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January 14, 2026

Company name:	Globe-ing Inc.
Name of representative:	Kohei Tanaka, Representative Director, President and CEO (Securities code: 277A; Growth Market of the TSE)
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### **Notice Regarding Establishment of Nomination and Compensation Committee**

Globe-ing Inc. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on January 14, 2026, it resolved to establish a voluntary Nomination and Compensation Committee as an advisory body to the Board of Directors, as set forth below.

#### **Details**

##### **1. Purpose of establishing the Committee**

The purpose of this initiative is to strengthen the independence, objectivity and accountability of the processes related to the nomination and compensation of the Company’s Directors and Executive Officers, and to further enhance corporate governance. To this end, the Company will establish a voluntary Nomination and Compensation Committee, composed primarily of Outside Directors, and will put in place a framework under which matters are referred to the Committee for deliberation.

##### **2. Role of the Committee**

In response to consultations from the Board of Directors, the Nomination and Compensation Committee deliberates on the following matters and makes recommendations to the Board of Directors:

- (1) Matters related to the appointment and dismissal of Directors
- (2) Matters related to the compensation of Directors
- (3) Other matters specially referred to the Committee by the Board of Directors

##### **3. Structure of the Committee**

The Nomination and Compensation Committee shall consist of three Directors selected by resolution of the Board of Directors. The chairperson of the Committee shall be selected from among the members by resolution

of the Board of Directors. At the time of the establishment of the Committee, it shall be composed of three members, including multiple independent Outside Directors, with Outside Directors constituting a majority of the members.

4. Date of establishment

February 1, 2026

END