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February 10, 2021

To Whom It May Concern:

Company Name	BASE, Inc.
Representative	Yuta Tsuruoka, Representative Director and CEO (Security Code: 4477 Tokyo Stock Exchange Mothers Market)
Contact Person	Ken Harada, Director and CFO Phone: +81-3-6441-2075

Notice on the Introduction of the Executive Officer System and the Determination of Candidates Directors and Candidate Senior Executive Officers

At a meeting of the Board of Directors held on February 10, 2021, the Company resolved to introduce the executive officer system and determine candidates Directors and candidate Senior Executive Officers to be appointed on March 25, 2021. Now, therefore, notice is hereby given as follows. These director appointments are subject to the approval at the 8th Ordinary General Meeting of Shareholders scheduled to be held on March 25, 2021.

Also, the resolution at the meeting of the Board of Directors regarding the determination of candidates Directors and candidate Senior Executive Officers is made based on deliberations at the Nomination and Remuneration Committee that is a voluntary advisory body to the Board of Directors and consists of half or more of outside Directors.

1. Outline

To further strengthen the Company's corporate governance, it will separate supervisory functions and execution functions by introducing the executive officer system and will strengthen supervisory functions by increasing the proportion of outside Directors on the Board of Directors.

2. Candidates Directors

The Company will increase the proportion of outside Directors on the Board of Directors to strengthen supervisory functions of the Board of Directors for management.

Candidates Directors are as follows.

Name	Position	Appointment
Yuta Tsuruoka	Representative Director and CEO	Reappointment
Ken Harada	Director, Senior Executive Officer and CFO	Reappointment
Masayuki Shimura	Outside Director	Reappointment
Michi Iijima	Outside Director	New appointment

Name and brief biography of newly appointed outside Director

Name	Brief biography
Michi Iijima Born February 20, 1958	Jun. 1978: Joined Johnny & Associates, Inc. Jun. 2005: Director of J dream Inc. Jul. 2016: Representative Director of CULEN Inc. (current position) Apr. 2018: Representative Director of mobo • moga inc. (current position)

Retiring Directors, Kenji Yamamura and Shinichi Fujikawa, will be involved in the management of the Company as Senior Executive Officer.

3. Introduction of the executive officer system and candidate Senior Executive Officers

The Company will newly introduce the executive officer system for the purpose of strengthening corporate governance by separating supervisory functions and executive functions and enabling flexible decision-making by delegating executive authority to executive officers, and will appoint Senior Executive Officers and Executive Officers.

Candidates Senior Executive Officers are as follows.

Name	Position
Yuta Tsuruoka	Representative Director and CEO
Ken Harada	Director, Senior Executive Officer and CFO
Kenji Yamamura	Senior Executive Officer and COO
Shinichi Fujikawa	Senior Executive Officer and SVP of Development

The Company is also scheduled to appoint Executive Officers at a meeting of the Board of Directors to be held on March 25, 2021.

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