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December 25, 2019

Company: DyDo Group Holdings, Inc.
Representative: Tomiya Takamatsu, President
(Code 2590 on the First Section of the Tokyo Stock Exchange)
Inquiries: Naokazu Hasegawa, Corporate Officer
and General Manager of Corporate Communication Department

Notice Concerning a New Early Retirement Incentive

Having identified establishing a competitive advantage in the vending machine market as a key priority in the Mid-term Business Plan 2021, which started in FY2019, the DyDo Group is working to bolster development of new vending machine locations. Seeking to strengthen sales structures so that it can secure highly profitable locations at sites such as offices and manufacturing plants, the Group plans to hire about 100 new employees, with a focus on experienced salespeople in their 20s to 40s.

The Group recently decided to introduce an incentive to encourage employees to take early retirement in an effort to facilitate the new hires while revitalizing its organization with an infusion of younger workers. This notice provides information about that incentive.

1. Overview of incentive

(1) Number of employees sought: 50
(2) Target companies and age ranges
DyDo DRINCO, Inc.: Age 53 to 64
DyDo Beverage Service, Inc.: Age 55 to 64
(3) Dates: January 10 to 24, 2020
(4) Retirement date: March 20, 2020
(5) Assistance offered: Increased retirement benefits

2. Future outlook

While the Group expects to post an extraordinary loss in the consolidated financial results for the fiscal year ending in January 2020 due to payment of increased retirement benefits under this incentive, the magnitude of that loss cannot be determined at the present time because it is not clear how many employees will take advantage of the incentive. The Group will provide additional details, including monetary amounts, as soon as they have been finalized.