

## Translation

Notice: This document is a translation of the original Japanese document and is only for reference purposes. In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.

June 28, 2021

To whom it may concern:

Company name:	CRESO LTD.	
Representative:	President, Executive Officer	Hiroyuki Nemoto
	(Stock code: 4674 Tokyo Stock Exchange, First Section)	
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### **Notice Concerning Establishment of Remuneration Committee**

CRESO LTD. (the “Company”) hereby announces the decision made at the Board of Directors meeting held on June 28, 2021 to establish the Remuneration Committee (the “Committee”) as a deliberative body and an advisory body to the Board of Directors with respect to remuneration of Directors (Directors not serving on the Audit and Supervisory Committee), as set forth below:

#### 1. Purpose of Establishment of the Committee

Previously, the Company determined the amount of remuneration for each Director not serving on the Audit and Supervisory Committee through consultation between the Chairman and the President, who also take into consideration the opinion of the Audit and Supervisory Committee, based on the resolution of the Board of Directors, within the scope of remuneration resolved at the general meeting of shareholders.

The Company aims to increase the fairness and objectivity of the procedures, etc. for determining remuneration, etc. of the subject Directors, as well as to strengthen the supervision function of the Board of Directors and further enhance corporate governance.

#### 2. Role of the Committee

The Committee deliberates matters in response to requests and inquiries from the Board of Directors regarding the basic policy on remuneration of Directors, the details, etc. of individual remuneration, etc., and reports the results of the deliberations to the Board of Directors or provides advice and recommendations.

#### 3. Composition of the Committee

The Committee is composed of at least three Directors appointed based on a resolution of the Board of Directors, and a majority of the Committee members are Independent Outside Directors.

The chair and members of the Committee are as follows:

Chair:	Junichi Fukui	Director (Independent Outside Director)
Member:	Yukie Sato	Director (Independent Outside Director)
Member:	Haruo Sato	Director serving on the Audit and Supervisory Committee (Independent Outside Director)
Member:	Hiroyuki Nemoto	President and Executive Officer

#### 4. Establishment Date

June 28, 2021