June 30, 2026

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 Implementation of Early Retirement Incentive Program in Connection with Restructuring of Micro Devices Business

We hereby announce the results of the early retirement incentive program implemented for Nisshinbo Micro Devices Inc. and its subsidiaries, as disclosed on December 24, 2025, as follows.

1. Details of the early retirement incentive program

①	Target Companies	Nisshinbo Micro Devices Inc. and its subsidiaries in Japan
②	Number of positions available	560
③	Target persons	Regular employees, associate employees, and senior employees aged 45 or older (As of December 2025: Number of Employees at Target Companies: 2,750)
④	Application Period	April 1, 2026, to April 30, 2026
⑤	Date of retirement	June 30, 2026
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 participants in the program 560

3. Future Plans

The costs associated with the implementation of this program are expected to total 4.0 billion yen. These costs have been factored into the consolidated earnings forecast for the fiscal year ending December 2026, which was announced on February 6, 2026, as an extraordinary loss.

※The following press releases are related to this matter:

■ Notice Regarding Implementation of Early Retirement Incentive Program in Connection with Restructuring of Micro Devices Business (December 24, 2025)
https://www.nisshinbo.co.jp/nish/english/news/pdf/news20251224_en_01.pdf