

Implementation of the Special Second Career Program for Managers

TOKYO, Nov 28, 2019 - Ajinomoto Co., Inc. (“Ajinomoto Co.”) announces that it has decided to carry out the Special Second Career Program aimed at Ajinomoto Co.’s Managers.

1. Reason for implementing the Special Second Career Program for Managers
In the process of organizing the company and reorganizing our staff structure in line with our business portfolio (including the appropriate allocation of human resources) in order to achieve sustainable growth over the medium- to long-term, there may be some managers who would like to demonstrate their expertise and strengths outside of the Ajinomoto Group. Therefore, Ajinomoto Co. will implement the Special Second Career Program for Managers in order to support their self-career development.
2. Overview of the implementation of the Special Second Career Program for Managers
 - (1) Eligible employees: All managers aged 50 years or older as of June 30, 2020
 - (2) Number of applicants: Approximately 100 people
 - (3) Application period: January 6, 2020 – March 13, 2020 (scheduled)
 - (4) Retirement date: June 30, 2020
 - (5) Contents of the support: Re-employment support services will be provided to persons deemed eligible for this program which pays an additional sum to be added to the ordinary severance pay under the Early Retirement Incentive System
3. Impact on financial performance
The costs for things like the additional sum that will arise as a result of implementing this Special Second Career Program for Managers are slated to be allocated as “Other operating expenses” in the settlement of accounts for the fiscal year ending March 2020. The costs in question have been incorporated into the consolidated performance forecast for the fiscal year ending March 2020 (April 1, 2019 – March 31, 2020) announced on November 6, 2019 up to a certain extent. However, as of this point in time the number of applicants and their breakdown are still uncertain, and so the impact this will have on our consolidated performance forecast will be promptly announced as soon as it has been definitively ascertained.

The Ajinomoto Group is a global company with specialties in the business of food and amino acids, guided by our leading-edge bioscience and fine chemical technologies.

Based on the corporate message “Eat Well, Live Well.”, we have been scientifically pursuing the possibilities of amino acids in supporting the healthy lives of people all around the world. We aim for future growth and continuous contribution to greater wellness by creating value through sustainable and innovative solutions for communities and society.

The Ajinomoto Group has offices in 35 countries and regions, and sells products in more than 130 countries and regions. In fiscal 2018, sales were 1.1274 trillion yen (10.1 billion U.S. dollars). To learn more, visit www.ajinomoto.com.

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