

January 7, 2022

Announcement of Personnel Changes

Mitsubishi Chemical Holdings Corporation

- I. Management Structure
- II. Changes in Corporate Executive Officers and Executive Officers
- III. Changes in Presidents and Executive Officers of Group Companies (Mitsubishi Chemical Corporation, Mitsubishi Tanabe Pharma Corporation and Life Science Institute, Inc.)
- IV. Corporate Executive Officers (as of April 1, 2022)

For further information, please contact:
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I. Management Structure

1. In its new management policy "Forging the future", announced on 1 December 2021, Mitsubishi Chemical Holdings Corporation (MCHC) announced its management structure from 1 April 2022. For more details, please refer to the attached press release "4. Leaner Structure to Execute Strategy".
<https://www.mitsubishichem-hd.co.jp/english/ir/01168.html>
2. In view of the significance of the new management structure, which will enable the Group to implement its strategy in an integrated manner, MCHC's subsidiaries, namely Mitsubishi Chemical Corporation, Mitsubishi Tanabe Pharma Corporation and Life Science Institute, Inc., will not have a President and Executive Officers from 1 April 2022. In these subsidiaries, the representative director represents the entity and executes the business on its behalf.
3. "Executive Vice President" and "Senior Vice President" will be used in place of Managing Corporate Executive Officer, etc. as the titles of officers in charge of corporate and business divisions.

II. Changes in Corporate Executive Officers and Executive Officers (as of April 1, 2022)

1. Corporate Executive Officers

New	Current	Name
<ul style="list-style-type: none"> Director of the Board 	<ul style="list-style-type: none"> Director of the Board Managing Corporate Executive Officer, Chief Financial Officer Supervising - Corporate Management Division, Corporate Communications Office (IR) 	Hidefumi Date※
<ul style="list-style-type: none"> Executive Vice President, Head of Petrochemical & Coal business Representative Director, Director of the Board of Mitsubishi Chemical Corporation 	<ul style="list-style-type: none"> Representative Managing Corporate Executive Officer Supervising - Corporate Strategy Division, Corporate Communications Office (Branding) Director of the Board of Mitsubishi Chemical Corporation 	Yoshihiro Ikegawa
<ul style="list-style-type: none"> Director of the Board Executive Vice President, Chief Compliance Officer General Counsel Supervising – legal, internal control, admin, HR and corporate administration Director of the Board of Mitsubishi Chemical Corporation 	<ul style="list-style-type: none"> Director of the Board Managing Corporate Executive Officer, Chief Group Compliance Officer Supervising –Corporate Administration Division, Administration Office (Administration, Secretary) 	Ken Fujiwara
<ul style="list-style-type: none"> Executive Vice President, Chief Financial Officer Supervising – finance, communication, IR and government affairs 		Yuko Nakahira ※
<ul style="list-style-type: none"> Senior Vice President, Chief Technology Officer 	<ul style="list-style-type: none"> Managing Corporate Executive Officer 	Larry Meixner
<ul style="list-style-type: none"> Senior Vice President Supervising – government affairs 	<ul style="list-style-type: none"> Corporate Executive Officer Supervising - Corporate Communications Office (PR); Administration Office (Public Policy and Relation) 	Shigeki Habuka
<ul style="list-style-type: none"> Representative Corporate Executive Officer, Executive Vice President Chief Supply Chain Officer Representative Director, Director of the Board of Mitsubishi Chemical Corporation 	<ul style="list-style-type: none"> Representative Director, Director of the Board, Managing Executive Officer Supervising- Supply Chains of Mitsubishi Chemical Corporation 	Nobuo Fukuda
<ul style="list-style-type: none"> Executive Vice President Head of Films & Molding Materials / Advanced Solutions 	<ul style="list-style-type: none"> Director of the Board, Managing Executive Officer, Chief Operating Officer, Advanced Solutions Domain of Mitsubishi Chemical Corporation 	Johei Takimoto
<ul style="list-style-type: none"> Executive Vice President Head of Polymers & Compounds / MMA 	<ul style="list-style-type: none"> Director of the Board, Managing Executive Officer, Chief Operating Officer, MMA Domain of Mitsubishi Chemical Corporation 	Hitoshi Sasaki

<ul style="list-style-type: none"> · Executive Vice President Head of Pharma · Representative Director of Mitsubishi Tanabe Pharma Corporation 	<ul style="list-style-type: none"> · President & Representative Director, Chief Executive Officer of Mitsubishi Tanabe Pharma Corporation 	Hiroaki Ueno
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※The transfer of Hidefumi Date and the appointment of Yuko Nakahira as Chief Financial Officer were previously announced on November 26, 2021.

