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NIHON KOHDEN CORPORATION (6849)

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(Progress of Disclosure Matters) Notice regarding Partial Revision and Application Status to Career Change Support Program and Next Career Support Program for Employees

Nihon Kohden announced the implementation of Career Change Support Program and Next Career Support Program for Employees on September 29, 2025. The Company hereby announces a partial revision to the contents of the Career Change Support Program, as well as the status of applications for both programs.

1. Outline of Career Change Support Program and Next Career Support Program for Employees

(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)

2. Partial revision to Career Change Support Program

The Company will extend the application period and the applicant's date of retirement to ensure sufficient time for the transition of operations for the Company's Abbott business.

(4) Application period	December 1, 2025 to February 25, 2026 (tentative)
(5) Applicant's date of retirement	March 31, 2026 (tentative)

3. Status of applications for both programs (as of the end of December 2025)

147 employees

4. Future outlook

In the third quarter of FY2025 ending March 31, 2026, extra payments for early retirements of 2.4 billion yen were recorded as extraordinary losses due to the implementation of both programs, which are incorporated into the consolidated forecast for FY2025 announced today.

* 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.