



December 22, 2023

Company	Vision Inc.
Representative	Kenichi Sano, Chairman and CEO Tokyo Stock Exchange Prime Market Stock Code: 9416
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Notice Regarding Establishment of Nomination and Compensation Committee

The Company announces that, as detailed below, a resolution was passed at the Board of Directors' meeting held on December 22, 2023, to establish a Nomination and Compensation Committee as a voluntary advisory body to the Board of Directors.

1. Purpose of Establishment

The Company aims to further strengthen corporate governance by ensuring rationality, objectivity, and transparency in nominating of director candidates and determining remuneration, etc.

2. Role of the Committee

The Nomination and Compensation Committee, in consultation with the Board of Directors, deliberates on policies and procedures regarding the following matters and reports to the Board of Directors.

- (1) Matters concerning the appointment and dismissal of directors
- (2) Matters concerning the appointment and removal of representative directors
- (3) Draft policy for determining remuneration for directors, etc.
- (4) Matters concerning remuneration for directors
- (5) Matters concerning succession planning
- (6) Other matters deemed necessary by the Board of Directors

3. Committee Structure

The Committee shall consist of at least three members who are directors selected by a resolution of the Board of Directors, and the majority of these members shall be independent outside directors. In addition, the chairperson is to be selected from members who are outside directors by resolution of the Committee.

4. Date of Establishment

December 22, 2023