



May 8, 2025

Company name: SMK Corporation  
Name of representative: Yasumitsu Ikeda,  
President, Chief Executive Officer and Chief  
Operating Officer  
(Securities code: 6798; Tokyo Stock Exchange  
Prime Market)  
Inquiries: Itaru Kitahira, Vice President and  
Chief Financial Officer  
(Telephone: +81-3-3785-1111)

## (Progress of Disclosure Matter) Notice Concerning the Progress of the Structural Reform Program

SMK Corporation (the Company) hereby announces the result of the optimization of the number of personnel in Japan, which is one of the measures for the structural reform program released on March 25, 2025.

### 1. Outline of the optimization of the number of employees in Japan

The Company called for voluntary retirement in order to build a structure with the number of personnel / personnel expenses that achieve growth accompanied by sales / profits, streamline the number of employees in Japan, and optimize employee assignment.

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| ① Companies concerned                  | SMK Corporation, SMK Career Service Corporation,<br>Loaned employees in Japan   |
| ② Eligible persons                     | Full-time employees who are aged between 40 years and 64<br>years and three months, and have worked for the Company<br>for five years or longer<br>(excluding some employees who do not meet the prescribed<br>requirements)  |
| ③ The number of persons to be accepted | Around 100 persons in Japan<br>(approx. 10% of the total workforce)   |
| ④ Application period                   | April 15, 2025 to April 30, 2025  |
| ⑤ Retirement date                      | June 25, 2025 (as a general rule)   |
| ⑥ Preferential treatment               | Extra retirement payments or financial support for career<br>change will be provided in addition to a premium for<br>leaving at the convenience of the company<br>Career transition support through a outplacement<br>consulting firm will be provided for all applicants |

### 2. Result of the measure (the number of personnel reduced in Japan)

118 persons

### 3. Impact on business results

As a result of the personnel reduction above, the Company recorded 853 million yen in extraordinary losses (business structure reform expenses) as expenses related to the retirement payments or financial support for career change and outplacement provided for the voluntary retirees, in the consolidated fourth quarter of the Fiscal Year Ended March 31, 2025 (January 1, 2025 to March 31, 2025).

The effect of the personnel reduction above on fixed cost reduction is approximately 700 million yen per year, and a fixed cost reduction effect of approximately 500 million yen is included in the consolidated financial result forecast for Fiscal Year Ending March 31, 2026, which was released today (May 8, 2025).