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February 25, 2026

Company name: HUMAN MADE Inc.
Name of representative: Rei Matsunuma, Representative Director, CEO and COO
(Securities code: 456A; Growth Market)
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Notice Concerning Establishment of Nomination and Remuneration Committee

HUMAN MADE Inc. (the "Company") hereby announces that the Board of Directors meeting held on February 25, 2026, resolved to establish the Nomination and Remuneration Committee as a voluntary advisory committee to the Board of Directors, as described below.

1. Purpose of the Establishment
   The Company aims to further enhance its corporate governance by strengthening independence, objectivity, and transparency in the decision-making process related to the nomination and remuneration for Directors.

2. Roles of the Nomination and Remuneration Committee
   The Nomination and Remuneration Committee will deliberate on policies, procedures, and other matters primarily related to the following matters, and report or provide recommendations to the Board of Directors in response to consultation from the Board of Directors.

(1) Matters related to the nomination
- Matters concerning the composition of the Board of Directors
- Matters concerning the appointment and dismissal of Directors
- Matters concerning the appointment and dismissal of the Representative Director and Directors with specific titles
- Matters concerning the independence standards for external directors
- Matters concerning the appointment and dismissal of members of the Nomination and Remuneration Committee
- Matters concerning succession planning

(2) Matters concerning the remuneration
- Matters concerning the policies and procedures for determining remuneration of Directors
- Matters concerning the contents of remuneration for Directors

3. Composition of the Nomination and Remuneration Committee
   The Nomination and Remuneration Committee shall consist of three or more directors with a majority comprising independent external directors selected by resolution of the Board of Directors. The external directors shall fulfill the independence standards of the Company and be registered as independent officers with the Tokyo Stock Exchange. The chairperson of the Nomination and Remuneration Committee shall be selected by resolution of the Committee from among the members of independent external directors.

4. Establishment Date
   February 25, 2026