



June 25th, 2025

Company Name	Sanden Corporation
Name of Representative	Zhu Dan Representative Director & President (Securities code: 6444; TSE Standard Market)
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Notice Regarding the Results of the Voluntary Early Retirement Program and the Recording of a Special Loss

This is a follow-up to the announcement titled “Notice Regarding the Solicitation of Voluntary Early Retirement and Executive Compensation Reductions” issued on May 15, 2025.

We hereby report the results of the voluntary retirement program, which has now concluded, as outlined below. In addition, we would like to inform that a special loss will be recorded in association with this program.

1. Overview of the Voluntary Early Retirement Program

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|-------------------------|--|
| (1) Eligible Applicants | Employees based in Japan with at least one year of continuous service as of June 20, 2025 |
| (2) Numbers | Approximately 300 |
| (3) Application Period | From May 26, 2025 to June 11, 2025 |
| (4) Retirement Date | From June 20, 2025 to November 30, 2025
※Due to operational reasons and other circumstances, the retirement period has been extended from the initially announced schedule for certain employees whose retirement timing was adjusted individually. |
| (5) Support Measures | Payment of a special retirement allowance and provision of outplacement support services |

2. Results of the Program

Number of Applicants: 330

3. Recording of Special Loss

As a result of the implementation of the voluntary early retirement program, the total amount of special retirement allowances and related expenses is expected to be approximately 1.9 billion yen.

This amount is scheduled to be recorded as a special loss in the financial results for the second quarter of the fiscal year ending December 31, 2025.

4. Impact on Business Performance

While the recording of this special loss is expected to have a certain impact on our business performance, we plan to provide an update by the announcement of our financial results for the second quarter (interim period) of the fiscal year ending December 31, 2025, after carefully evaluating and assessing the impact on full-year results, including the effects of external factors such as developments in U.S. trade policy.

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