



[Translation]
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News release

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President
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Notice Regarding Reduction of Executive Compensation

Please be informed that we have taken the current severe business conditions seriously and decided to reduce the executive compensation as follows.

1. Officers eligible for reduction

Directors and Corporate officers, etc.

2. Remuneration reduction content

Reduction 20%-30% of annual compensation

3. Reduction period

One year from the amount paid in July 2020

Regard to outside directors, we have decided to reduce executive compensation for a period of one year from the amount paid in July 2020 as well. For Audit & Supervisory Board Members, it has been decided to reduce the Audit & Supervisory Board Member's remuneration for a period of one year from the amount paid in July 2020, based on discussions among all Audit & Supervisory Board Members at the Audit & Supervisory Board.