

Translation

January 27, 2026

Shindengen Electric Manufacturing Co., Ltd.

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(Stock code: 6844 Prime Market of Tokyo Stock Exchange)

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Notice regarding implementation of the "Career Design Support Program" in Japan

Shindengen Electric Manufacturing Co., Ltd. resolved to implement Career Design Support Program for our employees at the Board of Directors meeting held today.

1. Background

The Shindengen Group is currently undergoing a period of transformation, aiming for "A power electronics company which creates environmentally-friendly, cutting-edge solutions via innovative technologies, contributes to a sustainable society, and continues to be needed by all stakeholders" in our <Long Term Vision 2030> and working to reorganize our business portfolio and strengthen our management foundation.

To accelerate transformation and drive sustainable growth, we are promoting human capital management with the goal of "Personal Growth and Organizational Invigoration." We are working on career development support that expands opportunities for employees to demonstrate their abilities, including various training programs, in-house recruitment systems, and in-house side job systems. As part of this human capital management initiative, we have decided to implement "Career Design Support" to broaden career development options for each employee and provide maximum support to those who wish to take on new challenges.

2. Program Details

(1). Eligible Employees	① As of March 20, 2026, full-time employee who is over 50 years old and has worked for more than 10 years ② Second-Career Employee
(2). Number of applicants	approximately 50 people
(3). Details of Support Measures	In addition to the regular severance payment, a special additional payment will be provided. "Reemployment Support Program" delivered by an external professional agency will be offered to full-time employees who wish to participate.

(4). Application Period	From January 27 to February 26, 2026
(5). Retirement Date	March 20, 2026

3. Outlook

As a result of this program, the Company expects to record expenses related to the special severance payment and reemployment support in the financial results for the fiscal year ending March 2026. As the number of applicants and the total amount of special retirement payments have not yet been determined at this time, no revision has been made to the consolidated earnings forecast for the full fiscal year. Should any matters that require disclosure once the impact on financial results become clear, the Company will make an announcement promptly.

Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.