

March 15, 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
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Notice of the Reduction of Company Officers' Remuneration

As stated in our today's separate release of "Notice of the Receipt of Investigation Report from Internal Investigation Committee", we received the results of an investigation conducted by the Internal Investigation Committee on a violation of Immigration Control and Refugee Recognition Law at our consolidated subsidiary named SOCIALINK CO., LTD.

Taking the investigation results very seriously, and in order to clarify our management responsibility, we announce that we have decided today to reduce the remuneration of our company officers.

1. Details of remuneration reduction

Representative Director, President	Hiroyuki Otomo	30% of monthly remuneration
Director, Executive Vice President	Hideo Tsuji	10% of monthly remuneration
Director, Managing Executive Officer	Tsunehisa Shirai	10% of monthly remuneration
Director, Managing Executive Officer	Naoshi Asano	10% of monthly remuneration

2. Period of reduction

Three (3) months starting from March 2021.

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.