



February 6, 2009

## Notice concerning Soliciting Voluntary Retirements and Decrease of amount of remuneration for Board Members and Managers

TOKYO SEIMITSU CO., LTD. has resolved to implement a voluntary retirement scheme at the board of directors meeting that was held on February 6, 2009. As well, the company announces the temporary reduction of remuneration for Board Members and Managers effective from January 2009.

The details are provided below:

### 1. Voluntary Retirement Plan

#### 1) Reasons for the soliciting voluntary retirements

The Company has resolved to implement a voluntary retirement scheme in order to keep pace with slowed economic circumstances.

#### 2) Details of the voluntary retirement plan

Target Range: Employees

Target Number of Retirements: approximately 150

Period of Accepting Applications: March 25 to 31, 2009

Retirement date: April 15, 2009

Preferential treatment: Payment in addition to the ordinary retirement allowances as determined by the Board, professional outplacement services to be provided as an optional benefit.

#### 3) Outlook

In line with this scheme, the company expects to realize Special Losses for Additional severance allowances; the details are to be announced when finalized.

### 2. Decrease of Amount of Remuneration for Board Members and Managers

#### 1) Reasons for the decrease of amount of remuneration

Given the severe circumstances forcing down financial forecasts, as a further measure to achieve cost reductions, the company implemented temporary reduction of remuneration for Board members and Managers from November 2008 and again in January 2009.

#### 2) Details of the reduction effective from January 2009

Representative Directors: 30-50%

Director, Managing Executive Officer, Senior Executive Officer  
and Senior Vice President: 15-20%

Auditors: 15%

Managers: 5-10%

#### 3) Increase of reduction rate in April 2009

In April 2009 and on, the reduction in remuneration will be further increased. This will continue until the company business outlook recovers.