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For immediate release

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### **Notification of Results of “Next Career Plan” Voluntary Early Retirement Program**

Nippon Paint Holdings Co., Ltd. is announcing the results of its “Next Career Plan” voluntary early retirement program announced on June 17, 2022, targeting its eight Group companies<sup>\*1</sup> and their subsidiaries and indirectly-owned subsidiaries<sup>\*2</sup> in Japan.

#### 1. Outline of the “Next Career Plan” voluntary early retirement program

Target companies	Eight Group companies in Japan and their subsidiaries and indirectly-owned subsidiaries in Japan
Eligible applicants	Permanent employees, employees rehired after reaching retirement age, and contract employees (excluding part-time employees) who are aged 50 and over and have worked at the target companies for one year or more as of December 31, 2022
Target number of applicants	Not specified
Application period	September 2022
Date of retirement	December 31, 2022 (scheduled)
Support program	Provision of special retirement benefits and job-placement assistance

#### 2. Results of program implementation

Number of applicants: 271

#### 3. Financial impact

Expenses associated with the “Next Career Plan” voluntary retirement program (e.g., special retirement payments) are expected to be around 2.2 billion yen, and will be recorded as Other expenses in the consolidated financial results for the fiscal year ending December 31, 2022.

<sup>\*1</sup> Nippon Paint Holdings Co., Ltd., Nippon Paint Corporate Solutions Co., Ltd., Nippon Paint Co., Ltd., Nippon Paint Automotive Coatings Co., Ltd., Nippon Paint Industrial Coatings Co., Ltd., Nippon Paint Surf Chemicals Co., Ltd., Nippon Paint Marine Coatings Co., Ltd., Nippon Paint Materials Co., Ltd.

<sup>\*2</sup> AS Paint Co., Ltd., Nippon Paint Anti-Corrosive Coatings Co., Ltd., Nippon Home Products Co., Ltd., AS Resin Co., Ltd., NPA MFG Co., Ltd., NPA Engineering and Maintenance Co., Ltd., and Nikko Techno Co., Ltd.

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