

To all persons concerned

Company: AMANO Corporation
Representative: President & Representative Director
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(Code 6436: The first Section of TSE)
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Notice regarding the Establishment of the Nomination and Compensation Committee

We, the Amano Corporation, hereby announce the Establishment of the Nomination and Compensation Committee (hereinafter “the Committee”) as resolved at the Board of Directors’ Meeting held on October 28, 2021.

1. Purpose of the establishment of the Committee

The Committee, a voluntary committee, will be established for the purpose of enhancing the corporate governance systems by enforcing fairness, transparency and objectivity of processes relating to nomination, compensation, etc. of directors.

2. Role of the Committee

In response to requests by the Board of Directors, the Committee shall deliberate on the following matters and report to the Board of Directors.

- 1) Matters related to nomination and dismissal of directors, audit & supervisory members, operating officers and other important officers and employees (hereinafter “officers and employees, etc.”).
- 2) Matters related to remuneration of officers and employees, etc..
- 3) Matters related to successor training plan of officers and employees, etc..
- 4) The other significant matters in Amano Group.

3. Structure of the Committee

- 1) The Committee will consist of outside directors and representative directors.
- 2) The Committee will consist of five (5) or more directors, and a majority of whom shall be outside directors.

4. Date of Establishment

October 28 , 2021

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