3, reference is made to other statutory or voluntary disclosure.
 - (**) In some cases, governance reports do not mention investments in human capital and intellectual property, which are required to be disclosed.
- Disclosure based on TCFD or equivalent framework to be applied to companies listed on the prime market after the transition to the new market segmentation in April 2022: 76 of TOPIX 100 companies have already responded to this, and 9 are considering it.

II. (iv) a Other Items (Companies with Controlling Shareholders)



Newly		Compliance rate *			
established principles	Content	1st Section (N=231)	2nd Section (N=96)	JASDAQ Standard (N=141)	
4.8.3	Companies that have a controlling shareholder should either appoint at least one-third of their directors (the majority of directors if listed on the Prime Market★) as independent directors or establish a special committee to deliberate and review material transactions or actions that conflict with the interests of the controlling shareholder and minority shareholders.	71.9%	62.5%	62.4%	

* The compliance rate in Supplementary Principle 4.8.3 is calculated using listed companies with controlling shareholders as the denominator.

Principle4.8.3 - Comply		1st Section			2nd Section			JASDAQ Standard		
Ratio of Independent Directors	No. of Companies	Ratio	With Special Committee	No. of companies	Ratio	With Special Committee	No. of companies	Ratio	With Special Committee	
More than 1/2	15	9.0%	0	2	3.3%	0	4	4.5%	1	
More than 1/3 or more – 1/2	123	74.1%	33	45	75.0%	4	53	60.2%	3	
Less than 1/3	28	16.9%	7	13	21.7%	3	31	35.3%	5	
Total	166	_	40	60	_	7	88	_	9	

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Interpretations Explains	1st S	ection	2nd S	ection	JASDAQ	Standard
Category	No. of companies	Ratio	No. of companies	Ratio	No. of companies	Ratio
Total	65		36		53	
- Increase independent directors (planning to)	32	49.2%	24	66.7%	20	37.7%
- Establish Special Committee (planning to)	22	33.8%	13	36.1%	16	30.2%

- More than 80% of the companies listed on the First Section of the Tokyo Stock Exchange that comply with the supplementary principle 4.8.3 appoint at least one-third independent directors.
- There are a certain number of companies that state the fact that they have a special committee, and there are also companies that implement this together with the appointment of at least one-third of independent directors.
 - (*) If a company establishes a special committee in accordance with this principle, it is desirable to include a statement to that effect in governance report, but there have been cases of companies with less than one-third of independent outside directors complying with this principle and not stating that they establish a special committee.
- Even if a company has explained, there is a certain percentage of companies that plan to increase the ratio of independent outside directors or establish a special committee.

II. (iv) b Other Individual Items



Newly established	Contont	Compliance rate (compared to Aug, 2020)			
and revised principles	Content	1st Section	2nd Section	JASDAQ Standard	
4.3.4	The board should appropriately establish effective internal control and proactive enterprise risk management systems on an enterprise basis and oversee the operational status, besides utilizing the internal audit department.	99.5% (-0.5pt)	99.6% (-0.4pt)	99.7%	
4.4	Kansayaku and the kansayaku board should make decisions from an independent and objective standpoint when executing their roles and responsibilities including appointment and dismissal of kansayaku and external auditors, etc.	100.0% (+0.0pt)	100.0% (+0.0pt)	100.0%	
4.13.3	Companies should ensure coordination between the internal audit department, directors and kansayaku by establishing a system in which the internal audit department appropriately reports directly to the board and the kansayaku board in order for them to fulfill their functions.	99.1% (-0.9pt)	98.1% (-1.7pt)	99.5%	
5.1.1	Taking the requests and interests of shareholders into consideration, to the extent reasonable, the senior management, directors, including outside directors, and kansayaku, should have a basic position to engage in dialogue (management meetings) with shareholders.	99.2% (-0.7pt)	98.9% (-0.9pt)	98.9%	
5.2.1 [New]	In formulating and announcing business strategies, etc., companies should clearly present the basic policy regarding the business portfolio decided by the board and the status of the review of such portfolio.	81.6%	66.7%	56.2%	

III. Reference Materials

Ⅲ. (i) Status of compliance with all principles (As of December 31, 2021)



