September 1, 2026

To whom it may concern

Name of the Company	SUNWELS Co., Ltd.
Name of Representative	Toshihiko Atarashi, President and Representative Director
Securities Code	9229 Tokyo Stock Exchange Prime Market
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Notice Regarding Solicitation of Applicants for Voluntary Retirement

SUNWELS Co., Ltd. (the "Company") hereby announces that its Board of Directors resolved, at a meeting held today, to implement a voluntary retirement program as outlined below.

1. Reasons for Soliciting Applicants for Voluntary Retirement
   In response to changes in its earnings structure resulting from recent revisions to medical service fees and other factors, the Company is working to optimize its personnel allocation in line with its business scale and service delivery structure, with the aim of ensuring the sustainability of its business.
   To date, the Company has examined and implemented measures aimed at maintaining employment, such as hiring restraints, employee transfers, and secondments. However, the Company has determined that further optimization of personnel allocation is necessary to strengthen its management foundation and achieve an early recovery in profitability.
   Accordingly, the Company has decided to implement a voluntary retirement program as a measure to promptly optimize personnel allocation and to support employees who wish to pursue future career opportunities outside the Company.
   In implementing this measure, the Company will also review and improve the efficiency of its business operations in order to continue maintaining the quality of services provided to its users.

2. Overview of Solicitation of Voluntary Retirement

(1) Eligible employees:	Non-managerial employees in care worker, nursing, and rehabilitation positions who belong to the target areas designated by the Company
(2) Planned number of applicants:	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.
(6) Other matters:	The Company will determine whether to accept each application based on personnel conditions at each facility and by job type, operational requirements, and other relevant factors.

3. Future Outlook
   The Company expects the impact of this measure on its financial results for the fiscal year ending March 31, 2027 to be minimal, including expenses such as special retirement payments for career transition support associated with the voluntary retirement program.
   The impact on the Company's financial results for the fiscal year ending March 31, 2028 and subsequent fiscal years will be reflected in the financial forecasts for the relevant fiscal years and disclosed when such forecasts are announced.
   The Company will promptly disclose any matters that require disclosure should they arise.

End