



June 4, 2024

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**[Update on Disclosed Matters]
 Notice Concerning Structural Reform Program NEXT2025:
 Headcount and Capacity Optimization**

OMRON Corporation hereby announces the results of headcount and capacity optimization, a management measure conducted under Structural Reform Program NEXT2025, announced February 26, 2024.

1. Overview of Headcount and Capacity Optimization

The Company intends to optimize the number and capacity of our global workforce to create a labor and cost structure allowing us to build customer value and achieve profitable growth. Specifically, we plan to reduce the number of employees by approximately 2,000, consisting of approximately 1,000 employees in Japan and 1,000 employees overseas. All the optimizations globally will be implemented in compliance with local labor laws, rules, and regulations.

As part of this policy, the Company offered voluntary retirement for employees in Japan as described below.

Overview of Voluntary Retirement Program (Eligibility Limited to Employees of Domestic Companies)

- (1) Eligible Companies: OMRON domestic group companies. However, the following companies are excluded from eligibility:
 <Excluded Companies>
 OMRON Expert Engineering Co., Ltd.
 OMRON KIRIN TECHNO-SYSTEM CO., LTD.
 OMRON SINICX CO.LTD.
 OMRON HEALTHCAREMARKETING CO., LTD
 OMRON VENTURES CO., LTD.
 OMRON TAIYO CO., LTD.
 OMRON KYOTO TAIYO CO., LTD.
 JMDC Inc. and subsidiaries
 HUMAN RENAISSANCE INSTITUTE CO., LTD.
- (2) Eligible Employees: Full-time and senior employees who have been employed at least three years as of July 20, 2024, and who are at least 40 years of age.
- (3) Number of Applicants Accepted: Approximately 1,000
- (4) Application Period: April 10 through May 31, 2024
- (5) Retirement Date: July 20, 2024 (tentative)

2. Implementation Results (Headcount Reduction in Japan)

1,206 employees

*Overseas reductions are ongoing and will be announced when finalized.

3. Future Outlook

OMRON Corporation will record a one-time cost of approximately JPY28 billion due to a headcount reduction of 2,000 employees resulting from the implementation of this measure. The company has already factored this figure into the full-year consolidated financial results forecast for fiscal 2024 (announced on May 8, 2024).

Related costs may vary significantly depending on the final number of reductions and other factors. OMRON Corporation will promptly announce any revisions to financial results forecasts if such becomes necessary.

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