



November 10, 2025

Company Name: Syuppin Co., Ltd.

Representative: Naohiko Ono,  
CEO and Representative Director  
(Code: 3179, Tokyo Stock Exchange PRIME)

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## **Notice Regarding Reduction of Executive Compensation**

Syuppin Co., Ltd. hereby announces that, at the meeting of the Board of Directors held on November 10, 2025, it resolved to reduce executive compensation as outlined below.

### **1. Details of the reduction**

President & CEO: a 10% reduction in monthly fixed compensation.

### **2. Period**

From the remuneration payable in November 2025 through the remuneration payable in January 2026.

### **3. Reason for the reduction**

Following the downward revision of the financial forecast for the fiscal year ending March 31, 2026, announced on May 9, 2025, the Company has resolved to reduce executive compensation in order to clarify management's responsibility, taking this situation seriously.

All members of management are determined to make every effort to achieve a recovery in performance and future growth.

The Company sincerely appreciates your continued understanding and support.