

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.

To whom it may concern,

Company name: Mitsubishi Paper Mills Limited
Representative: Ryuichi Kisaka,
President and CEO
(Code No.3864, TSE Prime)
Contact: Yuichi Matsumura,
General Manager,
Business Planning Department,
Functional Materials Division
(TEL. +81-3-5600-1488)

Notice Regarding Business Restructuring of a Consolidated Subsidiary and Recording of Extraordinary Losses

As announced in the “Notice Regarding Business Restructuring of a Consolidated Subsidiary” dated June 5, 2025, we have implemented business restructuring, including voluntary retirement, at Mitsubishi Hi-tec Paper Europe GmbH (“MPE”), our consolidated subsidiary in Germany. The results of this restructuring are as follows:

1. Details of voluntary program and application status

- | | |
|----------------------------------|--|
| 1) Scope: | Employees of MPE |
| 2) Planned number of applicants: | Approx. 140 |
| 3) Application period: | 4 – 11, June, 2025 |
| 4) Date of retirement: | 30, June, 2025 |
| | Applicants who wish to do can join a Transfergesellschaft, a German reemployment support system, from 1 July and receive reemployment support. |
| 5) Preferential treatment, etc.: | Severance payment |
| 6) Number of applicants: | 90 |

Based on the application result, we have additionally implemented the selective dismissal of 18 employees under conditions equivalent to voluntary retirement, in accordance with labor-management negotiations and relevant laws and regulations.

2. Forecast

We plan to record approximately 1.6 billion yen in extraordinary losses related to severance payments and reemployment support expenses incurred in connection with this implementation in the consolidated financial results for the 2nd quarter of the FY2026/3. The impact of these losses has already been factored into the consolidated forecast for the FY2026/3, but if we determine that a revision to the forecast is necessary, we will announce it promptly.