



April 10, 2023

Company: C. Uyemura & Co., Ltd.  
Stock Code: 4966  
Listing: Standard Market of the Tokyo Stock Exchange  
Representative: Hiroya Uyemura, President  
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Corporate Management Division  
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### **Notice Regarding Establishment of Nomination and Remuneration Committee**

C. Uyemura & Co., Ltd.(hereinafter the “Company”) hereby announces that the Board of Directors’ meeting held today resolved to establish the Nominating and Remuneration Committee (hereinafter the "Committee") as a voluntary advisory body to the Board of Directors.

#### **1. Purpose of Establishment of the Committee**

The Committee, as a voluntary advisory body to the Board of Directors, is established to strengthen the fairness, transparency, and objectivity of the process regarding nominations and remuneration of directors and to enhance corporate governance.

#### **2. Role of the Committee**

The Committee deliberates on the following matters in response to consultations by the Board of Directors and report to the Board of Directors.

- (1) Matters concerning the appointment and dismissal of directors, to be resolved at the General Meeting of Shareholders
- (2) Matters concerning remuneration for directors (including the policy for determination of remuneration for each director)
- (3) Matters concerning the maximum amount of remuneration for Directors etc., to be resolved at the General Meeting of Shareholders
- (4) Matters concerning succession planning (including training)
- (5) Other important management matters deemed necessary by the Board of Directors

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

The Committee shall consist of at least three members selected by resolution of the Board of Directors, of which the majority shall be independent outside directors. The chairman of the committee shall be appointed by resolution of the Committee from among members who are independent outside directors.

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

April 10, 2023

End