

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.



July 14, 2025

Company name:	JUKI CORPORATION
Name of representative:	Atsushi Narikawa, Representative Director and President (Securities code: 6440, Prime Market, Tokyo Stock Exchange)
Inquiries:	Keiichi Hashimoto, Director and Managing Officer (Telephone. +81-42-357-2211)

Notice Regarding Implementation of the Next Career Program

At the Board of Directors meeting held on July 14, 2025, JUKI Corporation and three affiliated companies* adopted a resolution implementing the Next Career Program as the final phase of our cost structure reform.

*JUKI Corporation / JUKI Automation Systems Corporation / JUKI Proserve Corporation / JUKI Sales Corporation

Details

1. Reason for Implementation

The business environment surrounding our company remains uncertain due to factors such as the Trump tariffs, prolonged economic stagnation in China, rising crude oil prices, and unstable exchange rates. In response to these conditions, we have decided to implement the “Next Career Program” as the culmination of our company-wide cost structure reform efforts. Through this program, we aim to optimize the allocation and scale of human resources in line with the business policies outlined in our new medium-term plan.

2. Overview of the Next Career Program

(1) Eligible Employees:

As of July 14, 2025, full-time employees (including re-employed staff) aged 50 or older but under 65, working at the Tama Headquarters or Otawara Office.

JUKI Corporation / JUKI Proserve Corporation / JUKI Sales Corporation: 20 years or more of service

JUKI Automation Systems Corporation: 10 years or more of service

(2) Application Period:

Friday, August 1, 2025 – Friday, August 8, 2025

(3) Retirement Date:

In principle, September 30, 2025

However, the retirement date may be adjusted with the employee’s consent depending on business needs.

(4) Preferential Conditions:

Retirement allowance will be paid in accordance with company regulations, along with a special additional payment. Reemployment support services will be provided to those who wish to use them.

3. Impact on Financial Results

The special retirement payments and reemployment support costs arising from this program will be recorded as extraordinary losses in the consolidated financial results for the fiscal year ending December 2025.

Although the number of applicants and total retirement payments are currently undetermined, the impact on performance is expected to be minor. Should any material developments arise that affect our earnings outlook, we will promptly disclose them.

End