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Notice of Results of the New Early Retirement Incentive Program

Having identified establishing a competitive advantage in the vending machine market as a key priority in the Mid-term Business Plan 2021, which started in FY2019, the DyDo Group is working to bolster development of new vending machine locations. Seeking to strengthen sales structures so that it can secure highly profitable locations at sites such as offices and manufacturing plants that are closer to customers, the Group plans to hire about 100 new employees, with a focus on experienced salespeople in their 20s to 40s.

This notice communicates the results of the new early retirement incentive program, which was announced on December 25, 2019, in an effort to strengthen new hiring while revitalizing the organization with an infusion of younger workers. It also describes the anticipated impact of those results on the Group's performance.

1. Overview of incentive

- (1) Number of employees sought: 50
- (2) Target companies and age ranges
 - DyDo DRINCO, Inc.: Age 53 to 64
 - DyDo Beverage Service, Inc.: Age 55 to 64
- (3) Dates: January 10 to 24, 2020
- (4) Retirement date: March 20, 2020
- (5) Assistance offered: Increased retirement benefits

2. Results: 35 applicants

3. Impact on the Group's performance

The Group plans to post additional retirement benefits of about 250 million yen paid to employees who applied for the new early retirement incentive program as an extraordinary loss during the consolidated fiscal year that ended in January 2020. The Group's performance outlook will not be revised as a result of the program. Going forward, the Group will continue to provide timely notice of future developments such as performance trends as they emerge.