

## **StemRIM Announces the Formation of a Compensation Committee on a Voluntary Basis**

**Osaka, Japan, December 10, 2025** – StemRIM Inc. (TSE: 4599, President and CEO: Masatsune Okajima; “StemRIM”) announces that it resolved to establish a voluntary Compensation Committee (the “Committee” ) as an advisory body to the Board.

**1. Purpose of Formation of the Committee**

The purpose of the Committee is to serve as an advisory body that provides an objective perspective on the compensation of directors and executive officers, thereby enhancing the transparency of the compensation determination process and ensuring the development and maintenance of a more effective compensation system.

**2. Role of the Committee**

The committee will deliberate on matters related to compensation in response to inquiries from the Board of Directors and submit its recommendations to the Board. Specifically, it will address:

- I. Matters concerning policies and decision-making procedures related to the compensation of directors and executive officers.
- II. Matters concerning the preparation of draft proposals for individual compensation amounts for directors and executive officers.
- III. Other matters related to the compensation of directors and executive officers as deemed necessary by the Board of Directors.

**3. Structure of the Committee**

The Committee will consist of three or more members selected by resolution of the Board of Directors, and, in principle, a majority of the members shall be independent outside directors.

**4. Date of Establishment**

December 10, 2025

**About StemRIM Inc.**

StemRIM Inc. is a biotech venture which began at Osaka University with the goal of realizing a new type of medicine called "Regeneration-Inducing Medicine™". The overall aim is to achieve regenerative therapy effects equivalent to those of regenerative medicine, solely through drug administration, without using living cells or tissues. Living organisms have inherent self-organizing abilities to repair and regenerate tissues that have been damaged or lost due to injury or disease. This ability arises from the presence of stem cells in the body that exhibit pluripotency i.e., can differentiate into various types of tissues. When tissues are damaged, these cells, therefore, exhibit proliferative and differentiative capabilities, promoting functional tissue regeneration. "Regeneration-Inducing Medicine™" is aimed at maximizing the tissue repair and regeneration mechanisms already present in the body. With this aim, StemRIM is currently developing one of its most advanced regenerative medicine products. Specifically, this product is designed to release (mobilize) mesenchymal stem cells from the bone marrow into the peripheral circulation upon administration, thus increasing the number of stem cells circulating throughout the body and promoting their accumulation in damaged tissues. Here, these stem cells should accelerate tissue repair and regeneration. Certain disease areas expected to benefit from "Regeneration-Inducing Medicine™" include epidermolysis bullosa (EB), acute phase cerebral infarction, cardiomyopathy, osteoarthritis of the knees, chronic liver disease, myocardial infarction, pulmonary fibrosis, traumatic brain injury, spinal cord injury, atopic dermatitis, cerebrovascular disease, intractable skin ulcers, amyotrophic lateral sclerosis (ALS), ulcerative colitis, non-alcoholic steatohepatitis (NASH), systemic sclerosis, and any other areas where treatment with extrapulmonary mesenchymal stem cells is promising.

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For more information, please visit the StemRIM website (<https://stemrim.com/english/>)