

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

1. Organizational Changes (Effective as of April 1, 2024)

- (1) Strategy
 - Restructuring Corporate Planning Dept. and Corporate Development Dept. to “Corporate Strategy Dept.”, Corporate Transformation Dept.” and “Corporate Development Dept.”
- (2) Sustainability
 - Creating “Sustainability Planning Dept.”, “Corporate Sustainability Dept.”, “Business Sustainability Dept.” and “Sustainability Solution Dept.”
- (3) Internal Control and Risk Management
 - Creating “Internal Control Div.”, and “Enterprise Risk Management Div.”
- (4) Audit
 - Renaming Audit jurisdiction to “Audit Div.” and renaming the current Audit Div. to “Audit Supervisory Dept.”
- (5) Legal, Human Resources, Corporate Administration, Communication, Government Affairs and Corporate Secretary
- (6) Finance and IR
 - Renaming Corporate Communications Div. to “Communications Div.” and placing under the jurisdiction “Legal, Human Resources, Corporate Administration, Communication, Government Affairs and Corporate Secretary”.
 - Separating IR Dept. from Communications Div. and placing under the jurisdiction “Finance and IR”.
- (7) Innovation
 - Abolishing Regenerative Medicine Development Div.
- (8) Digital
 - Renaming Business Process Transformation Dept. to “Business Process Transformation Div.”
- (9) Supply Chain
 - Creating “Productivity Improvement Planning Div.” and transferring the partial function of Global SC Planning Div. to this newly created division.
- (10) Basic Materials & Polymers
 - Renaming Basic Materials to “Basic Materials & Polymers” given the transfer of partial function of Polymers Div. of Polymers & Compounds / MMA Business Group to Basic Materials Business Group. (Already announced on Feb 22, 2024)
 - Renaming Petrochemical Business Div. to “Materials & Polymers Business Div.” and transferring the partial function of Polymers Div. of Polymers & Compounds / MMA Business Group is to this renamed division.
- (11) MMA & Derivatives
 - Abolishing Polymers Div. and transferring its functions to Basic Materials & Polymers Business Group and Specialty Materials Business Group.
 - Renaming Coating & Additives Div. to “Coating & Additives Global Business Div.”
 - Restructuring MMA Global Technology Div., MMA Global Supply Chain Management Div., PMMA Global Div., P&C_MMA APAC Div., P&C_MMA EMEA Div. and P&C_MMA Americas Div. to “MMA/PMMA Global Business Div.”
- (12) Specialty Materials
 - Renaming Specialty Materials 1 to “Advanced Films and Polymers Domain” and consolidating Films Div., Performance Polymers Div. and partial function of Polymers Div. of Polymers & Compounds / MMA Business Group to the renamed this domain.
 - Renaming Specialty Materials 2 to “Advanced Solutions Domain” and consolidating Information & Electronics Div., Life Solutions Div. and Custom Synthesis Div. to the renamed this Domain.

- Renaming Specialty Materials 3 to “Advanced Composites & Shapes Domain” and consolidating Advanced Materials Div. to the renamed this domain.
- Abolishing Global Planning Div., Global Market Development Div., R&D Div., Americas Div., EMEA Div., China Div., APAC Div., and Japan Div. and transferring these functions to the three Domains.

(13)Pharma

- Creating "R&D Management Div."
- Renaming Soyaku Div. to “Research Div.” and transferring the partial function to "R&D Management Div."
- Renaming Ikuyaku. Div. to “Development & Medical Affairs Div.” and transferring the partial function to "R&D Management Div."
- Renaming Production Technology & Supply Chain Management Div. to “Product Supply Div.” and transferring the partial function to "R&D Management Div." and “Research Div.”
- Consolidating Sales & Marketing Div. and Sales Promotion Management Div. to “Japan Pharmaceutical Business Div.”
- Restructuring US-Europe Business, Asia Business to “North America Business Div.” and “Asia and Europe Business Div.”

