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June 24, 2025

To whom it may concern

Name of company	SAAF Holdings Co., Ltd.	
Representative	Representative Director & President	Naoyuki Sanada
	(Ticker code: 1447, Tokyo Stock Exchange, Growth Market)	
Inquiry	Senior Executive Officer, Head of Business Management Headquarters	Nobuhide Somiya
	(Telephone number: 03-6770-9970)	

Notice Concerning Establishment of Nomination and Remuneration Committee

At the Board of Directors meeting held today, the Company resolved to establish a Nomination and Remuneration Committee (the “Committee”) as a voluntary advisory body to the Board of Directors. The Company hereby announces the details as follows.

Details

1. Purpose of Establishing This Committee

In order to strengthen the fairness, transparency, and objectivity of procedures related to the nomination and remuneration of directors and to further enhance corporate governance, we have decided to establish a Nomination and Remuneration Committee as a voluntary advisory body to the Board of Directors.

2. Overview of This Committee

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

- (1) Matters related to the appointment and dismissal of directors (matter to be resolved at the general meeting of shareholders)
- (2) Matters related to the selection and dismissal of representative directors
- (3) Matters related to the selection and dismissal of directors with special positions
- (4) Matters related to succession plans (including training)
- (5) Matters related to directors’ remuneration, etc.
- (6) Matters related to the remuneration limit for directors (matter to be resolved at the general meeting of shareholders)
- (7) Other matters that the Nomination and Remuneration Committee deems necessary regarding the appointment, dismissal and remuneration of management executives, including those of group companies

3. Composition of This Committee

The Committee will be composed of three or more directors selected by resolution of the Board of Directors, with one representative director and the majority of the members being independent outside directors. The chairperson will be selected by resolution of the Board of Directors from among the committee members who are independent outside directors.

Please note that other directors may be appointed as committee members at the discretion of the chairman.

4. Date of Establishment

June 24, 2025