	Compliance rate							
Principle	1st Section	[Reference] compared to Aug, 2020	2nd Section	[Reference] compared to Aug, 2020	JASDAQ Standard	[Reference] Prime Market*	[Reference] Standard Market*	
1	99.95%	+0.00pt	100.00%	+0.21pt	100.00%	100.00%	99.93%	
1.1	100.00%	±0.00pt	100.00%	±0.00pt	100.00%	100.00%	100.00%	
1.1.1	99.82%	+0.19pt	99.36%	-0.01pt	99.09%	99.84%	99.32%	
1.1.2	99.95%	+0.05pt	100.00%	±0.00pt	99.54%	99.95%	99.80%	
1.1.3	99.95%	-0.05pt	100.00%	±0.00pt	100.00%	99.95%	100.00%	
1.2	99.86%	+0.14pt	99.79%	-0.00pt	98.93%	99.89%	99.39%	
1.2.1	99.91%	-0.05pt	99.79%	-0.21pt	99.54%	99.89%	99.73%	
1.2.2	98.81%	+0.88pt	93.43%	+1.97pt	83.71%	98.97%	90.17%	
1.2.3	99.63%	+0.23pt	97.25%	+0.58pt	96.35%	99.56%	97.49%	
1.2.4 [Revised]	63.47%	+7.17pt	12.92%	-2.28pt	10.50%	69.97%	15.66%	
1.2.5	97.02%	+0.89pt	87.50%	+1.04pt	89.35%	97.33%	90.17%	
1.3	98.76%	+0.42pt	96.40%	+0.56pt	91.93%	99.18%	94.44%	
1.4	93.72%	+2.79pt	87.08%	+1.45pt	90.56%	94.12%	89.69%	
1.4.1	99.68%	+0.19pt	100.00%	+0.21pt	100.00%	99.67%	99.93%	
1.4.2	99.91%	+0.14pt	100.00%	+0.21pt	100.00%	100.00%	99.86%	
1.5	100.00%	±0.00pt	100.00%	±0.00pt	99.85%	100.00%	99.93%	
1.5.1	100.00%	±0.00pt	100.00%	±0.00pt	100.00%	100.00%	100.00%	
1.6	100.00%	±0.00pt	100.00%	±0.00pt	99.85%	100.00%	99.93%	
1.7	100.00%	+0.05pt	99.79%	+0.20pt	99.54%	100.00%	99.73%	
2	99.86%	-0.09pt	100.00%	±0.00pt	100.00%	99.84%	100.00%	
2.1	100.00%	+0.09pt	100.00%	±0.00pt	99.70%	100.00%	99.86%	
2.2	100.00%	+0.14pt	100.00%	±0.00pt	98.78%	100.00%	99.46%	
2.2.1	99.40%	+0.00pt	99.15%	+0.19pt	93.15%	99.51%	96.41%	
2.3	98.95%	-0.82pt	99.15%	-0.85pt	96.50%	99.13%	97.69%	
2.3.1 [Revised]	93.86%	-5.96pt	94.28%	-5.72pt	92.39%	93.85%	93.36%	
2.4	99.77%	+0.09pt	99.58%	+0.20pt	98.48%	99.84%	99.05%	
2.4.1 [New]	66.82%		46.19%		37.90%	70.02%	43.39%	
2.5	99.91%	+0.00pt	99.15%	-0.85pt	99.24%	99.95%	99.32%	
2.5.1	98.95%	+0.74pt	95.34%	+0.13pt	90.26%	99.02%	93.83%	
2.6	97.48%	+1.21pt	95.13%	+0.75pt	98.02%	97.93%	96.41%	
3	99.86%	-0.05pt	100.00%	±0.00pt	100.00%	99.89%	99.93%	
3.1	96.20%	+1.44pt	90.68%	+1.09pt	83.11%	96.95%	87.66%	
3.1.1	99.63%	+0.09pt	99.58%	-0.22pt	99.85%	99.73%	99.59%	
3.1.2 [Revised]	80.11%	+0.41pt	30.72%	-2.82pt	29.53%	85.36%	35.25%	
3.1.3 [New]	66.18%		58.26%	<u> </u>	56.16%	66.70%	58.58%	
3.2	100.00%	±0.00pt	100.00%	±0.00pt	100.00%	100.00%	100.00%	
3.2.1	99.13%	+0.42pt	95.97%	+1.60pt	96.50%	99.35%	96.68%	
3.2.2	99.77%	+0.05pt	100.00%	±0.00pt	99.85%	99.78%	99.86%	

^{*} Classification according to the choice of TSE new market segments after April 2022.

