

March 16, 2026

To whom it may concern:

Company name	for Startups, Inc.
Representative	Yuichiro Shimizu Representative Director, CEO (Code : 7089 TSE Growth Market)
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Notice Regarding the Establishment of a Voluntary Nomination and Remuneration Committee

“for Startups, Inc.” (“the Company”) hereby announces that it has resolved to establish a voluntary Nomination and Remuneration Committee as an advisory body to the Board of Directors, as follows:

1. Purpose of the Establishment of the Nomination and Remuneration Committee

The Company has decided to establish a voluntary Nomination and Remuneration Committee as an advisory body to the Board of Directors in order to strengthen the supervisory function of the Board of Directors and enhance corporate governance by ensuring the fairness, transparency, and objectivity of the evaluation and decision-making processes regarding the nomination and remuneration of directors.

2. Roles of the Nomination and Remuneration Committee

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

(1) Matters related to Nomination

- Formulation and revision of policies and criteria for the appointment and dismissal of directors.
- Draft proposals for the appointment and dismissal of directors.
- Formulation, revision, and implementation of succession plans for the Representative Director, and supervision of the status of training for successor candidates.
- Formulation and revision of independence criteria for Independent Outside Directors.

(2) Matters related to Remuneration

- Basic policy and system design regarding remuneration for directors.
- Draft proposals for individual remuneration of directors (type, composition, amount, or calculation method).
- Draft proposals for the General Meeting of Shareholders regarding the limit of remuneration for directors.

(3) Other Matters

- Other important matters regarding nomination and remuneration that the Board of Directors deems necessary.

3. Composition of the Nomination and Remuneration Committee

The Committee consists of directors appointed by a resolution of the Board of Directors. The Chairperson of the Committee shall be selected from among its members by a resolution of the Committee. The members selected at this time are as follows:

Chairperson	Yoshihiko Takubo	(Outside Director)
Member	Masao Horiuchi	(Outside Director, Audit & Supervisory Committee Member)
Member	Aiko Kokubo	(Outside Director, Full-time Audit & Supervisory Committee Member)
Member	Yuichiro Shimizu	(Representative Director)

4. Date of Establishment

March 16, 2026