



November 6, 2020

To All Concerned Parties

Relia, Inc.
2-6-5, Yoyogi, Shibuya-ku, Tokyo
(Code number: 4708, First Section of the Tokyo Stock Exchange)
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Notification Regarding Revision of Full-Year Earnings Forecast and Revision of Year-end Dividend Forecast

At the meeting of the Board of Directors held on November 6, 2020, the Company revised its earnings forecasts and the year-end dividend forecast for the fiscal year ending March 2021 (April 01, 2020 to March 31, 2021).

Details

1. Revision of Full-Year Earnings Forecast

- (1) Revision of Consolidated Financial Results Forecast for the Fiscal Year Ending March 31, 2021 (April 01, 2020 to March 31, 2021)

| | Net sales | Operating profit | Ordinary profit | Profit attributable to owners of parent | Basic earnings per share |
|---|--------------------|--------------------|--------------------|---|--------------------------|
| Previously announced forecast (A) | Million yen TBD | Million yen TBD | Million yen TBD | Million yen TBD | Yen — |
| Newly revised forecast (B) | 125,000 | 9,600 | 9,500 | 6,100 | 90.79 |
| Difference (B-A) | — | — | — | — | |
| Percentage difference (%) | — | — | — | — | |
| (Ref.) Previous year's actual results (Year ended March 2020) | 128,731 | 11,607 | 11,772 | 8,017 | 116.33 |

- (2) Reason for revision

The company's consolidated earnings forecast for the fiscal year ending March 2021 had previously been undetermined due to the difficulty in making reasonable estimates of the impact of the COVID-19 pandemic at its overseas subsidiaries. Domestic consolidated companies are expected to be affected by the termination of spot business in the previous year and to record increases in selling, general and administrative expenses for the strengthening of their management foundations. However, with the aim of achieving its 8% target for operating income before goodwill amortization for the fiscal year ending March 2021 declared in its Business Strategy 2020, the Company will continue to engage in the reform of its earnings structure through the implementation of the Four Innovations, thorough earnings management, including a review of its customer portfolio, and the improvement of productivity by enhancing recruiting and training



and curbing staff turnover rates. Overseas consolidated subsidiaries have been greatly impacted by the COVID-19 pandemic, but the Company aims to improve its business performance from the third quarter of this fiscal year by ensuring operating rates through the expansion of work-from-home and by optimizing costs. The Company has revised its full-year earnings forecast as above based on these factors.

2. Revision of Year-end Dividend Forecast

(1) Details of revision of year-end dividend forecast

| | Annual dividends | | |
|---|------------------|----------|---------|
| | 2nd quarter-end | Year-end | Total |
| Previous forecast (Announced on September 23, 2020) | 19.00 Yen | TBD Yen | TBD Yen |
| Revised forecast | | 23.00 | 42.00 |
| Current year actual results | 19.00 | | |
| Previous year actual results (Year ended March 2020) | 19.00 | 20.00 | 39.00 |

(2) Reasons for revision

The Company's dividend policy is 45% consolidated dividend payout ratio calculated after including amortization of goodwill related to the acquisition of Inspiro Relia, Inc. and Infocom Technologies, Inc. The company will flexibly review the dividend policy in the event of major changes in the business environment. As stated above, the dividend forecast will be revised based on the revision of the Company's full-year earnings forecast.

* Earnings forecasts have been prepared on the basis of currently available information. Due to a variety of factors, actual figures may differ from these forecasts.