



October 28, 2025

Name of Company: Meiji Holdings Co., Ltd.

Name of Representative: Katsunari Matsuda CEO, President and Representative Director

Code Number: 2269, Prime Market, Tokyo Stock Exchange

## Notice Concerning Next Career Special Support Program by Meiji Co., Ltd.

Meiji Holdings Co., Ltd. announces that a decision was made at the Executive Committee meeting held today to implement Next Career Special Support Program for employees of our business subsidiary, Meiji Co., Ltd. Details are outlined below.

### 1. Background

Since the start of the 2026 Medium-Term Business Plan in April 2024, the Meiji Group has been promoting Corporate Value Creation Stories, our concept of encouraging diverse human resources to act autonomously and take on new challenges to achieve growth and co-creation that leads to sustainable innovation. As part of this approach, from April 2025, we have adopted a new human resource system that sets grades based on job duties and roles, conducts absolute evaluations based on results and actions, and offers fair and competitive compensation. Through these changes, the Meiji Group has evolved its human capital management to ensure appropriate personnel assignments regardless of age and enable active participation by diverse human resources.

Amid such a paradigm shift, expanding our existing measures, we have decided to implement the Next Career Special Support Program for a limited period. This program is designed to provide maximal support to employees who have a long track record of supporting the Meiji Group towards taking on the challenge of leveraging their expertise and strengths in building a new career outside the company. This program will promote individual growth and organizational reform and stimulate the Group.

### 2. Details of the Program

1	Eligible employees	Managers and general employees who, as of March 31, 2026, are aged 50 and older and who have 15 and more consecutive years of employment
2	Number of applicants solicited	Not decided
3	Application period	October 29, 2025 to December 19, 2025
4	Date of resignation	March 31, 2026
5	Support details	- Special additional allowance to be provided in addition to regular retirement allowance - Reemployment support services to be provided for those who desire

### **3. Future Outlook**

- 1) We plan to disclose results immediately after finalizing the number of applicants for this program.
- 2) As there is no set number of applicants for this program, the impact of this program on financial results is unclear. At this time, we will make no revisions to our consolidated earnings forecasts for FYE March 2026. We will disclose the impact immediately as soon as it is recognized.

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