

Translation

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Shindengen Electric Manufacturing Co., Ltd.

President: Nobuyoshi Tanaka

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

Inquires: Officer, Division Manager, President's Office: Isao Matsubara

(TEL:+81-48-483-5311)

Notice Concerning the Results of the "Career Design Support Program"
And Recognition of the Extraordinary Loss

We would like to inform you of the results of the implementation of the Career Design Support Program announced on January 27, 2026, and the recognition of extraordinary loss related to this as follows.

1. Outline

As part of human capital management initiative, we implemented "Career Design Support" to broaden career development options for each employee and provide maximum support to those who wish to take on new challenges.

<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

2. Results

Number of applicants 46 people

3. Outlook

As a result of this career design support program, we plan to record approximately 600 million yen in the special severance payment and reemployment support as an extraordinary loss in the fiscal year ending March 31, 2026. In addition, we expect a cost reduction of approximately 400 million yen in the fiscal year ending March 31, 2027. We are reviewing the impact on earnings forecasts and other factors, and will promptly disclose if a revision of the earnings forecast becomes necessary.

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