

January 10, 2017

To All Persons Concerned

Name of Company U-SHIN LTD.  
Name of Representative Kanae Okabe, President, Representative Director  
(Code number: 6985, The First Section of the Tokyo Stock Exchange)  
Person for Inquiry Tatsuya Inaoka, Executive General Manager of Corporate Affairs Division  
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### **Notice of Reduction of Members of The Board and Corporate Auditor's Compensation**

In order to clarify management responsibilities for deterioration of FY 2016's financial results and the recommendation by Fair Trade Commission, we make this announcement to reduce Members of The Board and Corporate Auditor's compensation as follows:

#### 1. Compensation Reduction Percentage

Ex-Representative Director, Chairman and President	50% reduction on monthly base compensation
President, Representative Director /Deputy President	30% reduction on monthly base compensation
Executive Managing Directors	30% reduction on monthly base compensation
Members of the Board	10% reduction on monthly base compensation
Corporate Auditors	5% reduction on monthly base compensation

#### 2. Term of Reduction

January 2017 - February 2017