2. Organization Chart (Effective as of April 1, 2024)

MCG Organization Chart (Effective as of April 1, 2024)



3. Appointments of the Mitsubishi Chemical Group (Effective as of April 1, 2024)

New	Current	Name
Director, Corporate Strategy Dept.	Senior Manager, Global Imaging Materials Dept., Information & Electronics Div., Specialty Materials Business Group Senior Manager, Global Imaging Materials Dept.	Tomoaki Murota
Director, Corporate Transformation Dept.	Senior Manager, Corporate Strategy Group, Corporate Planning Dept.	Masayuki Miyabe
Director, Corporate Development Dept.	Corporate Development Group, Corporate Development Dept.	Yoshikazu Hayashi
Senior Manager, Sustainability Planning Dept.	Green Transformation Group, Sustainability Dept.	Tomoya Sakata
Senior Manager, Corporate Sustainability Dept.	Senior Manager, Corporate Sustainability Management Group, Sustainability Dept.	Yohei Wakabayashi
Senior Manager, Business Sustainability Dept.	Green Transformation Group, Sustainability Dept.	Junichi Takano
Senior Manager, Sustainability Solution Dept.	Green Transformation Group, Sustainability Dept.	Shiho Takashina
Director, Internal Control Div.	Senior Manager, Americas ERM Dept., Internal Control Div.	Akihiko Mori
Director, Enterprise Risk Management Div.	Director, Internal Control Div.	Hikaru Shiraishi
Director, Audit Div. Senior Manager, Global Audit Dept.	Director, Corporate Communications Div.	Osamu Shimizu
Director, Audit Supervisory Dept.	Director, Audit Div.	Yuko Maruzeni
Senior Manager, Group Entity Audit Dept.	Manager, Audit Planning & Coordination Dept.	Masaya Itou
Senior Manager, Government Affairs Dept.	Government Affairs Dept.	Kazutomi Kurihara
Director, Communications Div.	Senior Manager, Methacrylates Dept.2, MMA APAC Div., Polymers & Compounds / MMA Business Group	Yoshiyuki Okuma
Vice President, Chief Human Resource Officer Director, Human Resources Div.	President and Chief Executive Officer, Japan Polychem Corporation	Masahiko Tanaka
Director, Functional Excellence Div.	Senior Manager, Polymers Research & Development Center, Polymers Div., Polymers & Compounds / MMA Business Group	Mitsufumi Nodono
Director, Business Transformation Div.	Group Manager, Business Process Excellence Group, Business Transformation Dept.	Takashi Sekiguchi
Director, Operation for Japan Div.	Senior Manager, Planning Dept., Operation for Japan Div.	Narutoshi Hyoudou

Vice President, Chief Supply Chain Officer Director, Productivity Improvement Planning Div.	Senior Manager, Green Transformation Group, Sustainability Dept.	Yoshio Akahane
Director, SC Responsible Care Div.	Director, Polymers Div., Polymers & Compounds / MMA Business Group	Yoshihiro Kurasawa
Director, Materials & Polymers Business Div.	Director, Petrochemical Business Div.	Junji Takano
Director, Strategy & Planning Div., MMA & Derivatives Business Group	Director, MMA Global Supply Chain Management Div.	Yuuji Mikami
Director, Coating & Additives Global Business Div., MMA & Derivatives Business Group	Director, Coating & Additives Div.	Tomohiro Nishimura
Director, MMA/PMMA Global Business Div., MMA & Derivatives Business Group	Director, P&C_MMA APAC Div., Polymers & Compounds / MMA Business Group	Michio Kaharu
Vice President Senior Director, Advanced Films & Polymers Domain, , Specialty Materials Business Group	Director, Films Div., Specialty Materials Business Group	Yosuke Egawa
Vice President Senior Director, Advanced Solutions Domain, , Specialty Materials Business Group	Director, Information & Electronics Div., Specialty Materials Business Group	Satoshi Wakabayashi
Vice President Senior Director, Advanced Composites & Shapes Domain, , Specialty Materials Business Group	Director, Performance Polymers Div., Specialty Materials Business Group	Franck Ruel
Executive Vice President, Head of Pharma Director, Pharma Business Strategy Div., Pharma Business Group	Executive Vice President, Head of Pharma	Akihiro Tsujimura
Director, R&D Management Div., Pharma Business Group	Director, Ikuyaku. Integrated Value Development Div., Pharma Business Group	Hideki Kuki
Director, Development & Medical Affairs Div., Pharma Business Group	Head of Global Development Office, US-Europe Business, Pharma Business Group Head of Regulatory Affairs & QA Dept., US-Europe Business, Pharma Business Group	Bijan Nejadnik
Director, Product Supply Div., Pharma Business Group	Director, Regenerative Medicine Development Div.	Ryosuke Tanabe
Director, Japan Pharmaceutical Business Div., Pharma Business Group	Director, Sales Promotion Management Div., Pharma Business Group	Yasutaka Kuragaki
Director, North America Business Div.	Director, US-Europe Business, Pharma Business Group	Yasutoshi Kawakami
Director, Asia and Europe Business Div.	President & CEO, Medicago Inc., Pharma Business Group	Toshifumi Tada

