



September 24, 2026

To whom it may concern

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Securities Code	9229
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Notice Regarding the Results of the Solicitation of Applicants for Voluntary Retirement and Recognition of Extraordinary Loss

SUNWELS Co., Ltd. (the “Company”) hereby announces that the application period for the solicitation of applicants for voluntary retirement, as disclosed in the “Notice Regarding Solicitation of Applicants for Voluntary Retirement” dated September 1, 2026, has ended, and the Company has determined the employees to whom the program will apply. The Company also expects to recognize an extraordinary loss in connection with the program, as described below.

1. Overview of the Solicitation of Applicants for Voluntary Retirement

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| (1) Eligible employees: | Non-managerial employees in care worker, nursing, and rehabilitation positions who belong to the target areas designated by the Company |
| (2) Number of employees to be accepted: | Up to approximately 120 employees |
| (3) Application period: | September 1, 2026 to September 15, 2026 |
| (4) Retirement date: | October 31, 2026 |
| (5) Special benefits: | Eligible employees will receive a special retirement allowance to support their career transition. |

2. Results of the Solicitation of Applicants for Voluntary Retirement

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|---|---------------|
| (1) Number of applicants: | 231 employees |
| (2) Number of employees approved for participation: | 112 employees |

With respect to the applicants, the Company determined whether the program would apply to each applicant based on the terms announced on September 1, 2026, taking into comprehensive consideration the staffing situation at each facility and for each job category, compliance with staffing standards under the Long-Term Care Insurance Act and other applicable laws and regulations, fulfillment of the requirements for various additional reimbursements, the need for operational handovers, and other requirements for business operations.

3. Future Outlook

The Company expects expenses associated with the solicitation of applicants for voluntary retirement, including special retirement allowances to support career transitions, to amount to approximately 89 million yen and plans to recognize such expenses as an extraordinary loss in the second quarter of the fiscal year ending March 31, 2027.

The impact of this measure on its financial results for the fiscal year ending March 31, 2027 is expected to be minimal. Should any matters requiring disclosure arise, the Company will promptly announce them. In addition to optimizing personnel allocation through this measure, the Company will continue to review and improve the efficiency of its operational structure in order to maintain the quality of services provided to its users, while striving to improve profitability and ensure stable business operations.

End

Note: This document has been translated from the original document in Japanese. In the event of any discrepancy between this English translation and the original document in Japanese, the original document in Japanese shall prevail.