^{**} The compliance rate in Supplementary Principle 4.8.3 is calculated using listed companies with controlling shareholders as the denominator.

Principle 1st Compared to Section Compared to Aug. 2020 Section Standard Prime Standard Market Standard Aug. 2020 Section Standard Market Standard Aug. 2020 Section Standard Aug. 2020 Section Standard Aug. 2020 Section Section Section Section Section Standard Aug. 2020 Section Section			Compliance rate							
A	Principle		compared to		compared to		Prime	Standard		
4.1.1 99.95% -0.05pt 100.00% ±0.00pt 99.54% 99.95% 99.80% 4.1.1 99.68% -0.04pt 99.36% -0.01pt 99.37% 99.39% 4.1.3 76.58% +3.61pt 58.69% -0.06pt 36.07% 78.40% 50.58% 4.2 95.42% +1.49pt 87.71% +3.34pt 76.41% 96.46% 83.19% 4.2.1 83.36% +5.83pt 55.72% +4.05pt 15.90% 86.56% 56.54% 4.2.2 [New] 78.83% - 64.83% - 58.90% 80.25% 63.73% 4.3.1 98.81% +0.24pt 99.36% +0.16pt 98.33% 99.73% 40.16pt 98.33% 99.73% 40.16pt 98.33% 99.73% 40.16pt 98.39% 99.55% 40.16pt 98.39% 99.75% 40.16pt 98.39% 99.75% 40.16pt 99.87% 94.51% 40.16pt 99.87% 94.51% 40.16pt 40.88 40.22pt 99.78% 90.56										
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4.10.1 [Revised] 74.15% +10.85pt 40.68% +3.80pt 28.92% 77.75% 38.85% 4.11 [Revised] 79.24% +3.04pt 64.19% -2.68pt 49.77% 81.39% 58.58% 4.11.1 [Revised] 71.13% -25.79pt 57.84% -38.62pt 43.84% 73.07% 52.34% 4.11.2 99.91% +0.00pt 100.00% +0.21pt 99.70% 99.89% 99.86% 4.11.3 87.99% +3.32pt 68.01% +0.93pt 36.23% 89.93% 56.07% 4.12 100.00% +0.32pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.12.1 99.77% +0.42pt 98.94% +0.61pt 98.48% 99.84% 98.85% 4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00pt 99.85% 100.00% 99.89% 99.89% 4.13.2 100.00% ±0.00pt 100.00pt 100.00% 100.00% 99.85% 100.00% 99.85% 99.	4.9	98.40%	+0.47pt		+0.11pt	92.09%	98.53%	93.97%		
4.11 [Revised] 79.24% +3.04pt 64.19% -2.68pt 49.77% 81.39% 58.58% 4.11.1 [Revised] 71.13% -25.79pt 57.84% -38.62pt 43.84% 73.07% 52.34% 4.11.2 99.91% +0.00pt 100.00% +0.21pt 99.70% 99.89% 99.86% 4.11.3 87.99% +3.32pt 68.01% +0.93pt 36.23% 89.93% 56.07% 4.12 100.00% +0.32pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.12.1 99.77% +0.42pt 98.94% +0.61pt 98.48% 99.84% 98.85% 4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00pt 99.85% 100.00% 99.89% 40.00pt 4.13.2 100.00% ±0.00pt 100.00pt 100.00% 100.00% 100.00% 40.00pt 100.00% 100.00% 40.00pt 100.00% 40.00pt 100.00% 40.00pt 99.54% 99.29% 98.71% 4.14	4.10	96.93%	+2.73pt	91.31%	+1.73pt	86.15%	97.39%	89.76%		
4.11.1 [Revised] 71.13% -25.79pt 57.84% -38.62pt 43.84% 73.07% 52.34% 4.11.2 99.91% +0.00pt 100.00% +0.21pt 99.70% 99.89% 99.86% 4.11.3 87.99% +3.32pt 68.01% +0.93pt 36.23% 89.93% 56.07% 4.12 100.00% +0.32pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.12.1 99.77% +0.42pt 98.94% +0.61pt 98.48% 99.84% 98.85% 4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00pt 99.85% 100.00% 99.89% 99.80% 4.13.2 100.00% ±0.00pt 100.00pt 100.00% 100.00% 99.85% 100.00% 99.93% 4.14.1 99.54% +0.00pt 98.94% +0.19pt 94.52% 99.51% 97.15% 4.14.2 98.85% +0.14pt 98.94% -0.23pt 95.89% 99.84% 92.34% 5.1	4.10.1 [Revised]	74.15%	+10.85pt	40.68%		28.92%	77.75%	38.85%		
