

January 5, 2021

Company Name: Warabeya Nichiyo Holdings Co., Ltd.
Representative: Hiroyuki Otomo, Representative Director, President
(Securities code: 2918, Tokyo Stock Exchange First Section)
Contact: Naoshi Asano, Director, Managing Executive Officer
(Tel: 03-5363-7010)

Notice of the Prosecution Case of Our Subsidiary

On December 28, 2020, our consolidated subsidiary of SOCIALINK CO., LTD. (hereinafter "SOCIALINK") was prosecuted by the Chiba District Public Prosecutors Office on suspicion of violation of the Immigration Control and Refugee Recognition Law (hereinafter "Immigration Control Law").

In connection with this case, as of December 8, 2020, 4 employees working at the Chiba Sales Office of SOCIALINK were also prosecuted by the above Prosecutors Office for violation of the Immigration Control Law.

This situation is extremely regrettable, and we deeply apologize for the serious concerns and inconvenience caused to our customers, business partners, shareholders, and other stakeholders.

We receive this situation very seriously, and we will take necessary measures to investigate the case and prevent recurrence. At the same time, we will continuously strengthen our Group's internal management system and governance, review our risk management system, and raise employee awareness of compliance as we work to restore confidence.

(Reference) Outline of SOCIALINK CO., LTD.

Name	SOCIALINK CO., LTD.
Location	13-19 Tomihisa-cho, Shinjuku-ku, Tokyo
Representative	Teruo Kamase, President and Representative Director
Business	General worker dispatch business, fee-based job placement business, various business contracting business, etc.
Capital	50,000,000 yen

Note: This English translation is provided solely for information purposes. Should there be any discrepancies between this translation and the Japanese original, the latter shall prevail.