



November. 27, 2025

To whom it may concern

Company name: Nisshinbo Holdings Inc.
Representative: Yasuji Ishii,
President and Representative Director
Security code: 3105
Listings: Tokyo Stock Exchange Market
Contact: IR • Corporate Communications Group

(Disclosure Status) Notice Regarding Results of Early Retirement Incentive Program Implemented as Part of Wireless and Communications Business Restructuring

We hereby announce the results of the early retirement incentive program implemented for Japan Radio Co., Ltd. and its subsidiaries, as disclosed on June 26, 2025, as follows.

1. 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 |

2. Results of the Early Retirement Incentive Program

Number of applicants	431
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3. Future Outlook

The special retirement benefits and reemployment support service costs associated with this program amount to approximately ¥3.5 billion. Of this, approximately ¥3.2 billion has been incorporated as an extraordinary loss in the revised earnings forecast announced on August 6, 2025.

Additionally, this program is expected to generate annual personnel cost savings of approximately ¥3.0 billion starting from the fiscal year ending December 2026.

※The following press releases are related to this matter:

- Notice Regarding Implementation of Early Retirement Incentive Program in Connection with Restructuring of Wireless and Communications Business (June 26, 2025)
https://www.nisshinbo.co.jp/nish/english/news/pdf/news20250626_en_01.pdf
- Notice of Revisions to Consolidated Financial Results Forecast (August 6, 2025)
https://www.nisshinbo.co.jp/nish/english/news/pdf/news20250806_3_en.pdf