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Results of the Next-stage Support Program for Employees at Mitsubishi Chemical Corporation

The results of the Next-stage Support Program (hereinafter, the Program), announced on September 29 by the Company's consolidated subsidiary of Mitsubishi Chemical Corporation, have been determined as follows.

1. Outline of the Program

- (1) Qualifications of Applicants:
Manager-level, full-time and reemployed employees who are aged 50 years or older and have worked for the Company for three or more years (Employees engaged in manufacturing are excluded from the scope, in principle.)
- (2) Number of Applicants: Not specified
- (3) Application Period: November 17 to November 28, 2025
- (4) Date of Retirement: End of February 2026
- (5) Outline of Support: A lump-sum retirement payment and additional special payment will be provided. Reemployment support will be also provided upon request.

2. Results

Number of applicants: 1,273

3. Impact on Performance

Regarding the costs for structural reforms consequent upon implementing the Program, the current forecast is for approximately 32 billion yen, of which we have calculated an estimated extraordinary loss of 27.7 billion yen in the consolidated financial results for the first half of the fiscal year ending in March of 2026 (interim period). The remaining costs are expected to be calculated as an additional extraordinary loss during the fiscal year ending in March 2026.

Also, we forecast that the number of applicants provided above corresponds to approximately 16 billion yen annually in reduced labor expenses. While the impact of this reduction on the March 2026 period is not significant, it has been factored into the consolidated performance forecast for the full fiscal year ending in March 2026, which was announced on October 31, 2025.