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For Immediate Release

Company name: Sakai Chemical Industry Co., Ltd.
 Representative: President and Representative Director,
 Toshiyuki Yagura
 (TSE Prime Market, Stock code: 4078)
 Inquiries: General Manager of Human Resources
 & General Affairs, Kouichi Yumioka
 Telephone: +81-072-223-4111

Notice Regarding the Implementation of a Special Career Transition Support Program

Sakai Chemical Industry Co., Ltd. (the “Company”) and its group companies (collectively, the “Group”) declared through their Medium-Term Management Plan, “Transformation: BEYOND 2030,” the aim to become “an excellent company capable of contributing to society with Smart Material.” To facilitate transformation into a company with a high-profit structure, the Group identified the following three priority strategies.

1. Business portfolio restructuring aimed at shifting to high-value-added products
2. Achieving ROE that exceeds the cost of capital and improving PBR
3. Rebuilding the management foundation via materiality promotion and accelerating non-financial initiatives

Through the implementation of these strategies, we have achieved measurable progress.

Moving forward, in connection with further structural reforms, the Company will implement a “Special Career Transition Support Program” to provide eligible employees with an opportunity to consider their future career development and, for those who wish to pursue opportunities outside the Company, to provide as much assistance as possible.

1. Overview of Special Career Transition Support Program

(1) Eligible company:	Sakai Chemical Industry Co., Ltd.
(2) Eligible employees:	Regular employees and rehired employees (i.e., employees rehired after retirement) who are 50 years of age or older and have 20 or more years of service
(3) Number of applicants:	30 employees
(4) Application period:	April 6, 2026 – April 24, 2026
(5) Employment end date	June 30, 2026 (in principle)
(6) Benefits and support	Payment of a special retirement allowance For requesting applicants, reemployment support through an outplacement / reemployment support service provider

2. Outlook

The special retirement allowances and reemployment support expenses arising from the implementation of this program are expected to total approximately ¥350 million, and we plan to record these allowances and expenses as extraordinary loss at the conclusion of the fiscal year ending March 31, 2026.

These costs will vary depending on the final number and composition of applicants. Accordingly, we will disclose specific amounts and the corresponding impact on our financial results once applicant data has been finalized.

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