

**Introduction of a Restricted Share Unit Plan for Employees of
Mitsubishi Chemical Corporation**

Mitsubishi Chemical Group Corporation (Head Office: Chiyoda-ku, Tokyo; President: Manabu Chikumoto; hereinafter “the Company”) is pleased to announce that it has decided to introduce a restricted share unit plan (hereinafter “the Plan”) for employees holding key management positions at Mitsubishi Chemical Corporation, a wholly owned subsidiary of the Company (hereinafter “eligible employees”).

1. Purpose of the Plan

The purpose of this Plan is to enhance eligible employees’ sense of participation in the Company’s management through share ownership, to further promote value sharing with shareholders, and to drive performance that enhances corporate value over the medium to long term.

2. Scope and number of eligible employees

Approximately 150 employees of Mitsubishi Chemical Corporation who hold key management positions

3. Overview of the Plan

Eligible employees shall contribute all monetary claims granted under this Plan to the Company as in-kind contributions and receive an allocation of the Company’s restricted shares.

4. Initial fiscal year of the Plan

FY2026

End of Document

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