



August 18, 2023

To All

Company Name: Fujikura Ltd.

Representative: Naoki Okada, President and CEO

(Code: 5803 TSE Prime)

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Notice of Reduction of Executive Remuneration

In light of the Investigation Result for the Investigation Relating to an Improper Real Estate Acquisition and Similar Incidents at a U.S. Subsidiary (Hereinafter referred to as "U.S. Subsidiary".) announced on July 31, 2023, our company hereby announces that it has resolved at the Board of Directors meeting held today to reduce the remuneration of directors who are not Audit and Supervisory Committee Members, as described below "1. Details of the reduction in remuneration for directors who are not Audit and Supervisory Committee Members," in order to clarify management responsibility for the inappropriate cases.

In addition, we also announce that the reduction of the remuneration of directors who are Audit and Supervisory Committee Members has been decided through discussions among Audit and Supervisory Committee Members, as described below "2. Details of Reduction in Remuneration for Directors who are Audit and Supervisory Committee Members."

1. Details of the reduction of remuneration for directors who are not Audit and Supervisory Committee Members

Position	Details of the reduction
Chairperson of the Board	Monthly remuneration equivalent to 30% for 3 months
President and CEO	Monthly remuneration equivalent to 30% for 3 months
Director and CTO	Monthly remuneration equivalent to 20% for 3 months
Director and CFO	Monthly remuneration equivalent to 20% for 3 months

2. Details of reduction in remuneration for directors who are Audit and Supervisory Committee Members

Position	Details of the reduction
Director, Full-time Audit and Supervisory Committee Member	Monthly remuneration equivalent to 10% for 1 month
Directors, Audit and Supervisory Committee Members (5)	Monthly remuneration equivalent to 10% for 1 month

As previously announced, Director our company, who also serves as CEO of AFL, who was the subject of this investigation, resigned from Director our company on May 26, 2023. Also, we plan to scrutinize the results of the investigation into inappropriate cases and take appropriate procedures in accordance with laws and regulations.