



To all parties whom concerned,

Kosho Singapore Pte Ltd unreservedly apologies and regrets the unintentional error of a discriminatory job posting in Skill Future.sg dated 22 June 2018 , stating nationality preference (prefer Japanese Nationality) for the position of General Manager.

Kosho Singapore Pte Ltd has removed the above mentioned Job posting on 22 June 2018 immediately upon receive notification from related party. And also management has given a warning letter to manager of HR department pertaining to the non-compliance with Tripartite Guidelines on Fair Employment Practices.

We deeply regret this matter and committed to ensure that there will be no further occurrences of same incident by any employee of our company

Kosho Singapore Pte Ltd hereby affirms our continued commitment toward Fair Employment Practices and supports the Tripartite Guideline on Fair Employment Practices.

Kosho Hagino

Managing Director

Kosho Singapore Pte Ltd (UEN no: 200414453K)