

October 27, 2017

To Whom It May Concern,

Corporate Name: TechnoPro Holdings, Inc.

(Code: 6028, TSE First Section)

Representative: Yasuji Nishio, President, Representative Director & CEO

Contact: Hiroshi Sato, Director & CFO

(Tel. 03-6385-7998)

Announcement Concerning Introduction of Defined Contribution Pension Plan

TechnoPro Holdings, Inc. (the "Company") resolved to introduce the defined contribution pension plan for employees of the Company and its consolidated subsidiaries (TechnoPro, Inc., TechnoPro Construction, Inc. and TechnoPro Careers, Inc.). Details are provided below. This pension plan introduction is premised on the final approval of the defined contribution pension rules by the Ministry of Health, Labor and Welfare.

1. Revision and purpose

TechnoPro Group will discontinue its current lump-sum retirement allowance system and move to a defined contribution pension plan in order to support the diversified life plans and asset buildup needs by the self-help efforts of its employees, and reduce the risk of financial uncertainties, in order to ensure stable continuation of the retirement pension benefits system.

2. Summary of the plan

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| (1) Planned pension plan start date | January 2, 2018 |
| (2) Operational management institution | Sumitomo Mitsui Banking Corporation
Japan Pension Navigator Co., Ltd. |
| (3) Asset management institution | Mizuho Trust & Banking Co., Ltd. |

3. Effect on business results

At this time, we believe that this change will have no significant impact on the Company's consolidated operating results.

Note on translation

This is a translation of the original Japanese document and provided for informational purpose only. If there are any discrepancies between this and the original, the original Japanese document prevails.