

February 6, 2026
News Release

Address: 20-8 Kasuga 3-chome, Suita, Osaka, Japan
Company name: SHIP HEALTHCARE HOLDINGS, INC.
Representative: Futoshi Ohashi, President
(Shares listed on Prime Market, Tokyo Stock Exchange, code: 3360)
Contact: Hiroshi Yokoyama, Executive Vice President
Tel.: +81-6-6369-0130

Notice Concerning the Changes in the Committee Composition of Nomination and Compensation Advisory Committee

Notice is hereby given that SHIP HEALTHCARE HOLDINGS, INC. (the “Company”), at the meeting of its Board of Directors held on February 6, 2026, resolved to review and change the composition of the voluntary Nomination and Compensation Advisory Committee, which was established on June 7, 2016, as described below:

1. Purpose of the change

The change aims to strengthen independence and objectivity of the evaluation and determination processes related to the nomination and compensation of directors, thereby further enhance the Company’s corporate governance.

2. Role

The Nomination and Compensation Advisory Committee shall, in response to requests from the Board of Directors, discuss and report to the Board of Directors on the following matters.

(1) Matters related to nomination

- a. Policy on appointment and dismissal of directors
- b. Matters concerning appointment and dismissal of directors (matters subject to resolution by the General Meeting of Shareholders)
- c. Matters concerning appointment and dismissal of representative directors
- d. Matters concerning appointment and dismissal of executive directors
- e. Matters concerning succession plans

(2) Matters related to compensation

- a. Policy on compensation, etc. of directors
- b. Matters concerning director compensation limits (matters subject to resolution by the General Meeting of Shareholders)
- c. Matters concerning compensation of individual directors

(3) Other important management matters the Board of Directors deems necessary

3. Composition

The Nomination and Compensation Advisory Committee will be composed of 3 or more members appointed by resolution of the Board of Directors, with a majority of the members being outside directors and an outside director serving as the chair of the Committee. Additionally, the structure shall allow for the attendance of persons nominated by the chair of the Committee.

4. Date of change

February 6, 2026