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For Immediate Release

4-1-28 Toranomom, Minato-ku, Tokyo
Japan Communications Inc.
Naohisa Fukuda
Representative Director-President
(Code No.: 9424)
For enquiries: Mitsuru Kodaira
Executive Officer and CFO
Tel: +81-3-5776-1700

Announcement of Salary Increase

Japan Communications Inc. (JCI, TSE Prime:9424) is pleased to announce a salary increase of 5.0% to 13.0% for all employees (excluding Directors, Auditors, and Executive Officers), effective with the April 2024 payroll. This decision has been made in response to recent market conditions, including price increases, and is based on our outlook for JCI's future performance.

The purpose of this salary increase is to recognize the hard work and achievements of each employee, further boost motivation, and attract and retain top talent. JCI remains committed to its mission of providing secure & reliable transportation of data, contributing to society through our services and products, and striving for the sustainable enhancement of our corporate value.

About Japan Communications Inc. (JCI)

Japan Communications Inc. is the mobile solution innovator that has created the MVNO industry with its vision since its establishment in 1996. In today's world, where digitalization is advancing and everything is connected through networks, our patented technology, the Personal Wireless Leased Line, has obtained PCI DSS certification, an international security standard, for all its main systems. This technology is adopted in fields that require high levels of security, such as banks, and credit card companies. Furthermore, JCI is building a common platform for secure and reliable digital IDs that provide the highest level of security without compromising convenience. This enables the provision of safe and convenient services for the entire society, including financial transactions using smartphones. We continue to embrace our challenger spirit, aiming to provide a safe mobile environment as a social infrastructure.