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November 5, 2025

To whom it may concern,

Company name:	GUNZE LIMITED
Name of representative:	Toshiyasu Saguchi, President and Representative Director (Code No.: 3002, TSE Prime)
Location of the Head Office	2-5-25, Umeda, Kita-ku, Osaka-shi
Inquiries:	Junko Nakashima, Corporate Officer, General Manager, Corporate (TEL. +81-6-6348-1314)

(Progress of Disclosure Matters) Notice Concerning Results of Offer of Voluntary Retirement for Implementation of Structural Reform of the Apparel Company

GUNZE LIMITED (the “Company”) hereby announces the results of the voluntary retirement program announced in the "Notice Concerning Structural Reform of Apparel Company" dated August 6, 2025, as follows.

1. Details of the Voluntary Retirement Program

   The Apparel Company implemented the "Next Challenge Program" (voluntary retirement program) for employees aged 40 or older in the indirect and sales divisions to support their career change.

   (Overview of the Next Challenge Program)

   (1) Target Company: GUNZE LIMITED
   (2) Target Persons: Employees of the Apparel Company at the age of 40 years or older as of January 20, 2026
   (3) Target number of applicants: Not specified
   (4) Application period: From October 10, 2025 to October 24, 2025
   (5) Retirement date: January 20, 2026
   (6) Preferential treatment: Provision of retirement allowances and reemployment support for those who seek such support

2. Result of the offering

   82 employees

3. Future outlook

   Business restructuring expenses (special lump-sum payments, etc.) associated with the implementation of this measure are recorded as extraordinary losses in the first quarter of the fiscal year ending March 2026.

   Incidentally, these expenses have already been factored into the consolidated earnings forecasts for the fiscal year ending March 2026 announced on May 14, 2025, and there is no change to the forecast.

   We will promptly notify you of any event that should be disclosed arises due to future performance trends, etc.