

January 20, 2022

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### **Announcement Regarding Establishment of Nomination and Compensation Committee**

Prestige International Inc. hereby announces that at the meeting of the Board of Directors held on January 20, 2022, the Company resolved to establish the Nomination and Compensation Committee (hereinafter referred to as the "Committee") as an advisory body of the Board of Directors. The details are as follows.

#### **1. Purpose of Establishment of the Nomination and Compensation Committee**

The Committee shall be established with the aim of ensuring equity, transparency, and objectivity concerning procedures related to the nomination and compensation of Directors and Auditors (hereinafter collectively referred to as "officers") to further enhance corporate governance. The Committee shall be an advisory body to the Board of Directors, and its purpose for the purpose of reporting on matters related to the nomination and compensation of officers.

#### **2. Roles of the Committee**

The Committee shall mainly deliberate on the following matters in response to the advice of the Board of Directors, and report to them.

- (1) Items regarding selection and dismissal of directors, auditors, executive officers, and other important officers and employees (hereinafter referred to as "officers and employees, etc.") of the Prestige International Group.
- (2) Items regarding compensation for officers and employees, etc.
- (3) Items regarding succession planning for officers and employees, etc.
- (4) Other important items of the Group in addition to the above.

#### **3. Composition of the Committee**

The Committee shall be composed of at least three members and shall constitute the majority of membership shall be Outside Directors.

The members of the committee in the first year are as follows.

Kanako Iwase	External Director (Independent Officer)
Yoshikazu Hattori	External Director (Independent Officer)
Shinichi Tamagami	CEO
Izumi Kando	External Auditor (Independent Officer)
Katsuhiko Hara	External Auditor (Independent Officer)

#### **4. Date of Establishment**

February 1, 2022

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.