

August 28, 2020

Company Name: Dexerials Corporation
Security Code: 4980
Listing: First Section, Tokyo Stock Exchange
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Notice of Implementation of the Special Early Job Transfer Support Program

Dexerials Corporation (the “Company”) hereby announces that its Board of Directors resolved at a meeting on August 28, 2020, the implementation of a special early job transfer support program for domestic employees.

1. Background and objective of implementation

As per the Mid-term Management Plan 2023 “Challenges for Evolution” announced on April 25, 2019, the Company strives to be a company that achieves sustainable growth by addressing social issues through the delivery of high value-added products and technological solutions.

Last fiscal year, the first year of the mid-term management plan, the Company reviewed its business and has been working on measures, including strengthening its business and more efficient management. Some measures were implemented ahead of schedule. This fiscal year, the Company will continue to build a lean and highly productive organization to achieve the mid-term management plan and realize sustainable growth. Taking this opportunity, the Company will implement a special early job transfer support program to provide new options and support autonomous career development for managerial employees with at least five years’ service aged 50 and over who wish to use their expertise and strengths outside the Company group based on their own life plans.

2. Outline of special early job transfer support program

- 1) Eligibility: Managerial employees of the Company who seek early job transfer and are aged 50 and over (certain application limitations apply)
- 2) Expected number of persons: Approximately 50 to 100
- 3) Offering period: September 16, 2020 to November 30, 2020
- 4) Date of retirement: October 16, 2020 to December 31, 2020 (exceptions may apply due to operational conditions)
- 5) Benefits provided: While providing additional retirement compensation, applicants will receive reemployment support through a reemployment support company.

3. Effect on business results

Approximately ¥1.05 billion of the estimated expenses related to this program were recorded in the extraordinary losses for the forecast of consolidated financial results for the fiscal year ending March 31, 2021 announced on May 12, 2020. However, as the number of applicants has not yet been determined, we will announce the impact on the business forecast as soon as it is determined.

(Disclaimer with respect to earnings and other forecasts)

The forward-looking statements including earnings forecast contained in this document are based on information currently available to us and certain assumptions that we believe are reasonable. Accordingly, we can give no assurance that such statements will prove to be correct. Actual results may differ from the results anticipated in these forward-looking statements due to a variety of factors.