



June 22, 2026

To whom it may concern:

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### **Notice Regarding Results of Implementation of Voluntary Retiree Incentive Program, Etc.**

The Group hereby announces the results of the implementation of the solicitation of voluntary retirees (a voluntary retiree incentive program; hereinafter, "the Program") and a revision of reemployment agreements with employees who are 65 years of age or higher at the Company and certain domestic subsidiaries in Japan, which the Group disclosed on February 10, 2026.

#### Particulars

##### 1. Outline of the Program

- (1) Target companies: Sumitomo Heavy Industries, Ltd. and certain domestic subsidiaries
- (2) Target employees: Employees belonging to the target companies who are 55 years of age or higher but less than 65 years of age and have been in continuous service for three years or more as of April 1, 2026
- (3) Solicitation period: April 1 to May 31, 2026
- (4) Retirement date: May 31, 2026
- (5) Number of volunteers solicited: Approximately 500
- (6) Incentives:
  - 1) Payment of additional benefits according to age in addition to standard retirement benefits
  - 2) Provision of career transition support services to volunteers

##### 2. Results of Implementation

Number of leavers resulting from this initiative: 582

##### 3. Future Outlook

The additional benefits and expenses that will be incurred upon the implementation of the voluntary retiree incentive program, which are estimated to be approximately JPY2.4 billion, are scheduled to be recorded as one-time expenses during FY2026. Please note that the Group has already factored such expenses into its consolidated full-year earnings forecast for the fiscal year ending December 31, 2026, which it disclosed on February 10, 2026.

End