November 9, 2026

Company Name: Syuppin Co., Ltd.
Representative: Masashi Saito,
CEO and Representative Director
(Code: 3179, Tokyo Stock Exchange PRIME)
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Notice Regarding Voluntary Relinquishment of a Portion of Officers' Remuneration

Syuppin Co., Ltd. (the "Company") hereby announces that it has received an offer from Masashi Saito, President and Representative Director, to voluntarily relinquish a portion of his remuneration. Following deliberations by the Nomination and Remuneration Committee, the Company today accepted his offer and decided on the procedures for implementing the corresponding reduction in remuneration, as detailed below.

1. Details of Voluntary Relinquishment of Remuneration

Position	Name	Portion of remuneration relinquished
President and Representative Director	Masashi Saito	30% of monthly cash remuneration

2. Applicable Periods

Position	Name	Portion of remuneration relinquished
President and Representative Director	Masashi Saito	From the November 2026 payment through the January 2027 payment (three months)

3. Reasons for the Voluntary Relinquishment

As stated in the separately announced "Notice Regarding Recognition of Extraordinary Losses and Revision to Full-Year Financial Forecasts" issued today, the Company has revised downward its full-year financial forecasts for the fiscal year ending March 31, 2027, and recognized extraordinary losses. The President and Representative Director offered to voluntarily relinquish a portion of his remuneration to make clear his responsibility as the head of management, acknowledging with utmost seriousness both the management responsibility associated with these developments and the responsibility of management in relation to the compliance matter described in the separately announced "Notice Regarding Receipt and Publication of the Investigation Report (Summary Version)" issued today.

The Company's Nomination and Remuneration Committee comprehensively considered and examined these two areas of responsibility from an independent and objective standpoint, and issued a recommendation concluding that the proposed level of reduction was appropriate in light of past cases and comparable levels of reduction at other companies. Based on this recommendation, the Company formally decided to implement the reduction.

4. Future Actions

All members of management deeply regret this situation and are reflecting seriously on the

circumstances surrounding it. The Company will steadily implement the measures set forth in the "Notice Regarding Progress on Governance Enhancements and Recurrence Prevention Measures" disclosed today and will make every effort to restore trust, turn around its business performance and achieve sustainable growth.