



Translation

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February 14, 2023

Company Name: ORO Co., Ltd.

Representative: Atsushi Kawata

Representative Director & President

Stock Code: 3983 (Tokyo Stock Exchange, Prime Market)

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Senior Managing Director and

General Manager for Corporate Department

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Notice Regarding Introduction of Corporate Officer System

ORO Co., Ltd. (the “Company”) hereby announces the resolution made at a meeting of its Board of Directors held today to introduce a Corporate Officer System as outlined below.

1. Purpose of the introduction of a Corporate Officer System

The Company will introduce a Corporate Officer System to enhance corporate governance while strengthening the supervisory function of corporate management and the business execution function by promoting the separation of these functions and clarifying their respective roles.

2. Overview of the Corporate Officer System

- (1) The Company shall have a President and Corporate Officer, Senior Managing Corporate Officer(s), Managing Corporate Officer(s), and Corporate Officers.
- (2) Managing Corporate Officers and higher-level Corporate Officers shall be entrusted, and Corporate Officers shall be employed.
- (3) Directors may concurrently serve Corporate Officers.
- (4) The election and dismissal of Corporate Officers shall be resolved by the Board of Directors.
- (5) The term of office of entrusted Corporate Officers shall be that of Directors.
- (6) Corporate Officers shall execute their duties in accordance with the Company’s policies resolved by the Board of Directors.

3. Scheduled date for the introduction

March 24, 2023 on which the Annual General Meeting of Shareholders for the fiscal year ended December 31, 2022 will be held

4. Other

The Company will announce changes of Directors resulting from the introduction of the Corporate Officer System once decided.