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Notice of Solicitation of Voluntary Retirement in Connection with Structural Reform

Sankyo Tateyama, Inc. (the "Company") hereby announces that the Company has resolved in a Board of Directors meeting held today to solicit voluntary retirement applications in connection with structural reform, as follows.

1. Purpose of Soliciting Voluntary Retirement

As announced in the "Review of Medium-Term Management Plan and Initiatives for Realizing Capital Cost- and Share Price-Conscious Management" dated July 10, 2025, the Company has revised its policy for the current medium-term management plan period to decisively implement revenue structure reforms aimed at early performance recovery and is actively pursuing this. As part of these efforts, the Company will implement organizational reforms to further optimize our workplace duties, organization, and human resources. In connection with this, the Company has decided to solicit the voluntary retirement program.

2. Voluntary Retirement Program Overview

- (1) Eligible Employees: Employees aged 50 or older but under 65 as of May 31, 2026 (excluding certain employees)
- (2) Number of Applicants : Up to 150
- (3) Application Period: March 2, 2026 to March 13, 2026
- (4) Retirement Date: May 31, 2026
- (5) Preferential Measures: A special additional payment will be provided in addition to the standard retirement allowance. Reemployment support will also be offered upon request.

3. Future Outlook

Expenses related to the special additional payment arising from this voluntary retirement program are expected to be recorded as extraordinary losses in the fiscal year ending May 31, 2026. The exact amount of these extraordinary losses has not yet been confirmed at this time due to the uncertain number of applicants. We will disclose promptly as soon as the details are determined.

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