



January 14, 2022
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Mitsui Chemicals Tohcello to Reorganize and Reshuffle Top Management

Please be informed that Mitsui Chemicals Tohcello, Inc. will reorganize and reshuffle its top management, effective as of April 1, 2022 as below.

1. Reorganization - effective April 1, 2022 (as per attached organization chart)

- (1) Promotion of ESG management through the establishment of the ESG Strategy Promotion Department
 - ① To realize a carbon-neutral society in 2050, ESG management will be promoted and strengthened through all our business activities.
 - ② To promote and strengthen ESG management, the ESG Strategy Promotion Department will be established under a dedicated executive officer in charge for even more powerful activities.

- (2) Strengthening of the business fields of films & sheets for container and packaging
 - ① The Packaging Solutions Business Division and the foam sheet business of the Industrial Film & Sheet Business Division will be integrated and reorganized into the Packaging Solutions Business Division.
 - ② The new Marketing Strategy Department will be established in the Packaging Solutions Business Division to promote a global growth strategy.
 - ③ The new Sales Department will be established to strengthen sales functions and work even more closely with customers.
 - ④ The new Business Management Department will be established to strengthen the administrative functions of business division earnings, product inventory, productivity, human resources, and the like.

- (3) Acceleration of the search for new markets and the creation of new products in the protective film business
 - ① The marketing function will be separated from the Electronic Materials Marketing Department and the Industrial Materials Marketing Department within the Protective Film Business Division and the new Marketing Strategy Department will be established to accelerate the search for new markets and the creation of new products.
 - ② The sales functions of those Marketing Departments will be integrated, and the name of the organization will be changed to the Sales Department.

- (4) Revision of the functions of the Planning Departments of the Industrial Film & Sheet Business Division and the Protective Film Business Division
 - ① The functions of the Planning Departments in the business divisions will be revised, and the name will be changed to the Planning & Coordination Department with an additional function for management by figures.

(5) Establishment of the Digital Transformation Promotion Sector

- ① To accelerate Digital Transformation initiatives and promote the development of more advanced business models, operational processes, and organizational capabilities, etc., the new Digital Transformation Promotion Sector will be established.
- ② In this sector, the new Digital Transformation Planning & Coordination Department will be established.
- ③ The Information Technology Department, the Business Process Re-engineering Department, and the Logistics & Purchasing Department will be transferred to this sector.

2. Top Management Reshuffle

<Board Directors, Executive Officers>- effective April 1, 2022

New Appointments	Current Appointments	Continuing Appointments	Name
	Planning & Administration Sector (Logistics & Purchasing Department, Information Technology Department)	Board Director Managing Executive Officer Planning & Administration Sector (Corporate Planning Department, Human Resources & Corporate Administration Department, Quality Assurance Department)	Akira Takei
Packaging Solution Business Division Business Division President, Industrial Film & Sheet Business Division	Packaging Film Business Division, Industrial Film & Sheet Business Division	Board Director Managing Executive Officer Protective Film Business Division	Hironori Suzuki
Business Division President, Packaging Solution Business Division	Business Division President, Packaging Film Business Division	Executive Officer	Yoshiro Miyauchi
Executive Officer Digital Transformation Promotion Sector (Digital Transformation Planning & Coordination Department, Information Technology Department, Logistics & Purchasing Department, Business Process Re-engineering Department)	General Manager, Information System Division, Mitsui Chemicals, Inc.		Mikinari Ooi
Representative Director, Taiwan Tohcello Functional Sheet, Inc.	Business Division President, Industrial Film & Sheet Business Division	Executive Officer	Toshimi Iida
ESG Strategy Promotion Department	Promotion of ESG management	Executive Officer	Masahiro Yoshii
Councilor	Executive Officer Production & Technology Sector		Mitsuyuki Kuroiwa
Councilor	Executive Officer General Manager, Hamamatsu Works		Tatsuro Terada

※Responsibility and commission of Executive Officers effective as of April 1, 2022 are shown in the attached sheet #1.

