



March 29, 2012

PRESS RELEASE

KOITO MANUFACTURING CO., LTD.
Representative Director: Masahiro Ohtake, President
(Stock Code: 7276 First Section, TSE)
Inquiries: Atsushi Inoue, Director
General Affairs Dept.
(Tel: +81-3-3443-7111)

**Announcement Regarding Abolishing the System
of Retirement Benefits for Executives**

KOITO MANUFACTURING CO., LTD. (“the company”) announces that, at the meeting of the Board of Directors on March 29, 2012, it resolved to abolish the system of retirement benefits for executives as follows:

1. Reasons for Abolishing the System

The company reviewed its system of remuneration for executives as part of its management reform measures and decided to abolish the system of retirement benefits for executives.

2. Date of Abolition

The system will be abolished upon conclusion of the 112th Annual Shareholders’ Meeting scheduled to be held on June 28, 2012.

3. Advance Payment of Benefits upon Abolition

As the system is being abolished, the company has decided to pay retirement benefits to its incumbent executives for their terms in office up to the date of abolition of the system. This matter will be discussed at the 112th Annual Shareholders’ Meeting scheduled to be held on June 28, 2012.

The actual payment for each executive will be made at the timing of his respective retirement.