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December 17, 2024

Company:	DyDo Group Holdings, Inc.
Representative:	Tomiya Takamatsu, President
	(Code 2590 on the Tokyo Stock Exchange Prime Market)
Inquiries:	Makiko Mihara, 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 Medium-term Business Plan 2026, which started in FY2022, the DyDo Group is working to bolster development of new vending machine locations. To address customer challenges through vending machines, we have been keeping on recruiting activity around 100 sales representatives, especially focusing on female, starting in February 2024.

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: 150

(2) Target companies and age ranges

DyDo DRINCO, Inc.: Age 50 to 64

DyDo Beverage Service, Inc.: Age 55 to 64

(3) Dates: December 21,2024 to January 20, 2025

(4) Retirement date: March 20, 2025

(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 2025 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.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.