

Advisory Fees

Monthly Fee

Number of Employees	Standard Advisory (Tax Included)	Advisory Plan (Tax Included)
Up to 19	¥41,800	¥83,600 (Equivalent to 3 hours/month)
20-29	¥55,000	
30-49	¥70,400	
50-69	¥91,300	
70-99	¥118,800	
100-129	¥146,300	¥138,600 (Equivalent to 5 hours/month)
130-159	¥173,800	
160-199	¥215,600	
200-249	¥257,400	
250-299	¥284,900	
300-349	¥325,600	¥166,100 (Equivalent to 5 hours/month)
350-399	¥354,200	
400-449	¥396,000	
450-499	¥423,500	
500 or more	Quoted separately	Quoted separately

* Revisions to the fees shall be made upon request by either the client or our company, and such revisions shall not be applied retroactively.