May 16, 2025

To Whom It May Concern:

Company Name: PCA CORPORATION
Representative: Fumiaki Sato, President and Representative Director
(Securities Code 9629: TSE Prime Market)
Contact: Yoshiyuki Sakashita, General Manager of the Financial Division
(TEL: +81-3-5211-2711)

Notice Regarding Establishment of a Nomination and Compensation Committee

PCA CORPORATION hereby announces that the Board of Directors, at a meeting held on May 16, 2025, has resolved to establish the Nomination and Compensation Committee as a voluntary advisory body to the Board of Directors, as described below.

1. Purpose of Establishment

The purpose of establishing the Nomination and Compensation Committee is to strengthen corporate governance by improving the fairness, transparency, objectivity, and accountability of procedures related to the nomination and compensation of Directors.

2. Matters for Deliberation by the Nomination and Compensation Committee

a. Matters related to the election and dismissal of Directors
b. Matters related to the appointment and dismissal of the Representative Director
c. Matters related to the appointment and dismissal of Directors with titles
d. Matters related to the basic policy and procedures for determining the compensation for Directors
e. Matters related to the compensation system for Directors
f. Matters related to individual compensation for Directors
g. Matters to be submitted to the Annual Shareholders' Meeting related to the maximum amount of compensation for Directors
h. Matters related to succession planning (including successor development)
i. Other matters deemed to be necessary by the Board of Directors

3. Composition of the Nomination and Compensation Committee

The Nomination and Compensation Committee shall consist of at least three members appointed by resolution of the Board of Directors, at least half of whom shall be outside officers.

4. Date of Establishment

June 20, 2025