4.11.2 99.91% +0.00pt 100.00% +0.21pt 99.70% 99.89% 99.86% 4.11.3 87.99% +3.32pt 68.01% +0.93pt 36.23% 89.93% 56.07% 4.12 100.00% +0.32pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.12.1 99.77% +0.42pt 98.94% +0.61pt 98.48% 99.84% 98.85% 4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.13.2 100.00% ±0.00pt 100.00pt 99.85% 100.00% 99.93% 4.13.3 [Revised] 99.08% -0.92pt 98.09% -1.70pt 99.54% 99.29% 98.71% 4.14 99.54% +0.00pt 98.94% +0.19pt 94.52% 99.51% 97.15% 4.14.1 99.77% +0.14pt 98.94% -0.23pt 95.89% 99.84% 97.69% 4.14.2 98.85% +0.19pt </td <td>4.11 [Revised]</td> <td>79.24%</td> <td>+3.04pt</td> <td>64.19%</td> <td>-2.68pt</td> <td>49.77%</td> <td>81.39%</td> <td>58.58%</td>	4.11 [Revised]	79.24%	+3.04pt	64.19%	-2.68pt	49.77%	81.39%	58.58%		
4.11.3 87.99% +3.32pt 68.01% +0.93pt 36.23% 89.93% 56.07% 4.12 100.00% +0.32pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.12.1 99.77% +0.42pt 98.94% +0.61pt 98.48% 99.84% 98.85% 4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00pt 99.85% 100.00% 99.93% 4.13.2 100.00% ±0.00pt 100.00pt 100.00% 100.00% 100.00% 99.93% 4.13.3 [Revised] 99.08% -0.92pt 98.09% -1.70pt 99.54% 99.29% 98.71% 4.14 99.54% +0.00pt 98.94% +0.19pt 94.52% 99.51% 97.15% 4.14.1 99.77% +0.14pt 98.94% -0.23pt 95.89% 99.84% 97.69% 4.14.2 98.85% +0.19pt 95.34% -0.91pt 87.37% 99.08% 92.34% 5 100.00% +0.09pt	4.11.1 [Revised]	71.13%	-25.79pt	57.84%	-38.62pt	43.84%	73.07%	52.34%		
4.11.3 87.99% +3.32pt 68.01% +0.93pt 36.23% 89.93% 56.07% 4.12 100.00% +0.32pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.12.1 99.77% +0.42pt 98.94% +0.61pt 98.48% 99.84% 98.85% 4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00pt 99.85% 100.00% 99.93% 4.13.2 100.00% ±0.00pt 100.00pt 100.00% 100.00% 100.00% 99.93% 4.13.3 [Revised] 99.08% -0.92pt 98.09% -1.70pt 99.54% 99.29% 98.71% 4.14 99.54% +0.00pt 98.94% +0.19pt 94.52% 99.51% 97.15% 4.14.1 99.77% +0.14pt 98.94% -0.23pt 95.89% 99.84% 97.69% 4.14.2 98.85% +0.19pt 95.34% -0.91pt 87.37% 99.08% 92.34% 5 100.00% +0.09pt	4.11.2	99.91%	+0.00pt	100.00%	+0.21pt	99.70%	99.89%	99.86%		
4.12.1 99.77% +0.42pt 98.94% +0.61pt 98.48% 99.84% 98.85% 4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00% ±0.00pt 100.00% 99.85% 100.00% 99.93% 4.13.2 100.00% ±0.00pt 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 40.00pt 100.00% <t< td=""><td></td><td>87.99%</td><td>+3.32pt</td><td>68.01%</td><td>+0.93pt</td><td>36.23%</td><td>89.93%</td><td>56.07%</td></t<>		87.99%	+3.32pt	68.01%	+0.93pt	36.23%	89.93%	56.07%		
4.13 99.91% +0.37pt 99.79% +0.41pt 99.70% 99.89% 99.80% 4.13.1 100.00% ±0.00pt 100.00% ±0.00pt 100.00% 99.85% 100.00% 99.93% 4.13.2 100.00% ±0.00pt 100.00% <td>4.12</td> <td>100.00%</td> <td>+0.32pt</td> <td>100.00%</td> <td>±0.00pt</td> <td>99.85%</td> <td>100.00%</td> <td>99.93%</td>	4.12	100.00%	+0.32pt	100.00%	±0.00pt	99.85%	100.00%	99.93%		
4.13.1 100.00% ±0.00pt 100.00% ±0.00pt 99.85% 100.00% 99.93% 4.13.2 100.00% ±0.00pt 100.00% ±0.00pt 100.00% 100.00% 100.00% 4.13.3 [Revised] 99.08% -0.92pt 98.09% -1.70pt 99.54% 99.29% 98.71% 4.14 99.54% +0.00pt 98.94% +0.19pt 94.52% 99.51% 97.15% 4.14.1 99.77% +0.14pt 98.94% -0.23pt 95.89% 99.84% 97.69% 4.14.2 98.85% +0.19pt 95.34% -0.91pt 87.37% 99.08% 92.34% 5 100.00% +0.09pt 99.79% -0.00pt 99.85% 100.00% 99.86% 5.1 99.45% +0.00pt 97.67% -0.25pt 97.11% 99.62% 97.63% 5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95%	4.12.1	99.77%	+0.42pt	98.94%	+0.61pt	98.48%	99.84%	98.85%		
