

Implementation of the Career Change Support Program

Mitsubishi Chemical Corporation

Mitsubishi Chemical Corporation (MCC; Head office: Chiyoda-ku, Tokyo; President: Masayuki Waga) today announced that it has decided to conduct a Career Change Support Program (CCSP) as a career support measure for eligible management employees and managerial reemployed employees.

1. Reason for implementation

The environment of the industrial structure is undergoing a drastic change due to scientific and technological advancements and social issues which are becoming more serious. In light of this, MCC is undertaking the transformation of its portfolio to realize sustainable growth in the medium and long term. At present, we are examining the restructure of our organization and functions to create a system that befits a new business portfolio. In addition, taking into account changes in the environment, including factors such as the diversification and mobility of human resources and the intensification of global competition, we plan to introduce companywide a new personnel system that will properly evaluate the responsibilities and performance of each employee and focus on independent career building.

Given that the conventional organizational structure and personnel system are set to undertake a substantial change of this scale, we plan to implement the CCSP to support the independent careers of those management employees and managerial reemployed employees looking to take this opportunity to exert their expertise and strengths outside of the MCC Group.

2. Summary of measures

- (1) Eligibility: Management employees and managerial reemployed employees of Mitsubishi Chemical Corporation (Japan) who are age 50 or older as of March 31, 2021, with more than 10 years of service
- (2) Number of applicants: No specific number has been set
- (3) Application period: December 1, 2020 to December 18, 2020 (tentative)
- (4) Retirement date: Individual can choose from the end of March, April, May or June 2021
- (5) Support details: Special addition to the lump-sum retirement allowance as well as a special bonus

In addition, provide support through a career support company for applicants who are interested.

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