May 12, 2020

Dear Sirs and Madams,

Company: Skylark Holdings Co., Ltd.
Representative: Makoto Tani, Chairman, President & CEO
(Securities Code: 3197; TSE First Section)
Contact: CEO Office
(TEL: 0422-37-5310)

Notice Regarding the Reductions in Compensation of Officers and Directors

Skylark Co., Ltd (the "Company") hereby notifies the reductions in compensation of officers and directors. Seriously taking the harsh situation our group is facing, the Company will reduce the compensation of representative executive officers, executive officers, and corporate officers. Details are described below.

1. Description of monthly reduction and return of compensation

Chairman, President and Chief Executive Officer:	30%
Corporate Director and Managing Executive Officer:	20%
Executive Officer:	10%
Corporate Auditor:	10%
President of the Group Company:	10%
Executive Officer of the Group Company:	10%

2. Period covered
   From June 2020 to November 2020 (6 months)

End.