4.13.2 100.00% ±0.00pt 100.00% ±0.00pt 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 98.71% 99.29% 98.71% 99.29% 98.71% 99.21% 97.15% 99.15% 97.15% 99.15% 97.15% 99.15% 97.15% 99.84% 97.69% 99.84% 97.69% 99.84% 97.69% 99.84% 97.69% 99.84% 97.69% 99.84% 99.08% 92.34% 99.86% 99.88% 99.08% 92.34% 99.88% 99.88% 99.88% 99.88% 99.88% 99.86% 99.86% 99.86% 99.86% 99.86% 99.86% 99.86% 99.86% 99.86% 99.86% 99.86% 99.68%	4.13	99.91%	+0.37pt	99.79%	+0.41pt	99.70%	99.89%	99.80%		
4.13.3 [Revised] 99.08% -0.92pt 98.09% -1.70pt 99.54% 99.29% 98.71% 4.14 99.54% +0.00pt 98.94% +0.19pt 94.52% 99.51% 97.15% 4.14.1 99.77% +0.14pt 98.94% -0.23pt 95.89% 99.84% 97.69% 4.14.2 98.85% +0.19pt 95.34% -0.91pt 87.37% 99.08% 92.34% 5 100.00% +0.09pt 99.79% -0.00pt 99.85% 100.00% 99.86% 5.1 99.45% +0.00pt 97.67% -0.25pt 97.11% 99.62% 97.63% 5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	4.13.1	100.00%	±0.00pt	100.00%	±0.00pt	99.85%	100.00%	99.93%		
4.14 99.54% +0.00pt 98.94% +0.19pt 94.52% 99.51% 97.15% 4.14.1 99.77% +0.14pt 98.94% -0.23pt 95.89% 99.84% 97.69% 4.14.2 98.85% +0.19pt 95.34% -0.91pt 87.37% 99.08% 92.34% 5 100.00% +0.09pt 99.79% -0.00pt 99.85% 100.00% 99.86% 5.1 99.45% +0.00pt 97.67% -0.25pt 97.11% 99.62% 97.63% 5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	4.13.2	100.00%	±0.00pt	100.00%	±0.00pt	100.00%	100.00%	100.00%		
4.14.1 99.77% +0.14pt 98.94% -0.23pt 95.89% 99.84% 97.69% 4.14.2 98.85% +0.19pt 95.34% -0.91pt 87.37% 99.08% 92.34% 5 100.00% +0.09pt 99.79% -0.00pt 99.85% 100.00% 99.86% 5.1 99.45% +0.00pt 97.67% -0.25pt 97.11% 99.62% 97.63% 5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	4.13.3 [Revised]	99.08%	-0.92pt	98.09%	-1.70pt	99.54%	99.29%	98.71%		
4.14.2 98.85% +0.19pt 95.34% -0.91pt 87.37% 99.08% 92.34% 5 100.00% +0.09pt 99.79% -0.00pt 99.85% 100.00% 99.86% 5.1 99.45% +0.00pt 97.67% -0.25pt 97.11% 99.62% 97.63% 5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	4.14	99.54%	+0.00pt	98.94%	+0.19pt	94.52%	99.51%	97.15%		
5 100.00% +0.09pt 99.79% -0.00pt 99.85% 100.00% 99.86% 5.1 99.45% +0.00pt 97.67% -0.25pt 97.11% 99.62% 97.63% 5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	4.14.1	99.77%	+0.14pt	98.94%	-0.23pt	95.89%	99.84%	97.69%		
5.1 99.45% +0.00pt 97.67% -0.25pt 97.11% 99.62% 97.63% 5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	4.14.2	98.85%	+0.19pt	95.34%	-0.91pt	87.37%	99.08%	92.34%		
5.1.1 [Revised] 99.22% -0.69pt 98.94% -0.85pt 98.93% 99.18% 99.05% 5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	5	100.00%	+0.09pt	99.79%	-0.00pt	99.85%	100.00%	99.86%		
5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	5.1	99.45%	+0.00pt	97.67%	-0.25pt	97.11%	99.62%	97.63%		
5.1.2 99.45% +0.05pt 96.82% -0.05pt 96.65% 99.67% 97.08% 5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%	5.1.1 [Revised]	99.22%	-0.69pt	98.94%	-0.85pt	98.93%	99.18%	99.05%		
5.1.3 99.95% +0.18pt 99.15% -0.22pt 99.54% 99.95% 99.53%		99.45%	+0.05pt	96.82%	-0.05pt	96.65%	99.67%	97.08%		
		99.95%	+0.18pt	99.15%	-0.22pt	99.54%	99.95%	99.53%		
3.2 3.33pt 3.1370 1 1135pt 1012570 0717070 3515570	5.2	85.24%	+0.85pt	67.16%	-1.59pt	48.25%	87.70%	59.93%		
5.2.1 [New] 81.62% — 66.74% — 56.16% 83.79% 62.85%		81.62%		66.74%		56.16%	83.79%	62.85%		

