



February 21, 2020

Mitsui Chemicals Tohcello, Inc.

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Mitsui Chemicals Tohcello to Reorganize and Reshuffle Top Management, Managers

Please be informed that Mitsui Chemicals Tohcello, Inc. will reorganize and reshuffle its top management, general managers, effective as of April 1, 2020 as below.

1. Reorganization – effective April 1, 2020 (as per attached organization chart)

(1) Promoting growth in core businesses

1. The Protective Film Marketing Department will be promoted to the Business Division level with the establishment of the Protective Film Business Division. With this new Business Division, we will actively pursue growing global demand and thereby accelerate the growth of the business.
2. The Protective Film Business Division will contain three departments: the Planning Department, the Electronic Materials Marketing Department, and the Industrial Materials Marketing Department.

(2) Transforming the product portfolio of our packaging film business

1. The Packaging Film Sales Department will be renamed the Packaging Film Sales Management Department, and it will be fully responsible for the design and execution of product-specific business strategies and sales activities.
2. In order to design and execute product-specific business strategies, we will be establishing three Product Groups within the Packaging Film Business Management Department.: the OP Group, the CP Group, and the TUX & Functional Packaging Materials Group.
3. The TUX Overseas Marketing Department, which is directly managed by the President & CEO, produced some results and therefore will be dissolved. Task forces will be organized as needed to advance Overseas Business Expansion Project.

(3) Accelerating new product development

1. In order to consolidate management of development operations, the New Business Development Department is to be transferred from the Planning Sector to the R&D Sector. Its name will also be changed to the New Products & Business Development Department.
2. The Planning & Coordination Department of the Business Division will change its name to become the Planning Department of the Business Division as it will now specialize on and improve its

planning functions.

3. A new Technology Development Group will be established in the Planning Department of the Business Division. It will offer solutions based on analysis of Information collected from customers.
4. R&D Sector will be reorganized into organizations assigned to each Business Division and made to coordinate with the aforementioned Technology Development Group.

(4) Improving the links between business management and managerial accounting

1. In order to improve the company's ability to manage based on quantitative data, we will be establishing a new Head Office Sector-level organization for financial matters: the Finance Sector. This new Sector will be comprised of Finance & Accounting Department (currently in the Administration Sector) and the newly established Financial Performance Management Department.
2. The current performance management operations of the Planning & Coordination Department of Business Divisions will be transferred to the new Financial Performance Management Department. This will improve the creation and progress management of single-year budgets and action plans, and support provided to Business Divisions in the resolution of budgeting attainment issues.

(5) Consolidating the Planning Sector and the Administration Sector

The Planning Sector and the Administration Sector will be consolidated into the Planning & Administration Sector. This Sector will include the Corporate Planning Department, the Human Resources & Corporate Administration Department, the Logistics & Purchasing Department, the Information Technology Department, and the Quality Assurance Department. Meanwhile, the Intellectual Property Department currently in the Planning Sector will be transferred to the R&D Sector.

(6) Transfer of the Business Process Re-engineering Department

Because the mission of the Business Process Re-engineering Department is to re-engineer business processes throughout the entire company, it will be spun out of the Planning Sector and made more independent by being directly managed by the President & CEO.

2. Top Management Reshuffle

<Board Directors, Executive Officers>- effective April 1, 2020

New Appointments	Current Appointments	Name
Board Director Managing Executive Officer Planning & Administration Sector (Corporate Planning Department, Human Resources & Corporate Administration Department, Logistics & Purchasing Department, Information & Technology Department, Quality Assurance Department)	Board Director Managing Executive Officer Administration Sector (Finance & Accounting Department, Human Resources & Corporate Administration Department, Logistics & Purchasing Department, Information & Technology Department, Quality Assurance Department)	Akira Takei
Board Director Managing Executive Officer Packaging Film Business Division, Industrial Film & Sheet Business Division, Protective Film Business Division <i>Executive Officer, Mitsui Chemicals, Inc. Food & Packaging Business Sector, Mitsui Chemicals, Inc.</i>	<i>Executive Officer, Mitsui Chemicals, Inc. General Manager, Planning & Coordination Division, Food & Packaging Business Sector, Mitsui Chemicals, Inc.</i>	Shigeharu Matsuzaka
Board Director <i>General Manager, Planning & Coordination Division, Food & Packaging Business Sector, Mitsui Chemicals, Inc.</i>	<i>Board Director, Managing Executive Officer, Mitsui Chemicals Agro, Inc.</i>	Takeshi Kakimoto
Executive Officer Finance Sector (Financial Performance Management Department, Finance & Accounting Department)	Executive Officer Business Division President, Packaging Film Business Division	Yoichi Tanida
Executive Officer Business Division President, Packaging Film Business Division, General Manager, Packaging film Sales Management Department	Officer General Manager, Packaging Film Sales Department, Packaging Film Business Division	Yoshiro Miyauchi
Executive Officer Special Mission (Overseas Business Expansion Project of the Packaging Film Business Division)	Executive Officer TUX Overseas Marketing Department, General Manager, TUX Overseas Marketing Department	Masahiro Yoshii
Executive Officer Business Division President, Protective Film Business Division, General Manager, Industrial Materials Marketing Department	Executive Officer General Manager, Corporate Planning Department	Hironori Suzuki

New Appointments	Current Appointments	Name
Executive Officer R&D Sector (R&D Center, New Products & Business Development Department, Intellectual Property Department)	Executive Officer General Manager, R&D Center	Tadahito Nobori
Executive Officer General Manager, R&D Center	Executive Officer General Manager, New Business Development Department	Mitsunori Matsuo
Executive Officer General Manager, Ibaraki Works	Officer General Manager, Ibaraki Works	Naohito Shibata
Councilor Executive Advisor	Board Director Senior Managing Executive Officer Packaging Film Business Division, Industrial Film & Sheet Business Division, Executive Advisor	Yutaka Takahashi
Councilor	Board Director Managing Executive Officer Planning Sector	Toshiyuki Kamii
Councilor Representative Director & President, Shikoku Tohcello Co., Ltd.	Managing Executive Officer R&D Sector	Masaya Yamada

※Responsibility and commission of Executive Officers effective as of April 1, 2020 is shown in the attached sheet #1.

