

Announcement of Organizational Changes and Personnel Changes
of Mitsubishi Chemical Holdings Group

Mitsubishi Chemical Holdings Corporation

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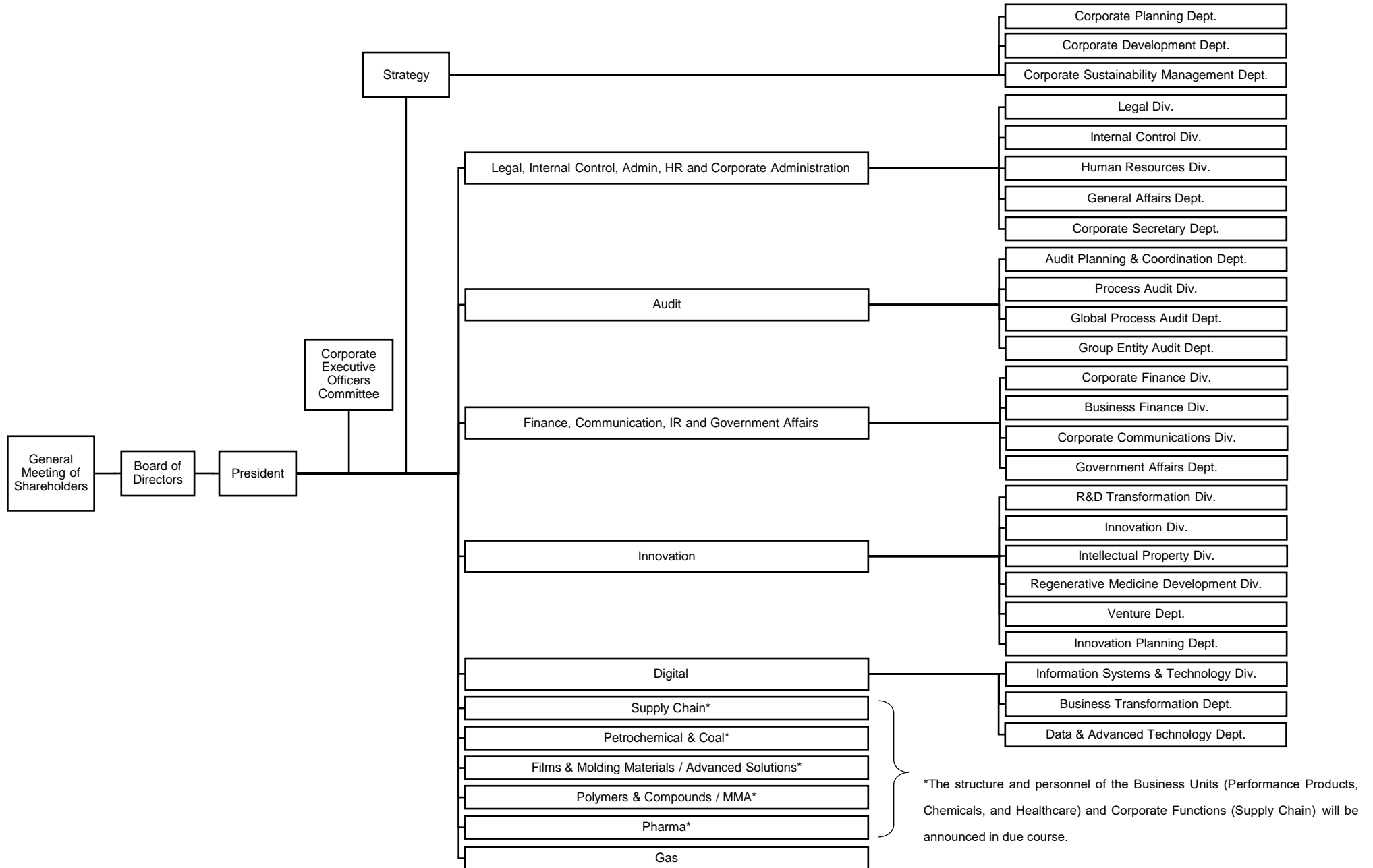
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I. Organizational Structure of the group

1. In the new management policy "Forging the future" ([press release on December 1, 2021](#)), we announced the organizational structure beginning on April 1, 2022. For details, please refer to "4. Streamlined Organization for Execution of Strategy" in the release, and "Announcement of Personnel Changes" ([press release on January 7, 2022](#)).
2. We are pleased to announce that we have decided on the appointments to Corporate Executive Officers (supervising digital and audit), the corporate functions (excluding supply chain) and the appointments related to these functions (see the following pages).
3. The structure and personnel of business units (Performance Products, Chemicals and Healthcare) and the corporate function (supply chain) will be announced in due course.
4. Through this new organizational structure, we will renew the management system based on the existing framework of legal entities (the holding company and operating companies) (*) and will operate the entire Group in an integrated manner.