[Attention] Governance Report under New Market Structure



- ➤ Under the new market structure, domestic companies are required to submit the CG Report disclosing their approach to each of the principles in the Corporate Governance Code, on a comply or explain basis.
- > The extent of disclosure required of each company is based on the new market segment company has chosen.
 - Prime Market : General Principle · Principle · Supplementary Principle
 - Standard Market : General Principle Principle Supplementary Principle (excluding Principles for Prime listed companies)
 - Growth Marke : General Principle
- ➤ For Prime listed companies, the CG Report to be submitted immdiately after the Annual General Meeting that they will be holding after April 4th, 2022, should include 1 and 2 listed below. (Some companies have already included them in the CG Report submitted by the end of 2021, however, ALL Prime listed companies should include the two items, starting from April 4th, 2022)
 - 1. Comply or Explain of Principles applied only to Prime listed companies(*1)
 - 2. Disclosures of the Principles applied only to Prime listed companies(*2)
 - *1: Supplementary Principle1.2.4 (latter part), Supplementary Principle3.1.2(latter part), Supplementary Principle3.1.3(latter part), Principle4.8, Supplementary Principle4.8.3, Supplementary Principle4.10.1(latter part)
 - *2: Supplementary Principle3.1.3 (latter part), Supplementary Principle4.10.1 (latter part)
- > For Standard and Growth listed companies, there is no change in the content of principles to be "comply or explain". Please update the Governance Report and submit it immediately after the AGM.