<Corporate Auditors>

After the ordinary general shareholder's meeting scheduled on June 26, 2020

New Appointment	Current Appointment	Name
Retirement	Corporate Auditor	Yoshimasa Ogo
New Appointment	Appointment Apr.1 through June.26	Name
Corporate Auditor	Councilor	Toshiyuki Kamii

<Officers>- effective April 1, 2020

New Appointments	Current Appointments	Name
Officer General Manager, Corporate Planning Department	Officer Deputy Business Division President, Packaging Film Business Division, General Manager, Planning & Coordination Department, Packaging Film Business Division	Masahiro Tamura

※Responsibility and commission of Officers effective as of April 1, 2020 is shown in the attached sheet #2.

<Top management of Affiliate>

Effective: After the extraordinary general shareholder's meeting and board meeting of Shikoku Tohcello Co., Ltd. scheduled on April 1, 2020.

New Appointment	Current Appointment	Name
Councilor Special mission	Councilor Representative Director & President, Shikoku Tohcello Co., Ltd.	Satoru Hayashi
Councilor Representative Director & President, Shikoku Tohcello Co., Ltd.	Managing Executive Officers R&D Sector	Masaya Yamada

<General Managers> - effective April 1, 2020

New Appointments	Current Appointments	Name
Deputy Business Division President, Packaging Film Business Division	Department Manager, Technology Department, Ibaraki Works	Takayuki Mukoyama
General Manager, Planning Department, Packaging Film Business Division	Deputy General Manager, Nagoya Works	Kaoru Nemoto
General Manager, Planning Department, Protective Film Business Division	Department Manager, R&D Department -5, R&D Center	Hideki Fukumoto
General Manager, Electronic Materials Marketing Department, Protective Film Business Division	Group Director, Technology Management Group, Protective Film Marketing Department, Industrial Film & Sheet Business Division	Akimitsu Morimoto
General Manager, Financial Performance Management Department, Finance Sector	Deputy General Manager, Finance & Accounting Department	Katsuya Nakabayashi
General Manager, New Products & Business Development Department	Deputy General Manager, New Business Development Department	Masanori Fujita
Deputy General Manager, New Products & Business Development Department	General Manager, Environmental Package Solution Department, Packaging Film Business Division	Satoshi Akiyama
Mitsui Chemicals, Inc.	General Manager, Protective Film Marketing Department, Industrial Film & Sheet Business Division	Takao Kimura

Mitsui Chemicals Tohcello, Inc. Responsibility and Commission of Board Directors, Executive Officers (Effective as of April 1,2020)

Representative Director President & CEO	Takeshi Kaide Overall Supervision
Board Directors Managing Executive Officers	Akira Takei Planning & Administration Sector (Corporate Planning Department, Human Resources & Corporate Administration Department, Logistics & Purchasing Department, Information & Technology Department, Quality Assurance Department)
	Shigeharu Matsuzaka Packaging Film Business Division, Industrial Film & Sheet Business Division, Protective Film Business Division
Board Director	Takeshi Kakimoto
Executive Officers	Mitsuyuki Kuroiwa Production & Technology Sector (Production & Technology Department, Process Technology Development Department, Safety & Environment Department, Works)
	Tatsuro Terada General Manager, Hamamatsu Works
	Masahiro Yoshii Special mission(Overseas Business Expansion Project of the Packaging Film Business Division)
	Yoichi Tanida Finance Sector (Financial Performance Management Department, Finance & Accounting Department)
	Mitsunori Matsuo General Manager, R&D Center
	Toshimi Iida Business Division President, Industrial Film & Sheet Business Division
	Hironori Suzuki Business Division President, Protective Film Business Division, General Manager, Industrial Materials Marketing Department
	Tadahito Nobori R & D Sector (R&D Center, New Products & Business Development Department, Intellectual Property Department)
	Yoshiro Miyauchi Business Division President, Packaging Film Business Division, General Manager, Packaging Film Sales Management Department
	Naohito Shibata General Manager, Ibaraki Works
Corporate Auditors	Yoshimasa Ogo
	Takashi Ohno

Mitsui Chemicals Tohcello, Inc.
Responsibility and Commission of Officers
(Effective as of April 1, 2020)

Officers	Koji Mori Representative Director & President, Tohcello Logistics Co., Ltd.
	Yutaka Iwasaki Board Director, Deputy Managing Director, Taiwan Tohcello Functional Sheet, Inc.
	Hiroaki Yagi Board Director, General Manager, Corporate Administration Division, Taiwan Tohcello Functional Sheet, Inc.
	Masahiro Tamura General Manager, Corporate Planning Department
	Naoki Nakazawa General Manager, Production & Technology Department
	Masato Takeuchi General Manager, Katsuta Works

Mitsui Chemicals Tohcello Organization Chart

