



May 12, 2025

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**Notice regarding implementation of the voluntary retirement program  
“Next Career Support Program”**

Mabuchi Motor Co., Ltd. (the "Company") hereby announces that the Company has decided to implement a voluntary retirement program “Next Career Support Program” as below.

**1. Purpose of implementing the program**

Based on “The Management Plan 2030”, the Company is working to expand its business aiming net sales of 300 billion yen in 2030, with motor products as the Company’s core business and other diverse "movement" solutions that meet the needs of its customers and society.

To achieve The Management Plan 2030, the Company needs to strengthen its performance in existing automotive market, and to expand new businesses in other markets under the current business environment that the automotive market is slowing down. Therefore, the Company will work to transform our organization into one that proactively proposes and tackles measures to address management issues.

Taking this opportunity, in light of today's work attitudes and diversifying lifestyles, the Company has decided to implement a voluntary retirement program “Next Career Support Program”, with the aim of supporting employees who wish to pursue new possibilities and move outside the Company.

**2. Overview of the program**

**(1) Eligibility:**

Employees working at headquarters or seconded to subsidiaries from headquarters, aged 50 to 58 as of March 31, 2025, excluding managers and supervisors

**(2) Number of applications:** Not specified

**(3) Application period:** From June 9 to June 27, 2025 (planned)

**(4) Effective date of retirement:** August 31, 2025 (planned)

**(5) Preferential conditions:**

A premium will be added to the normal retirement allowance of eligible applicants. In addition, eligible applicants will also have the option to apply reemployment support.

### 3.Impact on business performance

The special retirement allowance and reemployment support expenses incurred in connection with this program will be recorded as an extraordinary loss in the consolidated financial statements for the fiscal year ending December 2025. Currently, the number of applicants and the total amount of relevant expenses have not yet been determined. The impact on the Company's consolidated financial performance forecast will be announced, if significant impact is recognized.

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