



NIHON CHOUZAI Co.,Ltd.



January 29, 2021

Company name	Nihon Chouzai Co., Ltd.
Company representative	Yosuke Mitsuahara, President and CEO
(Code: 3341, Tokyo Stock Exchange 1st Section)	
Contact	Kazunori Ogi, Director, General Manager of Finance Department (Phone: +81-3-6810-0800)

Notice on Establishment of Nomination and Compensation Committee

The Company resolved at a Board of Directors meeting on January 29, 2021 to establish a Nomination and Compensation Committee as a voluntary advisory organization of the Board of Directors.

1. Purpose

To enhance the fairness, transparency and objectivity of procedures related to the nomination and compensation of directors and further strengthen corporate governance.

2. Role

The Nomination and Compensation Committee will deliberate on the following upon inquiry from the Board of Directors and submit its response to the Board of Directors.

- (1) Guidelines for appointment and dismissal of Directors
- (2) Matters concerning the Appointment and dismissal of Directors
- (3) Guidelines for Directors Compensation
- (4) Compensation details for Directors
- (5) Other items deemed necessary by the Board of Directors

3. Structure

The committee will consist of three or more Directors appointed by a resolution of the Board of Directors. A majority will be Independent Outside Directors. The following four members were selected at today's Board of Directors meeting.

Chairman: President and Representative Director Yosuke Mitsuahara

Members: Outside Director Yoshimitsu Onji (Independent Director)

Outside Director Tadashi Urabe (Independent Director, Audit Committee Member)

Outside Director Arata Toyoshi (Independent Director, Audit Committee Member)

4. Establishment date

January 29, 2021

End