2. Executive Officers

New	Current	Name
<ul style="list-style-type: none"> · Vice President, Chief Strategy Officer 		Joseph Rinaldi
<ul style="list-style-type: none"> · Vice President, Chief Human Resource Officer 	<ul style="list-style-type: none"> · General Manager, Human Resources Office · General Manager, People Strategy Department, Mitsubishi Chemical Corporation 	Tomoyo Hiraoka

III. Changes in Directors and Executive Officers of Group Companies (April 1, 2022)

1. Mitsubishi Chemical Corporation

New	Current	Name
<ul style="list-style-type: none"> Director of the Board 	<ul style="list-style-type: none"> Representative Director, Director of the Board President & CEO 	Masayuki Waga
<ul style="list-style-type: none"> Representative Director, Director of the Board Representative Corporate Executive Officer, Executive Vice President, Chief Supply Chain Officer of Mitsubishi Chemical Holdings Corporation 	<ul style="list-style-type: none"> Representative Director, Director of the Board Managing Executive Officer, Supervising- Supply Chains 	Nobuo Fukuda
<ul style="list-style-type: none"> Executive Vice President, Head of Films & Molding Materials / Advanced Solutions of Mitsubishi Chemical Holdings Corporation 	<ul style="list-style-type: none"> Director of the Board, Managing Executive Officer Chief Operating Officer, Advanced Solutions Domain 	Johei Takimoto
<ul style="list-style-type: none"> Executive Vice President, Head of Polymers & Compounds / MMA of Mitsubishi Chemical Holdings Corporation 	<ul style="list-style-type: none"> Director of the Board, Managing Executive Officer Chief Operating Officer, MMA Domain 	Hitoshi Sasaki
<ul style="list-style-type: none"> Representative Director, Director of the Board Executive Vice President, Head of Petrochemical & Coal business of Mitsubishi Chemical Holdings Corporation 	<ul style="list-style-type: none"> Director of the Board Representative Managing Corporate Executive Officer, Supervising - Corporate Strategy Division, Corporate Communications Office (Branding) of Mitsubishi Chemical Holdings Corporation 	Yoshihiro Ikegawa
<ul style="list-style-type: none"> Director of the Board Director of the Board, Executive Vice President, Chief Compliance Officer General Counsel Supervising – legal, internal control, admin, HR and corporate administration of Mitsubishi Chemical Holdings Corporation 	<ul style="list-style-type: none"> Director of the Board, Managing Corporate Executive Officer, Chief Group Compliance Officer Supervising –Corporate Administration Division, Administration Office (Administration, Secretary) of Mitsubishi Chemical Holdings Corporation 	Ken Fujiwara

2. Mitsubishi Tanabe Pharma Corporation

New	Current	Name
<ul style="list-style-type: none"> Representative Director, Director of the Board Executive Vice President, Head of Pharma of Mitsubishi Chemical Holdings Corporation 	<ul style="list-style-type: none"> President & Representative Director, Chief Executive Officer 	Hiroaki Ueno

3. Life Science Institute, Inc.

New	Current	Name
<ul style="list-style-type: none"> Director of the Board 	<ul style="list-style-type: none"> Representative Director, Director of the Board, President and Chief Executive Officer 	Seichi Kiso

※The representative director of Life Sciences Institute, Inc. from April 1, 2022 onwards will be announced in due course.

IV. Corporate Executive Officers (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	Larry Meixner
Senior Vice President Supervising – government affairs	Shigeki Habuka

※ Corporate Executive Officers supervising digital and audit will be decided in due course.