



February 27, 2026

To our shareholders:

Company name: ARIAKE JAPAN Co., Ltd.
Name of representative: Naoki Shirakawa, Representative Director
and President
(Code number: 2815 Tokyo, Prime Market)
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Notice Regarding the Establishment of the Nomination and Compensation Committee

ARIAKE JAPAN Co., Ltd. (the “Company”) announces that at the Board of Directors meeting held on February 27, 2026, the Company resolved to establish a voluntary Nomination and Compensation Committee as an advisory body to the Board of Directors, as outlined below.

1. Purpose of Establishing the Committee

The purpose of the Committee is to enhance corporate governance by strengthening the fairness, transparency, objectivity, and accountability of procedures related to the nomination (including succession planning) and compensation of directors.

2. Roles of the Committee

In response to inquiries from the Board of Directors, the Committee shall deliberate on the following matters and provide reports or recommendations to the Board:

- (1) Matters to be submitted to the General Meeting of Shareholders regarding the appointment and dismissal of directors (including Audit and Supervisory Committee members).
- (2) Matters related to the selection, dismissal, and removal of the Representative Director and directors with executive titles.
- (3) Matters related to the identification of the expertise and experience (skills matrix) required for the Board of Directors as a whole.
- (4) Matters related to the formulation, operation, and oversight of the succession plan for representative directors, etc.
- (5) Matters related to the compensation of directors and executive officers.

3. Composition of the Committee

The Committee shall consist of three or more directors selected by the Board of Directors, with a majority being independent outside directors. The Chairperson shall be selected from among the independent outside directors by resolution.

4. Effective Date

March 2, 2026