



January 22, 2021

For Immediate Release

Company Name: TSUGAMI CORPORATION  
Representative: Takao Nishijima, Chairman and CEO  
(Stock Code: 6101, Tokyo Stock Exchange, First Section)  
Contact: Toshio Honma, Senior Advisor, Administration  
Tel: +81-3-3808-1711

## Notice of Establishment of a Nomination Committee and a Compensation Committee

TSUGAMI CORPORATION announces the establishment of the non-statutory Nomination Committee and Compensation Committee as advisory bodies to the Board of Directors that was resolved at a meeting of the Board of Directors held on January 22, 2021. The details are as follows.

### 1. The purpose of establishing the Committees

The non-statutory Nomination Committee and Compensation Committee have been established to reinforce the supervisory function over the Board of Directors and to enhance the corporate governance system by ensuring the transparency and the objectivity of the assessment and determination processes regarding the nomination and compensation, etc. of Directors and Executive Officers.

### 2. The role of each Committee

The role of each Committee is to deliberate the following matters, which had been referred by the Board of Directors, and to make recommendations regarding these matters to the Board of Directors.

#### (1) Nomination Committee

- a. Matters relating to the policy and the criteria for the election and dismissal of Directors and Executive Officers
- b. Matters relating to the election and dismissal of Directors and Executive Officers
- c. Matters relating to the election and dismissal of Representative Directors

#### (2) Compensation Committee

- a. Matters relating to the compensation system and the policy for the determination of the compensation of Directors and Executive Officers
- b. Matters relating to the details of the compensation, etc. of Directors and Executive Officers

### 3. The composition of each Committee

- (1) The Committee shall comprise three or more Directors elected by the Board of Directors.
- (2) The majority of the members of each Committee shall be independent Outside Directors.
- (3) The members shall be elected each year at the meeting of the Board of Directors held immediately following the Annual Shareholders Meeting, and the term of office of each member shall be one year.

### 4. Members of each Committee for the current fiscal year

#### (1) Nomination Committee

Chairperson: Kunio Shimada (Independent Outside Director)

Members: Kenyu Adachi (Independent Outside Director) and Takao Nishijima (Representative Director)

#### (2) Compensation Committee

Chairperson: Michiyo Yamamiya (Independent Outside Director)

Members: Yoshimi Takeuchi (Independent Outside Director) and Kunio Shimada (Independent Outside Director)

### 5. Date of establishment: January 22, 2021