

(Translated)

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Notice of Calculation Method for the Profit Based Portion of Director's Remuneration for Itoham Yonekyu Holdings Inc.

The following calculation method for the profit based portion of director's remuneration was resolved at the board meeting held on April 21, 2016.

Calculation method for profit based remuneration:

Formula: Consolidated Ordinary Income × 0.01% × Income Factor × Position Factor

* 24 billion yen to be used for Income of 24 billion yen or above.

[Income Factor]

Consolidated Ordinary Income	factor
19 bil yen or above	1.10
16 bil yen or above	1.00
12 bil yen or above	0.90
9 bil yen or above	0.75
6 bil yen or above	0.65
4.5 bil yen or above	0.55
Under 4.5 bil yen	0.00

[Position Factor]

Class	Position	factor
Director	Chairman	8.0
	President	8.0
	Vice-president	5.8
	Senior Managing Executive Officer	4.5
	Managing Executive Officer	3.8
	Executive Officer	3.2

Notes:

- Those eligible are directors as defined in clause 3 of paragraph 1 of Article 34 of the Corporation Tax Law. Outside directors, auditors and accounting advisors are not included.
- The "Index of Current Years Income" as defined in section 1 of clause 3 of paragraph 1 of Article 34 of the Corporation Tax Law will be the consolidated ordinary income based on the securities report.
- The maximum amount of payment of the profit based remuneration as stated in subsection (1) of section 1 of clause 3 of paragraph 1 of Article 34 of the Corporation Tax Law is set at 150 million yen.