

Notice of acquisition of shares for stock-based remuneration

Asahi Kasei has decided to acquire additional shares through the share grant trust (the Trust) of its stock-based remuneration system (the System) adopted in fiscal 2017 for Directors, Executive Officers, and other eligible personnel, to secure the number of shares expected to be required for future share grants under continuation of the System. Accordingly, Asahi Kasei will make additional monetary contribution to the Trust as described below.

For a full description of the System, please refer to the Notice of the 131st Ordinary General Meeting of Shareholders held on June 24, 2022.

Content of additional share acquisition by the Trust

1) Class of shares to be acquired	Common shares
2) Maximum total acquisition cost	2,520,000,000 yen*
3) Maximum number of shares to be acquired	1,825,800 shares*
4) Method of share acquisition	Acquisition through the stock market (including after-hours transactions)
5) Period of share acquisition	November 13, 2025, to November 28, 2025 (scheduled)

* The maximum total acquisition cost and the maximum number of shares to be acquired for grant to Directors, Executive Officers, etc. are shown. The total acquisition cost and number of shares to be granted to Directors are within the scope approved at the 131st General Meeting of Shareholders held on June 24, 2022.

(For reference) Overview of the Trust

1) Name	Share Grant Trust for Executives
2) Assignor	Asahi Kasei Corp.
3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trustee: Custody Bank of Japan, Ltd.)
4) Beneficiaries	Directors, Executives Officers, etc., who satisfy the beneficiary requirements
5) Trust administrator	A third party independent of Asahi Kasei and its executives
6) Exercise of voting rights	The voting rights of shares in the Trust shall not be exercised during the period of the Trust
7) Type of trust	Trust of money other than money trust (third-party benefit trust)
8) Date of trust agreement	August 10, 2017
9) Date of entrustment of additional funds	November 13, 2025 (scheduled)
10) Date of expiration of the Trust (after continuation)	September 30, 2028 (scheduled)