

Note: The original disclosure in Japanese was released on March 22, 2021 at 16:00. (GMT +9).

News Release Dated March 22, 2021

Company name: JCU CORPORATION
Representative: Keiji Ozawa, Chairman and CEO
Stock code: 4975 / Tokyo Stock Exchange, First Section
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Notice of Establishment of Remuneration Committee

The Board of Directors of JCU CORPORATION approved a resolution on March 19, 2021 to establish a Remuneration Committee to serve as a voluntary advisory body to the Board of Directors. In association with the establishment of this committee, the role of the Remuneration Committee has been added to the existing Nominations Advisory Committee, resulting in a new committee called the Nominations and Remuneration Advisory Committee.

1. Purpose (concerning remuneration) of the Nominations and Remuneration Advisory Committee

JCU currently has a Nominations Advisory Committee that functions as a voluntary advisory body to the Board of Directors. The new committee has been established for the purpose of ensuring the objectivity and transparency of the process for determining the remuneration of directors (except external directors) as well. Another purpose is to fulfill the responsibility to provide explanations of remuneration decisions to shareholders and other stakeholders.

2. Members of the Nominations and Remuneration Advisory Committee

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| Chairman: | Masahiko Takanaka (External Director) |
| Deputy Chairman: | Atsushi Shigeta (External Director) |
| Committee member: | Mitsuru Ichikawa (External Audit & Supervisory Board Member) |
| Committee member: | Keiji Ozawa (Representative Director) |

3. Date of establishment

April 1, 2021