

December 24, 2020

Company name: WORLD HOLDINGS CO., LTD.
Representative: Eikichi Iida, Chairman and President
Listing: Tokyo Stock Exchange, First Section
Stock code: 2429
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Establishment of Nomination and Remuneration Advisory Committee

The Board of Directors of WORLD HOLDINGS CO., LTD. approved a resolution on December 24, 2020 for the voluntary establishment of a Nomination and Remuneration Advisory Committee for the purpose of assisting the directors.

1. Purpose

The committee will strengthen the management oversight function of the Board of Directors and corporate governance by ensuring the transparency and objectivity of the process used by the directors to perform evaluations and reach decisions concerning nominations, remuneration and other subjects.

2. Roles of the Committee

Based on requests from the Board of Directors, the members of the Nomination and Remuneration Advisory Committee will discuss the following subjects, as well as other matters, and submit their advice and other conclusions to the directors.

- Composition and balance of the Board of Directors
- Selection of director candidates and termination of directors
- Selection and termination of representative directors
- Standards for determining the independence of outside directors
- The succession plan for senior executives
- Policies and procedures for determining the remuneration of directors
- Monetary amounts and other items concerning remuneration of directors
- Other matters that the Board of Directors submits to this committee for advice

3. Composition of the Committee

- (1) The committee consists of three or more directors who are selected by the Board of Directors.
- (2) Half of the committee members are outside directors and the committee is chaired by an outside director.

4. Committee Members for the First Year

Chairperson: Shingo Igarashi (Independent Outside Director)
Committee Members: Masayoshi Nuki (Independent Outside Director), Eikichi Iida (Chairman and President), Shigeru Nakano (Director, Business Management Division Manager)

5. Establishment

January 1, 2021