(*) Excluding the listed company, Nippon Sanso Holdings corporation

II. Organization Chart of Mitsubishi Chemical Holdings Group (Effective as of April 1, 2022)



III. Personnel Changes in Corporate Executive Officers (Effective as of April 1, 2022)

New	Current	Name
•Senior Vice President* Chief Technology Officer*, Acting Chief Digital Officer	•Managing Corporate Executive Officer	Larry Meixner
•Senior Vice President Supervising – Audit	•Full-time Corporate Auditor, Mitsubishi Chemical Corporation	Jin Iida

*Announced on January 7, 2022.

IV. Appointments of Directors, etc. of Mitsubishi Chemical Holdings Group (Effective as of April 1, 2022)

New	Current	Name
<ul style="list-style-type: none"> •Senior Manager, Government Affairs Dept. •Senior Vice President, Supervising – Government Affairs, MCHC* 	<ul style="list-style-type: none"> •Corporate Executive Officer Supervising - Corporate Communications Office (PR); Administration Office (Public Policy and Relation), MCHC 	Shigeki Habuka
<ul style="list-style-type: none"> •Director, Human Resources Div. •Vice President, Chief Human Resource Officer, MCHC* 	<ul style="list-style-type: none"> •General Manager, Human Resources Office, Corporate Administration Div.,MCHC General Manager, People Strategy Dept., MCC 	Tomoyo Hiraoka
<ul style="list-style-type: none"> •Senior Manager, Corporate Planning Dept. 	<ul style="list-style-type: none"> •Managing Executive Officer (Supervising - Innovation), MCC 	Akihisa Kakimoto
<ul style="list-style-type: none"> •Senior Manager, Corporate Development Dept. 	<ul style="list-style-type: none"> •Executive Officer, MCHC General Manager, Corporate Development Office, Corporate Strategy Div., MCHC 	Tsutomu Yoshida
<ul style="list-style-type: none"> •Senior Manager, Corporate Sustainability Management Dept. 	<ul style="list-style-type: none"> •Group Manager, KAITEKI Promotion Office, MCHC 	Yohei Wakabayashi
<ul style="list-style-type: none"> •Director, Internal Control Div. 	<ul style="list-style-type: none"> •General Manager, Internal Control Office, Corporate Administration Div., MCHC 	Hikaru Shiraishi
<ul style="list-style-type: none"> •Senior Manager, General Affairs Dept. 	<ul style="list-style-type: none"> •General Manager, Administration Office, Corporate Administration Div., MCHC 	Takeshi Nakato
<ul style="list-style-type: none"> •Senior Manager, Corporate Secretary Dept. 	<ul style="list-style-type: none"> •General Manager, Corporate Secretary Office, Corporate Administration Div., MCHC 	Hidefumi Shigemi
<ul style="list-style-type: none"> •Senior Manager, Audit Planning & Coordination Dept. 	<ul style="list-style-type: none"> •Vice President, Mitsubishi Chemical (Thailand) Co., Ltd. 	Masaharu Tsuji
<ul style="list-style-type: none"> •Director, Process Audit Div. Senior Manager, Group Entity Audit Dept. •Full-time Corporate Auditor, MCC 	<ul style="list-style-type: none"> •Full-time Corporate Auditor, MCC 	Takao Miyamori
<ul style="list-style-type: none"> •Senior Manager, Global Process Audit Dept. •President, Mitsubishi Chemical Holdings Europe GmbH 	<ul style="list-style-type: none"> •President, Mitsubishi Chemical Holdings Europe GmbH 	Hiroshi Izumikawa
<ul style="list-style-type: none"> •Director, Corporate Finance Div. 	<ul style="list-style-type: none"> •General Manager, Corporate Management Office, Corporate Management Div., MCHC 	Yasushi Muto
<ul style="list-style-type: none"> •Director, Business Finance Div. 	<ul style="list-style-type: none"> •General Manager, Business Accounting Dept. II , Finance & Accounting Div., MCC 	Takayoshi Kumikawa
<ul style="list-style-type: none"> •Director, Corporate Communications Div. 	<ul style="list-style-type: none"> •General Manager, Corporate Communications Office, Corporate Strategy Div., MCHC 	Osamu Shimizu
<ul style="list-style-type: none"> •Director, R&D Transformation Div. 	<ul style="list-style-type: none"> •General Manager, Corporate Planning Div., MCC 	Toshiya Katsuragi
<ul style="list-style-type: none"> •Director, Innovation Div. 	<ul style="list-style-type: none"> •General Manager, Innovation & Entrepreneurship Div., MCC 	Naoto Yabe
<ul style="list-style-type: none"> •Director, Intellectual Property Div. 	<ul style="list-style-type: none"> •General Manager, Intellectual Property Div., MCC 	Hitoshi Abe
<ul style="list-style-type: none"> •Director, Regenerative Medicine Development Div. •Representative Director, Director of the Board, LSII 	<ul style="list-style-type: none"> •Executive Officer, MCHC •General Manager, Healthcare Strategy Office, Corporate Strategy Div., MCHC 	Ryosuke Tanabe

