

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



March 24, 2026

To Whom it May Concern

Company name: Mitsui DM Sugar Co., Ltd.
Company representative: Taku Morimoto,
Representative Director, President
(Stock code: 2109 TSE Prime Market)
Contact person in charge: Masahiko Mori,
Director, Managing Executive Officer
(TEL. 81-3-6453-6161)

Notice Regarding Revisions to the Performance Linked Stock Compensation Plan for Directors and Others

The Company is pleased to announce that it has revised the performance linked stock compensation plan (“the Plan”) for its directors (excluding directors who are members of the audit & supervisory committee and outside directors) and executive officers, as detailed below.

1. Purpose of the Revision to the Plan

Following ongoing deliberations by the Governance Committee, the Board of Directors of the Company held today to revise the relevant regulations governing the Plan. This decision was made in advance of the launch of the Company’s next medium-term management plan, which is currently being formulated, with the aim of strengthening the interconnectedness between the Company’s management strategy and compensation system and further promoting the commitment of directors and others to the sustainable enhancement of corporate value.

2. Overview of the Plan

The Plan is designed to grant the Company’s common stock (“the Stock”) to directors and others. There have been no significant changes to the structure of the Plan since the “Notice Regarding the Introduction of the Performance Linked Stock Compensation Plan for Directors and Others” announced on May 20, 2021. The Plan is a performance-linked equity compensation plan under which the number of the Stock granted to eligible directors and others varies depending on the degree to which the Company’s management indicators (performance-linked indicators) are achieved during a specified evaluation period. A key feature of the recent revision is the adoption of ROIC (Return on Invested Capital), relative TSR (an indicator that compares the growth rate of the Company’s stock price to that of the TOPIX), and ESG indicators as performance-linked indicators.

3. Revised Compensation Breakdown

The Company’s current executive compensation consists of monetary compensation, including (1) fixed compensation (base pay) and (2) performance-linked bonuses (short-term incentives), as well as stock-linked compensation, including (3) stock-linked compensation through a stock grant trust (medium- to long-term incentives). Under this revision, the breakdown of total compensation will generally be 60 to 25 to 15 for base pay, short-term incentives, and medium- to long-term incentives, respectively.