Corporate Executive Officers and Executive Officers (Effective as of April 1, 2024)

Corporate Executive Officers

Representative Corporate Executive Officer, President and Chief Executive Officer	Manabu Chikumoto
Representative Corporate Executive Officer, Executive Vice President, Head of Basic Materials & Polymers	Yasuo Shimodaira
Executive Vice President, General Counsel Supervising – Legal, Human Resources, Corporate Administration, Communication, Government Affairs and Corporate Secretary	Ken Fujiwara
Executive Vice President, Head of Specialty Materials	Frank Randall (Randy) Queen
Executive Vice President, Head of MMA & Derivatives	Satoshi Kurokawa
Executive Vice President, Head of Pharma	Akihiro Tsujimura
Senior Vice President, Chief Technology Officer	Toshiya Katsuragi
Senior Vice President, Chief Digital Officer	Yuji Ichimura

Executive Officers

Vice President, Chief Strategy Officer	Naoto Yabe
Vice President, Chief Sustainability Officer	Noriyuki Mita
Vice President, Supervising – Internal Control and Risk Management	Isao Yano
Vice President, Chief Financial Officer Supervising – Finance and IR	Minoru Kida
Vice President, Chief Supply Chain Officer	Yoshio Akahane
Vice President, Chief Human Resource Officer	Masahiko Tanaka
Vice President, Director, Legal Div.	Susumu Sakurai
Vice President, Senior Director, Advanced Films & Polymers Domain Specialty Materials	Yosuke Egawa
Vice President, Senior Director, Advanced Solutions Domain Specialty Materials	Satoshi Wakabayashi
Vice President, Senior Director, Advanced Composites & Shapes Domain Specialty Materials	Franck Ruel

(For reference)

1. Personnel changes of the Directors of the Board and Corporate Auditor of Mitsubishi Chemical Corporation

Title	Current	As of April 1, 2024
Representative Director	Kouji Eguchi	Yasuo Shimodaira
Representative Director	Manabu Chikumoto	Manabu Chikumoto
Director of the Board	Nobuo Fukuda	Nobuo Fukuda
Director of the Board	Ken Fujiwara	Ken Fujiwara
Director of the Board	-	Yoshio Akahane
Corporate Auditor	Masahiro Yoshizumi	Masahiro Yoshizumi

2. The Directors of the Board and Corporate Auditor of Mitsubishi Tanabe Pharma Corporation

Title	Current	As of April 1, 2024
Representative Director	Akihiro Tsujimura	Akihiro Tsujimura
Representative Director	Hiroaki Ueno	Hiroaki Ueno
Director of the Board	Yoshihiro Kobayashi	Yoshihiro Kobayashi
Director of the Board	Ken Fujiwara	Ken Fujiwara
Corporate Auditor	Toshihide Doi	Toshihide Doi

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