Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

December 16, 2024

To whom it may concern

Company name: Timee, Inc.
Representative: Representative Director and CEO Ryo Ogawa
(Securities code : 215A Tokyo Stock Exchange Market)
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Regarding the Establishment of the Nomination and Remuneration Committee

Timee, Inc. (the "Company") announces that the Board of Directors has resolved at a meeting held on December 16, 2024, to establish the Nomination and Remuneration Committee, which is an advisory committee to the Board of Directors as follows.

I. Purpose of Establishment of the Committee
The Company decided to establish the Nomination and Remuneration Committee for the purpose of strengthening the independence, objectivity, and accountability of the Board of Director's functions related to the nomination and remuneration of directors and further enhancing its corporate governance system.

II. Role of the Committee
The Nomination and Remuneration Committee, upon consultation with the Board of Directors, resolves and reports to the Board of Directors on the following matters.

i. Determination concerning individual remuneration and others of directors and executive officers
ii. Establishment, modification, amendment and abolition of basic policies concerning remuneration of directors and executive officers
iii. Matters related to the original proposal for remuneration of directors to be submitted to a general meeting of shareholders
iv. Matters related to the original proposal for the election and dismissal of directors to be submitted to a general meeting of shareholders
v. Appointment and dismissal of managers, executive officers and other important employees
vi. Matters related to the election and dismissal of the representative director and CEO
vii. Matters related to the election and dismissal of directors with executive titles, and determination of the order of acting directors

III. Composition of the Committee
The committee will consist of three or more directors selected by a resolution of the Board of Directors, the majority of whom will be selected from external directors. The chairperson of the committee will be selected by a resolution of the Nomination and Remuneration Committee from the committee members who are external directors.

IV. Establishment Date
December 16, 2024