

May 14, 2018

To Whom It May Concern,

Company Name: Taisho Pharmaceutical Holdings Co., Ltd.
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(Representative)
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Implementation of Early Retirement Program

Taisho Pharmaceutical Holdings Co., Ltd. (Headquartered in Toshima-ku, Tokyo; Chief Executive Officer: Akira Uehara; hereinafter referred to as the “Company”) hereby announces that the Company, at its Board of Directors meeting held today, resolved to implement an early retirement program targeting employees of the Company and the group companies in Japan.

1. Reasons for the implementation of early retirement program

The Group has determined to implement the early retirement program as part of the measures to move forward with building a highly productive organization to ensure its sustainable growth, and also to provide assistance to employees who would pursue a change of career on this occasion and in view of their own life plan.

2. Outline of the early retirement program

(1) Target individuals

Employees who have been with the Company or the group companies for 10 years or more and are 40 years of age or older (excluding those at some group companies)

(2) Maximum number of applicants sought

Not specified

(3) Application period

From July 1, 2018 to August 10, 2018

(4) Date of Retirement

Given day for each individual during September 30, 2018 and December 31, 2018 as determined in due course

(5) Preferential benefits

In addition to regular retirement allowance, an extra retirement allowance will be paid.

An outplacement support will also be provided to those retiring under this program.

3. Impact to the operating results

The Company plans to record the extra retirement allowances and the expenses for outplacement support that are incurred as a result of the early retirement program as extraordinary losses in the fiscal year ending March 31, 2019. The forecasts of operating results announced today in the "Consolidated Financial Statements for the Year Ended March 31, 2018" include a certain level of extra retirement allowances and expenses for outplacement support. However, at this point the number of employees who will be accepted into the program and the total amount of extra retirement allowances have not yet been determined. Accordingly, the information on the impact to the operating results will be provided after they are determined.