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November 4, 2022

To whom it may concern

Company name	Japan Best Rescue System Co., Ltd.
Representative	Representative Director Mr. Nobuhiro Sakakibara Stock code:2453 Prime market, Tokyo Stock Exchange Premier market, Nagoya Stock Exchange
Inquiry	Director & Executive Officer Mr. Mitsuhiro Wakatsuki

Notice Regarding Establishment of Nomination and Remuneration Committee

We hereby inform you that our company has made a resolution to establish a nomination and remuneration committee as the voluntary advisory body for the Board of Directors at the board meeting held on November 4, 2022.

1. Purpose of establishing nomination and remuneration committee

We shall establish nomination and remuneration committees on a voluntary basis in order to strengthen the supervisory function of the Board of Directors and improve the corporate governance system by securing transparency and objectivity in the process of evaluation and determination relating to the nomination and remuneration of directors.

2. Role of nomination and remuneration committee

The nomination and remuneration committees shall discuss the following in response to consultations of the Board of Directors.

- (1) Appointment and dismissal of directors
- (2) Selection and dismissal of representative directors
- (3) Selection and dismissal of executive directors
- (4) Succession plan of directors
- (5) Size and composition of the Board of Directors
- (6) Remuneration of directors (excluding members of the audit and supervisory committee)
- (7) Remuneration limit of directors of the audit and supervisory committee
- (8) Policy for determining the remuneration for directors on an individual basis
- (9) Other matters that the Board of Directors deemed necessary

3. Composition of nomination and remuneration committee

The nomination and remuneration committees shall be composed of at least 3 people selected by the Board of Directors. The majority shall be composed of outside directors. The chairman of the committee shall be selected from outside directors.

4. Date of establishing the committee: November 4, 2022