

Press Release

February 14, 2025

For all media outlets

eSOL Co., Ltd.

Notice of Changes in Company Board of Directors

Tokyo, Japan, 14th February 2025 – eSOL, a global leader in embedded software and edge computing solutions, has announced that a meeting of the Board of Directors was held on February 14, 2025 and approved a proposed change in the company’s directors. Details are provided below.

This decision is to be discussed and formally ratified at the annual meeting of shareholders to be held on March 28, 2025, and at the Board of Directors meeting to be held after the closure of the shareholders’ meeting.

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1. Reason for Change

Since being appointed to the position in March 2013, eSOL’s current president and representative director, Katsutoshi Hasegawa, has strived to develop the company’s activities and strengthen its business fundamentals. Recognizing that the company’s fiftieth anniversary represents a major milestone, for some time he has been preparing the company for the next generation and is now looking to ensure its continued growth and the further enhancement of corporate value under new management.

Katsutoshi Hasegawa will remain with the company as a Director and Senior Advisor. In this role, he will continue his efforts to ensure effective governance at eSOL while also supporting the new president by drawing on his own experience as president to offer advice and suggestions on all aspects of the business.

2. Details of Change

Name	New Title	Current Title
Masaki Gondo	CEO, CTO, President, and Representative Director	Senior Executive VP and CTO
Katsutoshi Hasegawa	Director and Senior Advisor	President and Representative Director

3. Career Summary of New CEO Candidate

Masaki Gondo started his career at eSOL as a development engineer for the company’s OS products, going on to become one of the few system architects in Japan through his work with AUTOSAR, an international standardization body for automotive software, and his involvement in the development of key products such as the core eSOL technologies of eT-Kernel™ and eMCOS®. On the business side, he has sought to drive the company forward in both the technological and commercial realms, being responsible for the introduction of product management throughout the company some 15 years ago. He has also achieved excellent commercial results, having served as Head of Software since 2022 where he took sales of the company’s software business past 10 billion yen for the first time in its history.

Name Date of birth	Career summary
Masaki Gondo October 10, 1970	Sept. 1996: Joined ERG Co., Ltd. (later renamed eSOL Co., Ltd.) Jan. 2010: Head of technical strategy office Jan. 2012: Head of technology division Mar. 2017: Company director and head of technology division Jan. 2022: Company director and head of software business Mar. 2022: Senior executive vice president and head of software business Jan. 2025: Senior executive vice president and CTO (current role)

4. Date of Change

March 28, 2025 (the transfer of authority is to take place at a meeting of the Board of Directors to be held after the annual meeting of shareholders)

5. Download photograph of Masaki Gondo

https://www.esol.com/uploaded/press/Masaki_Gondo_20250214.jpg

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■ Additional Material

About eSOL

As a leading global company in the fields of embedded systems and edge computing, eSOL is working to use innovative computer technologies to realize a safer and more connected society. It supports software development by its customers with full stack engineering, serving as a total provider with a range of products based on its eMCOS real-time operating system (RTOS) developed using eSOL's unique and patented multikernel technology. These products extend from the platform, OS, and application layers to toolchains and processes. Together with its excellent professional services, eSOL's technologies and its high-performance scalable software platform products are used worldwide in embedded applications that include automotive systems with stringent quality, safety, and security standards as well as industrial equipment, satellites, medical and digital consumer electronics. In addition to the research and development of its own leading-edge products, and joint research with major manufacturers and universities, eSOL is actively engaged in AUTOSAR, Autoware, and multi/many-core technology standardization activities. Founded in 1975, the company is listed on the Standard Market of the Tokyo Stock Exchange. (TSE: 4420)

▽ For more information, please visit: <https://www.esol.com>

* Autoware is an open-source software built on ROS/ROS 2 for autonomous driving.

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