



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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Notice of Abolishment of Shareholder Special Benefit Plan

Relia Inc. hereby announces that, at a meeting of the Board of Directors held today, the Board of Directors resolved as follows to abolish its shareholder special benefit plan.

Details

- Reason for abolishment of shareholder special benefit plan**

Relia Inc. introduced a shareholder special benefit plan from the fiscal year ended March 2008 to express our gratitude to our shareholders for their continued support and to make investment in Relia shares more attractive, with the aim of increasing the number of shareholders who will hold onto their shares for the long term. As a result, we now have many more long-term shareholders than when the plan was first launched, and we believe that the original aim of the plan has been achieved. On that basis, in the belief that we will be better able to meet the expectations of our shareholders by returning profits to them, mainly through cash dividends and acquisition of treasury shares, we have made the decision to abolish the shareholder special benefit plan.
- Timing of abolishment of shareholder special benefit plan**

The shareholder special benefit plan will be abolished with the last presentation of a gift to shareholders whose names are entered or recorded in the Company's Shareholder Registry as of March 31, 2020, and who meet the criteria for delivery (delivery is scheduled for late November 2020).
- Future shareholder returns policy**

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 consider its shareholder returns policy in the next fiscal year and beyond in its next medium-term management plan and announce the policy when it discloses the plan.