•Senior Manager, Venture Dept.	•General Manager, Venture Office, Technology and Business Development Div., MCHC	Fumiko Uraki
•Senior Manager, Innovation Planning Dept.	•Assistant to Division Manager, Technology and Business Development Div., MCHC	Akio Nakanishi
•Director, Information Systems & Technology Div.	•Managing Executive Officer (Supervising - Digital & Information Technology), MCC	Jun Kato
•Senior Manager, Business Transformation Dept.	•Mitsubishi Chemical Advanced Materials B.V.	Roy van Griensven
•Senior Manager, Data & Advanced Technology Dept.	•General Manager, Digital Transformation Office, Technology and Business Development Div., MCHC	Naohiko Uramoto

*Announced on January 7, 2022.

The appointment of the Director of the Legal Div. will be announced in due course.

V. Personnel Changes in Managing Executive Officers, etc. of Group Companies (Effective as of April 1, 2022)

1. Mitsubishi Chemical Corporation

New	Current	Name
• Director of the Board	• Director of the Board, Managing Executive Officer Supervising – Resources	Rumiko Nakata
• (Retirement)	• Managing Executive Officer Chief Operating Officer, Basic Materials Domain	Shigeru Handa
• Director, Operation for Japan, MCHG	• Managing Executive Officer Chief Operating Officer, Polymers & Compounds Domain	Koji Eguchi
• Business Vice President, Films & Molding Materials / Advanced Solutions Business Group, Strategy & Planning Div., MCHG	• Managing Executive Officer Chief Operating Officer, Films & Molding Materials Domain	Motohiro Seki
• (Retirement)	• Managing Executive Officer Supervising – Corporate Strategies	Hiroyoshi Shirakami
• Senior Manager, Corporate Planning Dept., MCHG	• Managing Executive Officer Supervising – Innovation	Akihisa Kakimoto
• Director, Information System & Technology Div., MCHG	• Managing Executive Officer Supervising – Digital & Information Technology	Jun Kato
• Full-time Corporate Auditor • Director, Process Audit Div., Senior Manager, Group Entity Audit Dept., MCHG	• Full-time Corporate Auditor	Takao Miyamori
• Senior Vice President Supervising – Audit, MCHC	• Full-time Corporate Auditor	Jin Iida
• Executive Director, Audit Committee, MCHC	• Full-time Corporate Auditor	Tatsuo Nakazawa

2. Mitsubishi Tanabe Pharma Corporation

New	Current	Name
• (Retirement)	• Representative Director, Managing Executive Officer Supervising – Corporate Management Dept., Communication Crossroads Dept., General Affairs Dept., Japan Quality Assurance Dept.	Eizo Tabaru
• (Retirement)	• Managing Executive Officer Supervising – Global Product Strategy Dept., Radicava Management Office, NeuroDerm Office., Corporate Strategy Dept., Business Development Dept., Human Resources Dept., Intellectual Property Dept., Tokyo Head Office	Eiji Tanaka

3. Life Science Institute, Inc.

New	Current	Name
<ul style="list-style-type: none"> • Representative Director • Director, Regenerative Medicine Development Div., MCHG 	<ul style="list-style-type: none"> • Executive Officer, MCHC • General Manager, Healthcare Strategy Office, Corporate Strategy Div., MCHC 	Ryosuke Tanabe
<ul style="list-style-type: none"> • (Retirement) 	<ul style="list-style-type: none"> • Director of the Board, Managing Executive Officer Chief Technology Officer 	Shogo Nakamori
<ul style="list-style-type: none"> • (Retirement) 	<ul style="list-style-type: none"> • Director of the Board, Managing Executive Officer Chief Sustainability Officer 	Koichiro Takahashi

VI. Responsibilities of Corporate Executive Officers (Effective as of April 1, 2022)

Representative Corporate Executive Officer, President and Chief Executive Officer	Jean-Marc Gilson
Representative Corporate Executive Officer, Executive Vice President Chief Supply Chain Officer	Nobuo Fukuda
Executive Vice President, Chief Financial Officer Supervising – Finance, Communication, IR and Government Affairs	Yuko Nakahira
Executive Vice President, Chief Compliance Officer General Counsel Supervising – Legal, Internal Control, Admin, HR and Corporate Administration	Ken Fujiwara
Executive Vice President Head of Films & Molding Materials / Advanced Solutions	Johei Takimoto
Executive Vice President Head of Polymers & Compounds / MMA	Hitoshi Sasaki
Executive Vice President Head of Petrochemical & Coal business	Yoshihiro Ikegawa
Executive Vice President Head of Pharma	Hiroaki Ueno
Senior Vice President Chief Technology Officer, Acting Chief Digital Officer	Larry Meixner
Senior Vice President Supervising – Audit	Jin Iida
Senior Vice President Supervising – Government Affairs	Shigeki Habuka