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### **Regarding application for voluntary retirement**

Tabuchi Electric Co., Ltd. announces that it has been decided to put out call for voluntary retirement (including career support program) at the Board of Directors meeting held today, and will inform to the company labor union today about the decision and the outline of the voluntary retirement program as below:

#### 1. Background for implementing the voluntary retirement program

As indicated in our company's "Notice Concerning Formal Application and Acceptance for the Business Turnaround ADR Procedures" of June 25, 2018, in accordance with Specified Certified Dispute Resolution Procedures under the Industrial Competitiveness Enhancement Act, under the consent of all parties involved, we are currently dealing with the business turnaround. We will implement business reinforcement based on review of our business portfolio and reduction of fixed costs without sanctuary, and we will work on revitalizing our business at the premise of loss. Under these circumstances, we decided to offer a voluntary retirement program, including providing career support program, to employees who would seek working opportunities outside the company on this occasion.

#### 2. Outline of Voluntary Retirement Program

- (1) Eligibility: Employees belonging to Tabuchi Electric Co., Ltd.
- (2) Number of accepting application: approx. 90 personnel
- (3) Application period: From December 13, 2018 through December 26, 2018 (scheduled)
- (4) Date of Retirement: January 31, 2019 (scheduled)
- (5) Support program: In addition to special extra retirement payment, we will provide support for finding new job opportunities to those who are eligible for this program.

#### 3. Future Outlook

With the implementation of the voluntary retirement program, extraordinary losses are expected to be incurred due to the payment of extraordinary surcharge, but as of this time the number of applicants for voluntary retirees is undetermined, so we will promptly notice as soon as it is finalized.

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