FDK

NEWS RELEASE

(TRANSLATION FOR REFERENCE ONLY)

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Announcement of Career Change Support Program

FDK CORPORATION hereby announces that at a meeting of the Board of Directors held on November 7, 2025, the Board of Directors resolved to implement career change support program. The details are described below.

1. Implementation of career change support program

FDK group has formulated the "FDK Group Strategy Framework 10 years' scheme" as our vision for 2029 and is implementing the Mid Term Business Plans "R1" and "R2" to achieve it. Although we currently face a challenging business environment, within the "R2" plan ending in fiscal year 2025, we are accelerating the profitable growth of core businesses while developing and launching new businesses. Furthermore, in March 2025, we separated from the Fujitsu group. Under a new shareholder structure, we are advancing efforts to create synergies, optimize management resources, and strengthen our financial position.

In order to enhance our resilience and ability to adapt to changes in the external environment, the FDK group has been advancing initiatives such as business process optimization through digital transformation (DX) and institutional reforms aimed at maximizing talent utilization. In addition to these ongoing efforts, we have now resolved to implement a temporary measure by expanding our existing support framework through the introduction of a program titled the "Career change support program."

From the perspective of our human capital management, we will provide eligible candidates who wish to participate in this program with opportunities to transition to new careers and offer maximum support towards their future career development, enabling them to demonstrate their abilities and thrive outside the company. The overview of the program is as follows.

2. Overview of career change support program

(1) Number of candidates sought:
Approximately 75 people

(2) Eligible persons:
Employees aged 45 or older working in FDK's indirect departments, etc.

(3) Application period:
From December 9, 2025 to December 16, 2025

(4) Scheduled date of retirement:
January 31, 2026

(5) Other:
- Special retirement allowance will be provided to applicants on top of the normal retirement allowance.
- Should applicants wish, outplacement service by independent outplacement service company will be available.

3. Future outlook

The expenses incurred in implementing this program are scheduled to be recorded as extraordinary losses in the fiscal year ending March 2026. However, as the number of applicants and the total amount of Special retirement allowance remain undetermined at this time, FDK will promptly announce the impact on business result as soon as the details of effect are finalized.