

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

1. Organizational Changes of the Mitsubishi Chemical Group (Effective as of April 1, 2025)

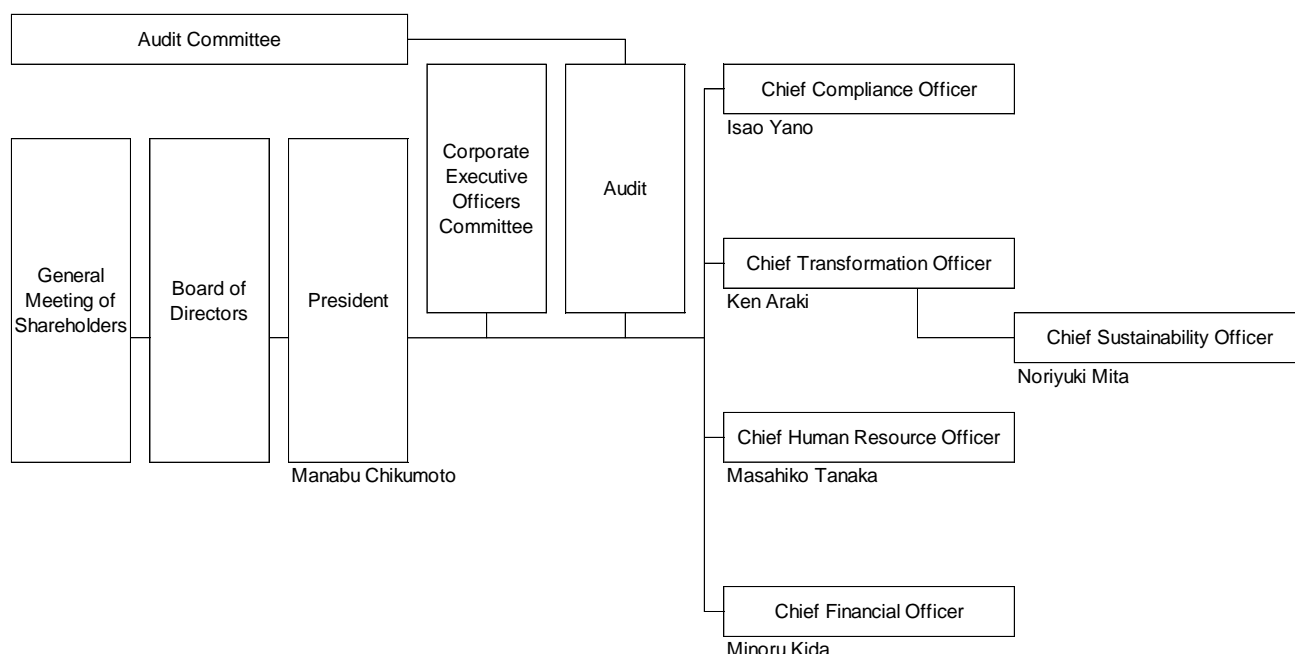
The Mitsubishi Chemical Group (the 'Group') has decided to shift to a structure where Mitsubishi Chemical Group Corporation will be responsible for formulating the Group's overall strategy, optimizing the allocation of management resources and supervising business management as a holding company, while the operating companies under its control will be responsible for their own business management.

From April 2022, the Group aimed to operate as one virtual company ('One Company, One Team'), and Mitsubishi Chemical Corporation and Mitsubishi Tanabe Pharma Corporation, as wholly-owned subsidiaries, operated in an integrated manner without their own CEOs and executive officers. However, this approach led to issues such as the hampering of autonomy in business operations, including within their affiliated group companies.

