

March 23, 2023

Konishi Co., Ltd.

Notice of Increase in Employee Salary Levels and Starting Salary

Konishi Co., Ltd. (Head office: Osaka-shi; Representative Director and President: Keiichi Oyama; hereinafter the “Company”) has pushed forward with various revisions of personnel measures and systems with the aim of enhancing the mid-to-long term corporate value.

The Company announces that as one of its investments in human capital, it has decided to significantly increase the salary levels and starting salary for employees. The aim is to create an environment for employees to work with satisfaction and enhance our competitiveness in recruitment.

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| Applicable to | : | Employees (not including contract workers and part-time workers) *Wages for contract workers and part-time workers will be hiked separately. |
| Effective month | : | Salaries to be paid from April 2023 |
| Increase rate | : | About 8.0% *Excluding executive officers and executive managers |
| Starting salary | : | For graduates with a bachelor’s degree 250,000 yen* on a management track For graduates with a master’s degree 263,260 yen* on a management track For graduates with a bachelor’s degree 217,500 yen** in staff positions |

*About 31,800 yen increase
**About 27,800 yen increase

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