

February 7, 2023

To whom it may concern
(This is an English translation of the Japanese original)

Company: SOHGO SECURITY SERVICES CO., LTD.
Representative: Ikuji Kayaki,
Representative Director, Group COO
(Securities Code: 2331, TSE Prime Market)
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Notice of Establishment of Nomination and Remuneration Committee

SOHGO SECURITY SERVICES CO., LTD. (“ALSOK”) is pleased to announce that at a meeting held on February 7, 2023, the Board of Directors resolved to establish the Nomination and Remuneration Committee as a voluntary advisory body to the Board of Directors as described below.

1 Purpose of Establishment

The Nomination and Remuneration Committee is established as a voluntary advisory body to the Board of Directors to ensure objectivity and transparency in the method of determining the nomination and remuneration of Directors, and to further enhance the corporate governance system.

2 Role

In response to consultations with the Board of Directors, it deliberates matters relating to the basic policy and methods of decision-making, etc. concerning the nomination and compensation of Directors, and reports to the Board of Directors.

3 Composition

The Nomination and Remuneration Committee shall consist of at least three Directors selected by resolution of the Board of Directors, a majority of whom shall be Independent Outside Directors.

4 Date of Establishment

February 7, 2023