

Notice Regarding Establishment of the Nomination Committee and Remuneration Committee

DAISHINKU CORP. (hereinafter, the “Company”) hereby announces that the Company resolved at the Board of Directors’ meeting held on October 14, 2022 to establish a Nomination Committee and Remuneration Committee consisting mainly of independent outside directors as voluntary advisory bodies to the Board of Directors. The details are as follows:

1. Purpose of establishing the committees

In order to strengthen the supervisory function of the Board of Directors and further enhance the corporate governance system by ensuring the fairness, transparency, and objectivity of the evaluation and decision-making process regarding the nomination and remuneration of directors, the Company will establish the Nomination Committee and Remuneration Committee.

2. Role of the committees

Each committee deliberates on the following matters in response to inquiries from the Board of Directors and reports to the Board of Directors.

1) The Nomination Committee

- Matters concerning policies and procedures for the appointment and dismissal of senior management and the nomination of director candidates.
- Matters concerning the appointment and dismissal of directors.
- Matters concerning the selection and dismissal of senior management.
- Matters concerning succession plans for the CEO, senior management and directors.
- Other matters the Board of Directors deems necessary.

2) The Remuneration Committee

- Matters concerning general policies for determining remuneration, etc. for senior management and directors.
- Matters concerning remuneration for directors, etc.
- Matters concerning the policy for determining the remuneration, etc. for each director.
- Matters concerning remuneration for each director, etc.
- Other matters the Board of Directors deems necessary.

3. Structure of the committees

Each committee consists of three or more directors selected by resolution of the Board of Directors’ meeting, the majority of whom are independent outside directors. By resolution of each committee, chairpersons are selected from among the committee members who are independent outside directors.

4. Date of establishment

November 11, 2022