



Press Release

Announcement of eSOL's New Management Structure

Tokyo, Japan, 31st March 2025 – eSOL, a global leader in embedded software and edge computing solutions, has announced the appointment of Masaki Gondo as the company's CEO, CTO, President, and Representative Director as of March 28, 2025.

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 a product management approach 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.

Under the new management structure, eSOL will replace its old business unit structure with a departmental structure, thereby improving the ability of top leadership to directly drive the business. As well as seeking to accelerate business decision making, this will better establish the practice of all eSOL employees working as "One Team" to develop the business, under the leadership team of directors and executive directors.

This year marks the 50th anniversary of eSOL as a business. Under the leadership of Gondo, eSOL will renew its effort to enable its corporate mission of "contributing to society by creating markets with our innovative technologies" on a global level.

Gondo said the following upon his appointment as CEO, CTO, President, and Representative Director.

"eSOL has developed software for global manufacturing for over 50 years. This achievement is solely attributable to the major manufacturers who are our clients, our partners and the eSOL team members who have dedicated themselves to sustained eSOL up to this day. On this occasion, it is both my great joy and a great challenge to receive the opportunity to lead eSOL, where I have worked hard alongside my colleagues for over 30 years. Global manufacturing is facing a great period of transition. Just as software has transformed computers, smartphones, and cloud technology, that wave is now coming to the world of manufacturing. The manufacturing industry is very important in the global economy. The coming decade will be crucial, so we, at eSOL, want to do dedicate our utmost efforts to make a significant contribution. At "eSOL Technology Forum 2025," our private forum scheduled for Friday, June 27 (Tokyo Conference Center, Shinagawa), we will be holding an event under the theme of this period of transition for the Japanese manufacturing industry entitled "Let's talk about the future of Japanese Software – the new SDV for Japan, for every Vehicle", focusing first on our local

Japanese manufactures with implication to the global market. I very much hope you will join us, and I look forward to meeting you there.”

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Masaki Gondo's CV

September 1996 Joined Erg Co., Ltd. (now eSOL Co., Ltd.)
January 2010 Head of Technical Strategy Office
January 2012 Head of Technology Division
March 2017 Company Director and Head of Technology Division
January 2022 Company Director and Head of Software Business
March 2022 Senior Executive Vice President and Head of Software Business
January 2025 Senior Executive Vice President and CTO
March 2025 CEO, CTO, President, and Representative Director

Download the photograph of Masaki Gondo

https://www.esol.co.jp/uploaded/press/Masaki_Gondo_20250328.jpg

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Masaki Gondo

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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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For more information, please contact:

eSOL:

Benoit Simoneau
514 Media Ltd.
benoit@514-media.com
+44 7891 920 370

Marketing Communications
eSOL Co., Ltd.
media@esol.co.jp

Ref: ESL123D2