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For Immediate Release

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**【SANKYO to strive to increase the value of its human resources】**  
**Greatly raising the starting salary for college graduates who will**  
**join the Company in April 2024 to 300,000yen**

SANKYO CO., LTD. (the “Company”) will raise the starting salary for new graduates from April 2024. Prior to that, it will significantly raise the salary level for existing employees from April 2023.

To be specific, the starting salary for college graduates who will join the Company in April 2024 will be 300,000 yen per month. The Company will also make a significant increase in the base salary for existing employees, primarily for young and middle-aged employees, through more rigorous evaluation of their performance, abilities, etc. from April 2023.

The Company believes that active human resource strategies are of utmost importance to survive in a harsh environment and achieve sustainable growth. It will work to increase the value of its human resources and further enhance its corporate value through its efforts to secure excellent human resources with sophisticated expertise, logical thinking skills, and communication skills and further enhance the motivation and performance of existing employees.

In addition, in order to respond to the series of increases in the cost of utility, food, etc., the Company will pay a special allowance “Inflation Allowance” as a one-time payment at the end of February with the aim of supporting the lives mainly of young employees.

**[Overview]**

1. Raising the starting salary for new graduates

(1) Timing: For those joining the Company in April 2024 or later

(2) Key change: 300,000 yen/month (college graduates)

\* An overtime allowance and a commuting allowance will be paid separately.

2. Raising the salary for existing employees

(1) Timing: From the salary paid in April 2023

(2) Policy for raising the salary:

The Company will rigorously evaluate the performance, abilities, attitude, etc., and determine the amount of the salary raise for each employee individually. The average rate of increase in the base salary is assumed to be approximately 20%.

3. Paying the special allowance “Inflation Allowance”

(1) Timing: February 28, 2023

(2) Paid to: All employees except for those in a managerial position

(3) Amount: Across-the-board payment of 100,000 yen (lump-sum payment)

This material is an English translation of Japanese announcement made on February 8, 2023. Although the Company intended to faithfully translate the Japanese document into English, the accuracy and correctness of this translation are not guaranteed.