

Company Name:	Universal Entertainment Corporation
Representative:	Tomohiro Okada Representative Director & President (TSE STANDARD Code: 6425)
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## Notice Concerning Establishment of Nomination and Compensation Committee

Universal Entertainment Corporation hereby announces that our Board Meeting held today has resolved to establish the Nomination and Compensation Committee (hereinafter referred to as the “Committee”) as a voluntary advisory body to the board of directors. Details are as follows.

### 1. Reason of the Establishment

In order to strengthen the fairness, transparency, and objectivity of procedures related to the nomination and compensation of directors and to further enhance the corporate governance system, the board has decided to establish the Committee as a voluntary advisory body to the board of directors.

### 2. Roles of the Committee

In consultation with the Board of Directors, the Committee deliberates on the following matters and reports back to the Board of Directors.

- (1) Policies and procedures for nominating candidates of directors
- (2) Draft proposals for the election and dismissal of directors to be discussed in the General Shareholders’ Meeting
- (3) Draft proposals of succession plan for directors
- (4) General policies for determining the compensation, etc. of directors
- (5) Draft proposals on compensation, etc. of directors to be resolved in the General Shareholders’ Meeting
- (6) Proposed policies regarding the determination of compensation to individual directors to be resolved in the Board Meeting
- (7) Proposed details of compensation, etc. for individual directors to be resolved in the Board Meeting
- (8) Other matters deemed necessary by the Board of Directors in connection with the preceding items

### 3. Composition of the Committee

The Committee shall be composed of at least 3 directors selected by the resolution of the board of directors, and the majority shall be independent outside directors. The chairperson shall be selected by the resolution of the Committee.

### 4. Date of Establishment

April 25, 2025