



May 19, 2021

Company Name: Sanrio Company, Ltd.
President and Chief Executive Officer: Tomokuni Tsuji
Securities Code: 8136, First Section of Tokyo Stock Exchange
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Notice Regarding the Establishment of a Nomination and Compensation Committee

At a meeting held May 19, 2021, the Sanrio Company, Ltd. board of directors resolved to establish a Nomination and Compensation Committee (“Committee”) as a discretionary advisory body to the board of directors.

1. Objectives of Establishment

The company will establish the discretionary Nomination and Compensation Committee to strengthen the supervisory function of the board of directors and enhance the company’s corporate governance structure by ensuring transparency and objectivity in the evaluation and decision-making process related to the nomination and compensation of directors.

2. Role of the Committee

The Committee shall respond to requests of the board of directors, deliberating and reporting on matters related to the election and dismissal of directors, matters related to the election and dismissal of representative directors and directors with executive titles, matters related to director compensation, and other important management matters as deemed necessary by the board of directors.

3. Committee Structure

- (1) The Committee shall consist of at least three directors selected by the board of directors.
- (2) In the first year of operations, the majority of Committee members are expected to be independent outside directors.

4. Establishment Date

June 24, 2021