



Translation

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March 25, 2022

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## Notice of Establishment of Nomination and Remuneration Committee

ORO Co., Ltd. (hereinafter the “Company”) announces that the Company resolved, at its Board of Directors’ meeting held today, to establish a nomination and remuneration committee as a voluntary advisory body to the Board of Directors.

### Details

#### 1. Purpose of the Committee

The Company aims to increase the objectivity and transparency of the decision-making process for the nomination and remuneration of Directors through the involvement of Independent Outside Directors in it, thereby further enhancing corporate governance.

#### 2. Role of the Committee

The Nomination and Compensation Committee shall, in response to consultation by the Board of Directors, deliberate on the following matters and then reports the results to the Board of Directors.

- (1) Proposals regarding the election and dismissal of Directors to be submitted to the General Meeting of Shareholders
- (2) Establishment, revision, and abolition of basic policies, regulations, and others necessary for the resolutions mentioned in the preceding item
- (3) Succession planning
- (4) Content of individual remuneration for Directors
- (5) Establishment, revision, and abolition of basic policies, regulations, and others necessary for the resolutions mentioned in the preceding item

#### 3. Members of the Committee

The Nomination and Compensation Committee shall consist of at least three members selected by the Board of Directors, a majority of whom shall be Independent Outside Directors. The chairperson of the Committee shall be selected from among the independent outside directors.

#### 4. Date of Establishment

March 25, 2022