



March 30, 2023

For Immediate Release

Company name: IR Japan Holdings, Ltd.  
Representative: Shirou Terashita,  
Representative Director, President and Chief  
Executive Officer  
(Securities code: 6035)  
Contact: Yutaka Fujiwara,  
Director and General Manager, Corporate Planning  
Department  
(Tel: +81-3-3519-6750)

### **Announcement of Reduction of Director Compensation**

As detailed in the “Announcement of the Group’s Conflicts of Interest Management Framework, etc.” dated March 30, 2023, IR Japan Holdings, Ltd. (the “Company”) has duly noted the results of the Third-Party Committee’s investigation as well as the series of investigations during the current fiscal year, and to clarify its management responsibility, while taking into consideration the deliberations of the Nomination and Compensation Advisory Committee, the Board of Directors resolved, at a meeting held today, to continue the reduction of the amount of compensation of the Company’s directors that began last year, as follows.

In addition, the Company announces that it has decided to reduce the amount of compensation of directors who are audit and supervisory committee members through discussions among the audit and supervisory committee members.

#### 1. Subjects and details of reductions in director compensation

Representative Director, President and Chief Executive Officer: 50% reduction in monthly base compensation  
Other Executive Directors: 20% reduction in monthly base compensation  
Directors who are Audit and Supervisory Committee Members: 10% reduction in monthly base compensation

The Company also resolved to reduce the amount of compensation of directors of Group companies (IR Japan, Inc., Japan Originated Investment Bank, Inc., and IRJ Business Consulting Staff, Inc.) in the same manner.

#### 2. Period of reduction

From April 2023 through September 2023 (six months)

(Reference) In response to the downward revision of the consolidated results forecast for the fiscal year ended March 31, 2022, Group companies have reduced the amount of compensation for directors for the current fiscal year.

#### 1. Subjects and details of reductions in director compensation

Representative Director, President and Chief Executive Officer: 20% reduction in monthly base compensation  
Other Executive Directors: 15% reduction in monthly base compensation

#### 2. Period of reduction

From April 2022 through March 2023 (one year)

End of release