

March 31, 2025  
Mitsui Chemicals, Inc.

## Notice regarding introduction of restricted stock incentive plan for employees

Mitsui Chemicals, Inc. (Tokyo: 4183; President & CEO: HASHIMOTO Osamu; "the Company") hereby announces that it has decided to introduce a restricted stock incentive plan ("the Plan") for its Employee Shareholding Association ("the Shareholding Association") using treasury stock, as an incentive aimed at the sustainable improvement of the Company's corporate value, as well as the enhancement of employee engagement and the support for their asset building.

### ■ The purpose and outline of the Plan

The purpose of the Plan is to provide special incentives to our employees through the Shareholding Association, thereby assisting them in their medium- to long-term asset building, raising awareness of the Company's performance and stock price, and further promoting shared value with the Company's shareholders, thereby increasing motivation to improve corporate value.

Under the Plan, employees who are members of the Shareholding Association and who agree to the Plan ("Applicable Employees") will be allotted 150 shares of the Company's common stock as restricted stock through the disposition of treasury stock held by the Company, with conditions set out below: 1) the transfer of allotted shares to a third party, the establishment of a security interest, or any other disposition is prohibited for a certain period of time, and 2) in the event that certain events occur, the Company will acquire the allotted shares without compensation.

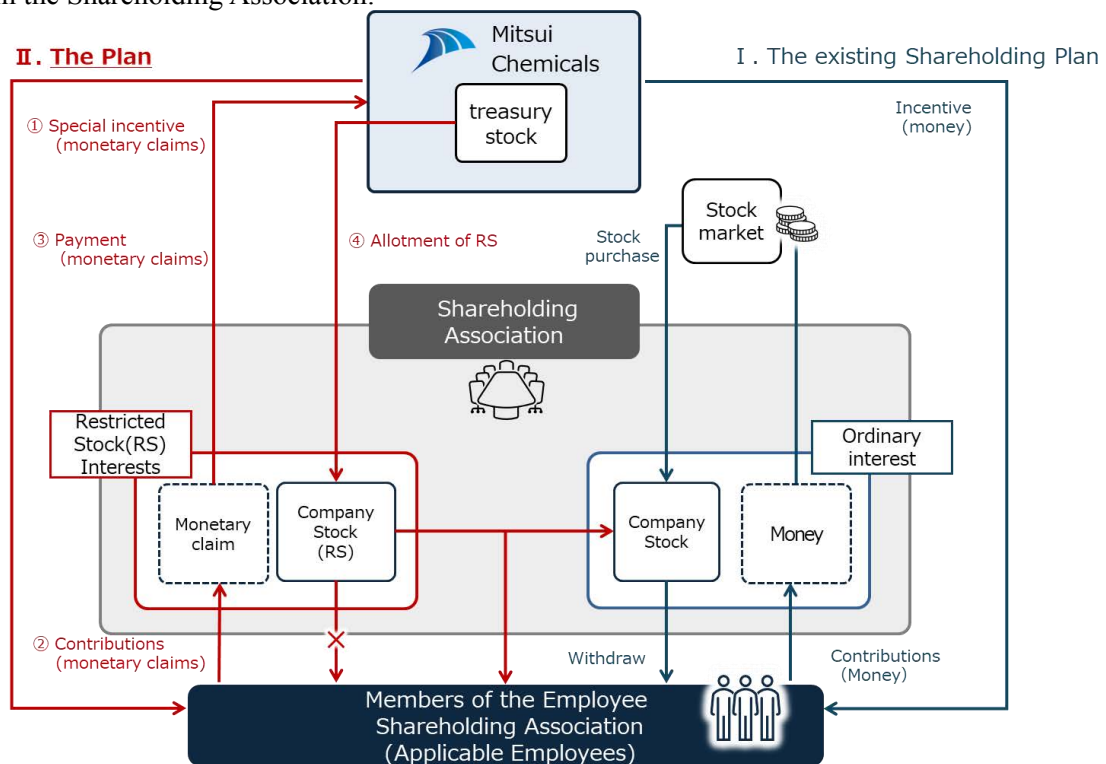
As described below in "Reference: Structure of the Plan," shares will be allotted to Applicable Employees through the Shareholding Association.

### ■ The outline of the disposal of treasury stock

1. Date of Disposal	August 20, 2025
2. Number of the shares to be disposed of	Common stock of the Company 1,245,000 shares This is a result calculated under the assumption that the maximum number of employees who could be applicable for the plan (8,300) will be allotted 150 shares each.
3. Disposal Value	3,490 yen per share In order to ensure that the disposal amount is not arbitrary, the disposal amount is set at the closing price of the Company's common shares on the TSE Prime Market on March 28, 2025, which is the business day immediately preceding the date of resolution by the Board of Directors.
4. Total amount of disposal	4,345,050,000 yen This amount is calculated by multiplying the maximum number of shares to be disposed of assumed in 2. by the disposal price in 3.

**■Reference: Structure of the Plan**

1. The Company shall provide monetary claims (special incentive equivalent to 150 shares per person) to Applicable Employees.
2. Applicable Employees will contribute the entire amount of the special incentive granted in 1. to the Shareholding Association.
3. The Shareholding Association will collect the special incentive contributed in 2. and pay it to the Company.
4. The Company shall provide the Shareholding Association with the Allotted Shares as the Restricted Stock.
5. After the transfer restriction is lifted, withdrawals will be possible in the same way as regular shares in the Shareholding Association.



In its long-term business plan, "VISION 2030," the Company has set business portfolio transformation as its basic strategy, aiming to become a truly global specialty company with two major pillars: a high-growth, high-profit global specialty chemical business and a sustainable green chemical business centered on competitive derivatives.

The introduction of the Plan will raise employees' awareness of their involvement in management and bring management and employees closer together to achieve VISION 2030 by improving corporate value and accelerating the transformation of our business portfolio.