



February 10, 2026

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(Securities code: 8132, Prime Market, TSE)
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(Progress on Disclosed Matter) Results of Accepting Applications for an Early Retirement Incentive Program to Support Second Careers

Sinanen Holdings Co., Ltd. (the “Company”) hereby notifies stakeholders of the results regarding the “Notification Regarding Accepting Applications for an Early Retirement Incentive Program to Support Second Careers” announced on November 11, 2025.

1. Overview of accepting applications for an early retirement incentive program

(1) Eligible companies	Sinanen Holdings Co., Ltd. Melife-West Co., Ltd. Melife Co., Ltd. Melife-East Co., Ltd. Melife-Hokkaido Co., Ltd. Sinanen Co., Ltd.
(2) Target	Regular employees with three or more years of service and aged 46 to 64 However, only employees whose retirement is approved by the Company may utilize this program.
(3) Number of applications accepted	Approximately 130
(4) Application period	December 1, 2025 to December 19, 2025
(5) Retirement date	March 31, 2026
(6) Incentive measures	· Extra retirement payments · Reemployment support provided by a reemployment support company

2. Results of accepting applications for an early retirement incentive program

Planned retirements: 80

3. Outlook

The Company expects to record an extraordinary loss of approximately 700 million yen in its financial statements for the fiscal year ending March 31, 2026, as extra retirement payments and other items in connection with the implementation of this early retirement incentive program. The Company will also provide reemployment support to those who wish to receive such support.

The impact of this matter on the consolidated financial results for the fiscal year ending March 31, 2026 is currently under scrutiny, and any relevant matters for disclosure shall be promptly be announced.

End