

Translation

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To whom it may concern,

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Implementation of the special second career program for managers

Tokyo, Japan, September 14th, 2020 – JSR Corporation (Representative Director, CEO: Eric Johnson, hereinafter referred to as “JSR”) announces that it has decided to carry out the special second career program for JSR managers.

1. Reason for this program

To continuously increase company value, JSR has focused on business portfolio expansion, strengthening of its global business platform and aggressively investing in next generation technologies and businesses.

In order to execute management structure changes as a part of business transformation, JSR needs to initiate additional internal cultural shifts and heighten the company’s resilience through business evolution through reformation of the human resource composition.

At this turning point, JSR offers support for managers who would like to broaden their potential for career development and wish to embark on new careers outside of JSR Group. Though this special second career program, managers will have the opportunity to expand their professional abilities and strengths.

2. Overview of this program

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| (1) Eligible employees | All managers of JSR Corp. aged 50-57 with no less than 15 years of service as of 30th Nov. 2020. |
| (2) Number of applicants | Approximately 50 people |
| (3) Application periods | October 1st 2020 – October 15th 2020 |
| (4) Retirement date | November 30th 2020 |
| (5) Offers | - Special additional-sum to the ordinary severance payment, in addition to the existing Second Career Program.
- Support for career design and change through external company. |

3. Impact on financial performance

For more detailed information of the impact on our consolidated financial result forecast, please refer to “Revision to Consolidated Financial Results Forecast for the Fiscal Year ending March 31, 2021” which has been disclosed at the same time. The number and breakdown of applicants are still uncertain at this moment. We will promptly disclose further revision of the consolidated financial results forecast when it is available.