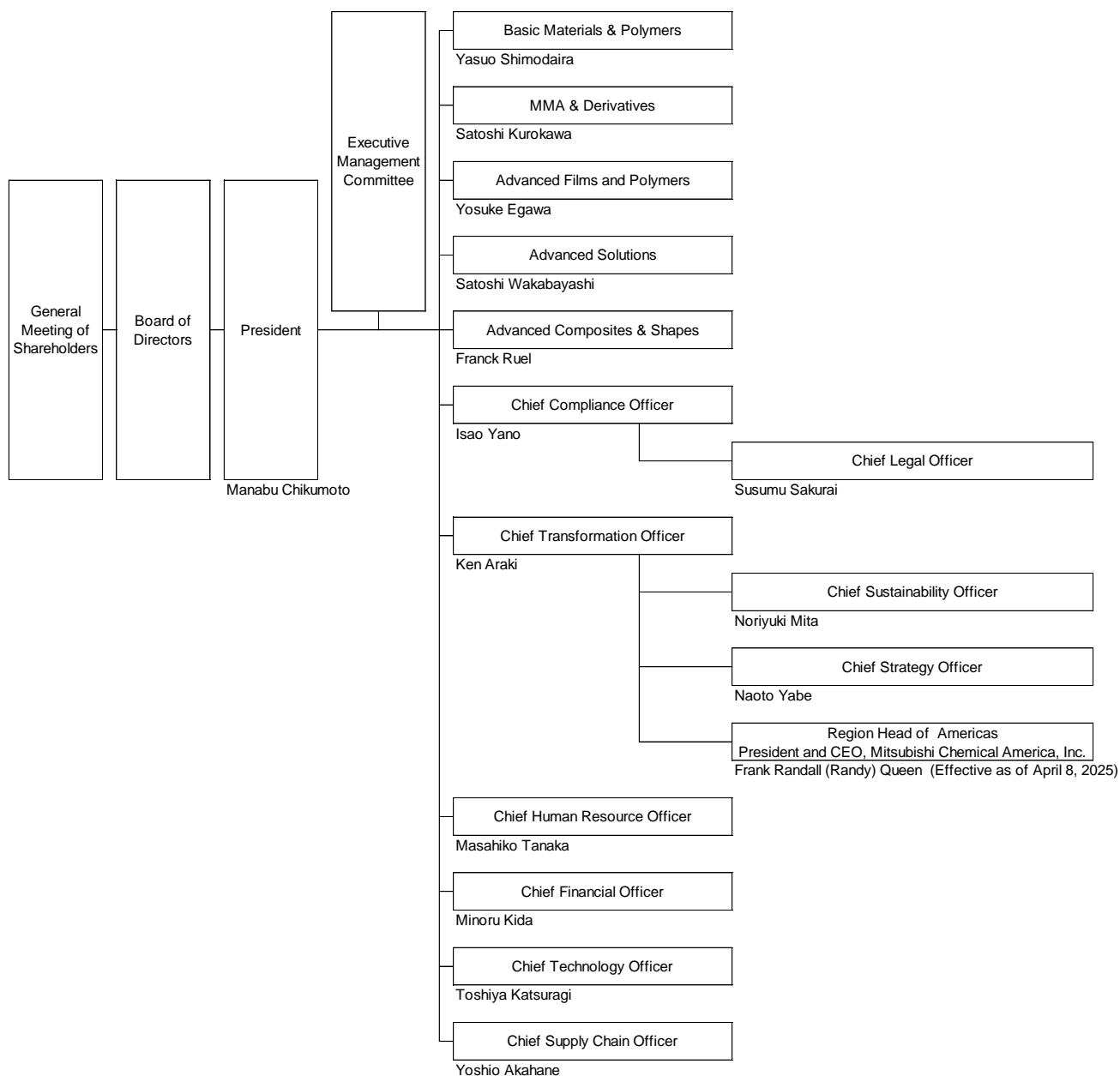
Under this new management structure, the Group will promote the appropriate delegation of authority and responsibility to operating companies and their affiliated group companies, in order to provide opportunities for employees on the business frontlines to take on challenges and maximize their performance.

2. Chart of Corporate Executive Officers and Executive Officers (Effective as of April 1, 2025)

(1) Mitsubishi Chemical Group Corporation



(2) Mitsubishi Chemical Corporation



MITSUBISHI CHEMICAL GROUP CORPORATION

3. Corporate Executive Officers and Executive Officers of Mitsubishi Chemical Group Corporation (Effective as of April 1, 2025)

New	Current	Name
Representative Corporate Executive Officer, President and Chief Executive Officer	Representative Corporate Executive Officer, President and Chief Executive Officer	Manabu Chikumoto
Representative Corporate Executive Officer, Chief Compliance Officer, Supervising – Legal, Compliance, Corporate Administration, Communications, Corporate Secretary	Senior Vice President, Chief Compliance Officer, Supervising – Internal Control and Risk Management, Audit	Isao Yano
Corporate Executive Officer, Chief Transformation Officer, Supervising – Sustainability, Strategy, ERM ^{*1} , Digital, Corporate Development	Vice President, Supervising – Portfolio Transformation Promotion	Ken Araki ^{*2}
Executive Officer Chief Human Resource Officer	Vice President, Chief Human Resource Officer	Masahiko Tanaka
Executive Officer, Chief Financial Officer Supervising – Finance and IR	Vice President, Chief Financial Officer Supervising – Finance and IR	Minoru Kida
Executive Officer, Chief Sustainability Officer	Vice President, Chief Sustainability Officer	Noriyuki Mita ^{*2}

^{*1} ERM: Enterprise Risk Management

^{*2} Ken Araki and Noriyuki Mita will supervise Government Affairs.

