



February 19, 2020

This document is an English translation of a statement written initially in Japanese.  
The Japanese original should be considered as the primary version.

FamilyMart Co., Ltd.  
(Code No. 8028, Tokyo Stock Exchange, 1st Section)  
Representative Director and President: Takashi Sawada

### **Notice Regarding Results of Early Retirement Incentive Plan Accompanying Structural Reforms**

FamilyMart Co., Ltd. (head office: Minato-ku, Tokyo; Representative Director and President: Takashi Sawada) implemented an early retirement incentive plan, announced in a November 14, 2019 release titled “Notice Regarding New Franchised Store Support Systems and Head Office Structural Reforms.” The results of this plan are started below.

#### **1. Overview of Plan**

- |                                   |  |
|-----------------------------------|--|
| 1) Target group:                  | Company employees aged 40 and above (including seconded employees) as of February 29, 2020 (Saturday)  |
| 2) Retirement date:               | March 31, 2020 (Tuesday)   |
| 3) Expected Number of applicants: | Approximately 800 members  |
| 4) Application period:            | February 3, 2020 (Monday) to February 7, 2020 (Friday)*  |
| 5) Benefits:                      | Employees who make use of the incentive plan receive a severance package in addition to their standard retirement bonuses, as well as optional support to assist with reemployment |

\* The application period was originally set from February 10, 2020 (Monday) to February 21, 2020 (Friday), but was changed from February 3, 2020 (Monday) to February 7, 2020 (Friday) after considering the effects on the target group for the plan.

#### **2. Number of Early Retirees under the Incentive Plan and Total Severance Payment Amount**

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|-------------------------------|--|
| 1) Number of Early Retirees*: | 1,025 (924 regular employees; 101 non-regular employees) |
| 2) Severance payment amount   | Approximately ¥15.0 billion                              |

\* There were a total of 1,111 applicants during the application period, however, in accordance with existing policy, employees whose retirement could have a drastic effect on day-to-day operations of the Company were considered outside the scope of this plan, resulting in the final number of early retirees listed above.

#### **3. Effects of Performance**

The total amount of severance paid as a result of the incentive plan will be applied to the consolidated financial

results for the fiscal year ending February 29, 2020. The Company's consolidated results for the fiscal year (including the impact of this plan) are currently under review and any necessary revisions to performance projections will be reported promptly. This project is expected to reduce costs amounting to approximately ¥8.0 billion annually, applicable to profit before income taxes appearing in consolidated financial statements for the fiscal year ending February 28, 2021 onward.

#### **4. Dividend Status**

There will be no change to the policy of an annual payout of ¥40.0 per share in regard to dividend payouts for the fiscal year ending February 29, 2020, in keeping with the plan put forth at the beginning of the fiscal year.