ASAHI KASEI 401(K) RETIREMENT PLAN

SUMMARY OF MATERIAL MODIFICATIONS
TO THE
SUMMARY PLAN DESCRIPTION
- JUNE 2025 -

Participants of the Asahi Kasei 401(k) Retirement Plan (the "Plan") should read the following regarding modifications to the Summary Plan Description (SPD) and attach this document to the SPD for future reference. Any questions about the following changes should be directed to the Plan Administrator.

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Beginning July 1, 2025, the Plan will impose a waiting period between the time that you pay off a loan and the time that you may request a new loan. The following sections of the SPD have changed as follows:

Application Procedure
You can request a loan by submitting a loan application and loan application fee in accordance with the procedures set out by Transamerica. If you pay off a loan, you must wait at least 14 calendar days before you can submit an application for a new loan. Transamerica is responsible for approving or denying participant loans and will review an application within a reasonable period after it is received. It may consider similar factors as are considered by commercial lenders making similar loans in the same geographic area and may require financial statements, tax returns or other financial information in determining whether you may receive a loan from the Plan.

Prepayment
You may prepay the full amount of your outstanding loan at any time without penalty. You may also be able to make partial prepayments. Prepayments must be made in accordance with Transamerica's procedures. After you pay off a loan, you must wait at least 14 calendar days before you can submit an application for a new loan.

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Other details about the Plan as set out in your copy of the Summary Plan Description are not changed. If you would like additional information about the Plan or its operation, please contact the Plan Administrator.