4. Retiring Corporate Executive Officers and Executive Officers of Mitsubishi Chemical Group Corporation (Effective as of March 31, 2025)

	Current	Name
(Retiring) To be Mitsubishi Chemical Corporation, Representative Director, Managing Executive Officer	Representative Corporate Executive Officer, Executive Vice President, Head of Basic Materials & Polymers	Yasuo Shimodaira
(Retiring) Continuing as Director of the Board	Executive Vice President, General Counsel Supervising – Legal, Human Resources, Corporate Administration, Communication, Government Affairs and Corporate Secretary	Ken Fujiwara
(Retiring) To be Mitsubishi Chemical Corporation, Executive Officer (Effective as of April 8, 2025)	Executive Vice President, Head of Specialty Materials	Frank Randall (Randy) Queen
(Retiring) To be Mitsubishi Chemical Corporation, Managing Executive Officer	Executive Vice President, Head of MMA & Derivatives	Satoshi Kurokawa
(Retiring) To be Mitsubishi Tanabe Pharma Corporation, Representative Director, President and CEO	Executive Vice President, Head of Pharma	Akihiro Tsujimura

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(Retiring) To be Mitsubishi Chemical Corporation, Managing Executive Officer	Senior Vice President, Chief Technology Officer	Toshiya Katsuragi
(Retiring)	Senior Vice President, Chief Digital Officer	Yuji Ichimura
(Retiring) To be Mitsubishi Chemical Corporation, Executive Officer	Vice President, Chief Strategy Officer	Naoto Yabe
(Retiring) To be Mitsubishi Chemical Corporation, Executive Officer	Vice President, Chief Supply Chain Officer	Yoshio Akahane
(Retiring) To be Mitsubishi Chemical Corporation, Executive Officer	Vice President, Director, Legal Div.	Susumu Sakurai
(Retiring) To be Mitsubishi Chemical Corporation, Managing Executive Officer	Vice President, Senior Director, Advanced Films & Polymers Domain Specialty Materials	Yosuke Egawa
(Retiring) To be Mitsubishi Chemical Corporation, Executive Officer	Vice President, Senior Director, Advanced Solutions Domain Specialty Materials	Satoshi Wakabayashi
(Retiring) To be Mitsubishi Chemical Corporation, Executive Officer	Vice President, Senior Director, Advanced Composites & Shapes Domain Specialty Materials	Franck Ruel

5. Executive Officers of Mitsubishi Chemical Corporation (Effective as of April 1, 2025)

New	Name
Representative Director, President and CEO	Manabu Chikumoto
Representative Director, Managing Executive Officer, Head of Basic Materials & Polymers	Yasuo Shimodaira
Managing Executive Officer, Head of MMA & Derivatives	Satoshi Kurokawa
Managing Executive Officer, Head of Advanced Films & Polymers	Yosuke Egawa
Managing Executive Officer, Chief Compliance Officer	Isao Yano
Managing Executive Officer, Chief Transformation Officer	Ken Araki
Managing Executive Officer, Chief Technology Officer	Toshiya Katsuragi
Executive Officer, Head of Advanced Solutions	Satoshi Wakabayashi
Executive Officer, Head of Advanced Composites & Shapes	Franck Ruel
Executive Officer, Chief Human Resource Officer	Masahiko Tanaka
Executive Officer, Chief Financial Officer	Minoru Kida
Executive Officer, Chief Supply Chain Officer	Yoshio Akahane

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Executive Officer, Chief Sustainability Officer	Noriyuki Mita
Executive Officer, Chief Strategy Officer	Naoto Yabe
Executive Officer, Region Head of Americas President and CEO, Mitsubishi Chemical America, Inc. (Effective as of April 8, 2025)	Frank Randall (Randy) Queen
Executive Officer, Chief Legal Officer	Susumu Sakurai

6. Appointment of Mitsubishi Tanabe Pharma Corporation (Effective as of April 1, 2025)

New	Name
Representative Director, President and CEO	Akihiro Tsujimura

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