



June 26, 2025

To whom it may concern

Company name: Nisshinbo Holdings Inc.
Representative: Yasuji Ishii, President and
Representative Director
(Code No. 3105, Prime Market of Tokyo Stock Exchange)
Contact: IR • Corporate Communications Group

Notice Regarding Implementation of Early Retirement Incentive Program in Connection with Restructuring of Wireless and Communications Business

Nisshinbo Holdings Inc. hereby announces that its Board of Directors, at a meeting held on June 26, 2025, resolved to implement an early retirement incentive program for Japan Radio Co., Ltd. and its subsidiaries as part of a restructuring of its wireless and communications business. Details are as follows:

1. Background to the implementation of the early retirement incentive program

The Nisshinbo Group has set forth the following as its priority measures: “pursuing transformation of its business portfolio,” “building a business model for future growth and focusing management resources on key areas,” and “further strengthening its management foundation to reduce management risks.” The Group is pursuing improved profitability through the transformation of its business model.

We have identified structural reform of our wireless and communications business as the most important issue for improving profitability. To strengthen the foundation of our core business through simplification and optimization of our business and production structures, we have decided to implement an early retirement incentive program at Japan Radio Co., Ltd. and its subsidiaries. The details and future plans are as follows.

2. Details of the early retirement incentive program

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|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ① Target Companies | Japan Radio Co., Ltd. and its subsidiaries in Japan |
| ② Number of positions available | 400 |
| ③ Target persons | Employees of the above target companies
(excluding certain employees) |
| ④ Application period | October 10, 2025, to October 31, 2025 |
| ⑤ Date of retirement | November 30, 2025 |
| ⑥ Retirement benefits | • Special retirement benefits will be paid in addition to normal retirement benefits
• Provision of reemployment support services for those who wish to do so |

3. Future Plans

The costs associated with this measure will be recorded as business restructuring expenses in the financial results for the fiscal year ending December 2025. However, as these costs are currently undetermined, we will promptly disclose any revisions to our performance forecasts if necessary.