

Note: This English translation is for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.



December 28, 2021

To Whom It May Concern,

Name of Company: transcocosmos inc.
Representative: Masataka Okuda, President & COO
(Code No.9715, Tokyo Stock Exchange, First Section)
Contact: Hisao Horiishi
Corporate Executive Officer, Legal Division Manager
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Announcement Regarding the Establishment of Nomination Committee and Remuneration Committee

transcocosmos (the Company) hereby notifies that the Company resolved at the Company's board of directors meeting held on December 28, 2021, to establish a "Nomination Committee" and a "Remuneration Committee" both as a voluntary advisory body to the board of directors (Board). The details are provided below.

Details

1. Purpose of establishing the Committees

The Committees have been established with the purpose to enhance the Company's corporate governance system as well as to strengthen the Board's independence, objectivity and accountability with respect to its role in appointing directors and determining their remunerations.

2. Roles and responsibilities of each Committee

The main matters that are to be discussed and reported to the Board by each of the Committees are as follows:

【Nomination Committee】

- Proposals on appointments and removals of directors.
- Other matters deemed necessary in determining the appointments and removals of directors.

【Remuneration Committee】

- Proposals on each director's remuneration level (excluding those of the directors who are a member of the Audit and Supervisory Committee) and other associated matters.

- Other matters deemed necessary in determining the director remuneration level.

3. Composition of the Committees

Each Committee is to consist of five or more directors. These directors are appointed by the Board's resolutions provided that the majority of them must be an independent outside director. The Chairperson of each Committee is to be appointed among the independent outside directors of the relevant Committee by the Board's resolution.

4. Date of establishment

December 28, 2021