

Translation

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To whom it may concern,

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CEO
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Announcement of Implementation Results of the Special Second Career Program for Managers

Tokyo, Japan, October 27, 2020 – JSR Corporation (Representative Director, CEO: Eric Johnson, hereinafter referred to as “JSR”) "Company") hereby announced today the results of the implementation of the Special Second Career Support Program announced on September 14, 2020.

1. 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. |

2. Result of Implementation:

(1) Applicants: 8 people

(2) Future Plan:

This program will not be extended because it was a special measure for the purpose of supporting employees pursue a second career, and it was designed for a limited period of time. The permanent career change support program does continue.

We will continue to focus on improving resilience through organizational and personnel restructuring and the transformation of our corporate culture and business development.

(3) Impact on financial performance

The special additional expenses incurred in connection with the implementation of the special second career program will be recorded as "Other operating expenses" in the consolidated financial results for the third quarter of the fiscal year ending March 31, 2021.

These expenses have already been factored into the Consolidated Financial Result Forecast for the fiscal year ending March 31, 2021 (April 1, 2020 to March 31, 2021) as announced today.

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