

Translation

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February 12, 2026

To Whom it May Concern:

Company name: BASE, Inc.  
Representative: Representative Director and CEO Yuta Tsuruoka  
(Code: 4477, Tokyo Stock Exchange Growth Market)  
Director and CFO Ken Harada  
Inquiries:

TEL 03-6441-2075

**Notice of Tentative Decision on Management Structure for 14th Fiscal Year**

BASE, Inc. (Location: Minato-ku, Tokyo; Representative Director and CEO: Yuta Tsuruoka) hereby announces that its Board of Directors, at a meeting held today, decided on the management structure for the 14th fiscal year, considering the recommendations of the Nomination and Remuneration Committee (Advisory Committee), as described below. This matter is scheduled to be formally decided after approval at the 13th Annual General Meeting of Shareholders scheduled to be held on March 26, 2026.

1. Director Candidates

The director candidates are as follows.

Name	Position	Appointment
Yuta Tsuruoka	Senior Executive Officer and CEO	Reappointment
Ken Harada	Senior Executive Officer and CFO	Reappointment
Masayuki Shimura	Outside Director	Reappointment
Misa Matsuzaki	Outside Director	Reappointment
Naoko Suzuki	Outside Director	Reappointment

(note) 1. There are no special interests between the candidates and the company.

2. BASE, Inc. has registered Mr. Masayuki Shimura, Ms. Misa Matsuzaki and Ms. Naoko Suzuki as an independent director with the Tokyo Stock Exchange and will continue to register them as an independent director with the Exchange in the event that they are reappointed
3. Ms. Misa Matsuzaki's name on the family register is Misa Edo.
4. Ms. Naoko Suzuki's name on the family register is Naoko Ohara.

## 2. Senior Executive Officers

The Senior Executive Officer candidates are as follows.

Name	Current title	Appointment
Yuta Tsuruoka	Senior Executive Officer and CEO	Reappointment
Ken Harada	Senior Executive Officer and CFO	Reappointment
Shinichi Fujikawa	Senior Executive Officer and SVP of Development	Reappointment
Nao Takahashi	Senior Executive Officer and COO	Reappointment

## 3. Candidate Auditor

With the conclusion of the 13th Ordinary General Meeting of Shareholders, Audit & Supervisory Board Member Hoshi's term of office will expire and Audit & Supervisory Board Member Yamaguchi will resign, so we have resolved to appoint two Audit & Supervisory Board Member candidates.

The appointment of these Audit & Supervisory Board Member candidates has been approved by the Audit & Supervisory Board.

Name	Current title	Appointment
Fumio Utagawa	Outside Auditor(full-time)	During term
Kaori Matsubara	Outside Auditor	New appointment
Sho Saito	Outside Auditor	New appointment

(note) 1. There is no special interest between the candidate and the Company.

2. The candidate is the candidate for outside company auditor, as stipulated in Article 2, Paragraph 3, Item 8 of the Ordinance for Enforcement of the Companies Act.

3. The candidates satisfy the requirements for being an independent officer in accordance with the regulations of the Tokyo Stock Exchange, Inc. etc., and the Company is scheduled to notify the candidate as independent officer with the Tokyo Stock Exchange.

4. Ms.Kaori Matsubara's name on the family register is Kaori Okamoto.

# New candidate auditor biography

Name (Date of birth)	Biography
Kaori Matsubara (November 6, 1982)	<p>Dec. 2008 Registered as an attorney (became a member of Dai-Ichi Tokyo Bar Association)</p> <p>Dec. 2008 Joined Tanabe&amp;Partners</p> <p>Feb. 2013 Assigned to the Legal Training and Research Institute, Supreme Court (Civil Defense)</p> <p>Jan. 2018 Partner attorney, Tanabe&amp;Partners (present position)</p> <p>June 2025 Auditor of <b>Estore Corporation</b> (present position)</p> <p>Nov. 2025 Appointed as a member of the Bar Examination Committee and the Bar Preliminary Examination Committee (Civil Procedure Law) (present position)</p>
Sho Saito (September 20, 1979)	<p>Dec. 2007 Joined Deloitte Touche Tohmatsu LLC (currently Deloitte Touche Tohmatsu LLC)</p> <p>April 2020 Founded Saito Accounting Office and became its president (present position)</p> <p>Feb. 2021: Managing Partner of Techne Audit Firm (present position)</p>

## Retirement

Name	Current title
Yohei Yamaguchi	Outside Auditor
Chie Hoshi	Outside Auditor

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