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September 29, 2025

## **NIHON KOHDEN CORPORATION (6849)**

Stock Exchange Listing: Prime Market, Tokyo Stock Exchange  
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### **Notice regarding Implementation of Career Change Support Program and Next Career Support Program for Employees**

Nihon Kohden resolved at a meeting of the Board of Directors held today to terminate the distribution partnership agreement with Abbott Medical Japan LLC on the expiration date of December 31, 2026, with the consent of both companies.

In line with this matter, the Company announces that it also resolved at a meeting of the Board of Directors held today to implement the Career Change Support Program for employees engaged in the Company's Abbott business as well as the Next Career Support Program for employees above a certain age in Japan.

#### **1. Background of programs**

##### **(1) Career Change Support Program**

Under reviewing the Company's business portfolio as part of its transformation into a global company creating high added value to realize its Long-term Vision toward 2030, Nihon Kohden has decided to terminate the partnership agreement on the expiration date of December 31, 2026, with the consent of both companies. As Nihon Kohden will discontinue providing all Abbott products on the same day, the Company will implement this program to support employees who are engaged in its Abbott business and wish to change jobs to other companies where they can utilize their knowledge and experience gained from clinical practice.

##### **(2) Next Career Support Program**

With the growing awareness of diverse work styles and lifestyles, an increasing number of employees are expressing a desire to either pursue new career opportunities or retire early in the midpoint of their careers. The Company will implement this program to support employees who are seeking to make a career change based on their personal life plans.

## 2. Outline of programs

(1) Eligible companies	The Company and a part of group companies in Japan
(2) Eligible employees	Career Change Support Program: employees who are engaged in its Abbott business and meet the prescribed application requirements in Japan Next Career Support Program: employees who meet the prescribed application requirements such as above a certain age in Japan
(3) Estimated number of applicants	Approx. 200 in total for both programs
(4) Application period	December 1, 2025 to December 23, 2025 (tentative)
(5) Applicant's date of retirement	January 31, 2026 (tentative)

## 3. Future outlook

In FY2025 ending March 31, 2026, the Company will record approx. ¥2.4 billion of special retirement benefits and other expenses as extraordinary losses due to the implementation of both programs, while the number of applicants and the total amount of expenses are not yet confirmed at this moment. If an event which is required to be disclosed arises, the Company will immediately announce such event.

In FY2026 ending March 31, 2027, SG&A expenses are expected to decline by approx. ¥2.3 billion.

\* The above estimates are based on information available on the date of this report's announcement. Actual amounts may differ from such estimates due to unforeseen circumstances.