<Officers>- effective April 1, 2022

New Appointments	Current Appointments	Continuing Appointments	Name
General Manager, Hamamatsu Works	General Manager, Production & Technology Department	Officer	Naoki Nakazawa
General Manager, Marketing Strategy Department, Packaging Solution Business Division	Managing Director, SIAM TOHCELLO Co., Ltd.	Officer	Masanao Kobayashi
Managing Director, SIAM TOHCELLO Co., Ltd.	Deputy Business Division President, Packaging Film Business Division	Officer	Noriyasu Nishiha
Officer Deputy Business Division President, Industrial Film & Sheet Business Division	Councilor		Hiroshi Uchiyama

New Appointments	Current Appointments	Continuing Appointments	Name
Officer Deputy Business Division President, Packaging Solution Business Division, General Manager, Sales Department	General Manager, Packaging Film Sales Management Department, Packaging Film Business Division		Takeshi Kayano
Officer		General Manager, Financial Performance Management Department, Finance Sector	Katsuya Nakabayashi
Officer General Manager, Production & Technology Department	Deputy General Manager, Corporate Planning Department		Takamasa Yamamoto
Officer		General Manager, Human Resources & Corporate Administration Department	Seiji Nakatsuka
Councilor	Officer Board Director, General Manager, Corporate Administration Division, Taiwan Tohcello Functional Sheet, Inc.		Hiroaki Yagi

※Responsibility and commission of Officers effective as of April 1, 2022 are shown in the attached sheet #2.

<Senior Advisor>- effective March 31, 2022

New Appointments	Current Appointments	Continuing Appointments	Name
Retirement	Senior Advisor		Takeshi Kaide

<Top Management of Affiliates>- effective April 1, 2022

New Appointments	Current Appointments	Continuing Appointments	Name
Managing Director, SIAM TOHCELLO Co., Ltd.	Deputy Business Division President, Packaging Film Business Division	Officer Mitsui Chemicals Tohcello, Inc.	Noriyasu Nishiha
General Manager, Marketing Strategy Department, Packaging Solution Business Division	Managing Director, SIAM TOHCELLO Co., Ltd.	Officer Mitsui Chemicals Tohcello, Inc.	Masanao Kobayashi
Representative Director, Taiwan Tohcello Functional Sheet, Inc.	Business Division President, Industrial Film & Sheet Business Division	Executive Officer Mitsui Chemicals Tohcello, Inc.	Toshimi Iida
Advisor, Taiwan Tohcello Functional Sheet, Inc.	Representative Director, Taiwan Tohcello Functional Sheet, Inc.	Councilor Mitsui Chemicals Tohcello, Inc.	Yoshiya Iwachido

Mitsui Chemicals Tohcello, Inc.
Responsibility and Commission of Board Directors and Executive Officers
(Effective as of April 1, 2022)

Representative Director President & CEO	Shigeharu Matsuzaka Overall Supervision
Board Directors Managing Executive Officers	Akira Takei Planning & Administration Sector (Corporate Planning Department, Human Resources & Corporate Administration Department, Quality Assurance Department)
	Hironori Suzuki Packaging Solution Business Division, Protective Film Business Division Business Division President, Industrial Film & Sheet Business Division
Executive Officers	Masahiro Yoshii ESG Strategy Promotion Department
	Yoichi Tanida Finance Sector (Financial Performance Management Department, Finance & Accounting Department)
	Mitsunori Matsuo General Manager, R&D Center
	Toshimi Iida Representative Director, Taiwan Tohcello Functional Sheet, Inc.
	Tadahito Nobori R & D Sector (R&D Center, New Products & Business Development Department, Intellectual Property Department)
	Yoshiro Miyauchi Business Division President, Packaging Solution Business Division
	Naohito Shibata General Manager, Ibaraki Works
	Masahiro Tamura General Manager, Corporate Planning Department
	Toshihiro Motoshima Business Division President, Protective Film Business Division
	Mikinari Ooi Digital Transformation Promotion Sector (Digital Transformation Planning & Coordination Department, Information Technology Department, Logistics & Purchasing Department, Business Process Re-engineering Department)
Corporate Auditors	Toshiyuki Kamii
	Takashi Ohno

Mitsui Chemicals Tohcello, Inc.
Responsibility and Commission of Officers
 (Effective as of April 1, 2022)

Officers	<p>Yutaka Iwasaki General Manager, Katsuta Works</p>
	<p>Naoki Nakazawa General Manager, Hamamatsu Works</p>
	<p>Masanao Kobayashi General Manager, Marketing Strategy Department, Packaging Solution Business Division</p>
	<p>Noriyasu Nishiha Managing Director, SIAM TOHCELLO Co., Ltd.</p>
	<p>Hiroshi Uchiyama Deputy Business Division President, Industrial Film & Sheet Business Division</p>
	<p>Takeshi Kayano Deputy Business Division President, Packaging Solution Business Division, General Manager, Sales Department</p>
	<p>Katsuya Nakabayashi General Manager, Financial Performance Management Department, Finance Sector</p>
	<p>Takamasa Yamamoto General Manager, Production & Technology Department</p>
	<p>Seiji Nakatsuka General Manager, Human Resources & Corporate Administration Department</p>

Mitsui Chemicals Tohcello Organization Chart

