

## Announcement of personnel changes

## 1. Member of the Board &amp; Supervisory Board Member and Executives

(Date of appointment : April 1, 2026)

New Position	Previous Position	Name
Member of the Board	Chairman of the Board	TANOWA Tsutomu
Representative Director, Chairman of the Board Management Oversight and Special Missions (including Business Restructuring)	Representative Director, Member of the Board President & CEO	HASHIMOTO Osamu
Representative Director, Member of the Board President & CEO	Member of the Board Managing Executive Officer CSO Responsibilities: Corporate Planning Division, Risk Management Committee	ICHIMURA Satoshi
Representative Director, Member of the Board Senior Managing Executive Officer Business Sector President, Mobility Solutions Business Sector Responsibilities: Nagoya Branch, ICT Solutions Business Sector	Representative Director, Member of the Board Senior Managing Executive Officer Business Sector President, ICT Solutions Business Sector	HIRAHARA Akio
Member of the Board Councillor	Member of the Board Senior Managing Executive Officer CHRO Responsibilities: Regional Strategy Division, Mitsui Chemicals Asia Pacific Ltd., Mitsui Chemicals(China) Co., Ltd., Mitsui Chemicals America, Inc., Mitsui Chemicals Europe GmbH, Human Resources Division, Global Human Resources Division	ANDO Yoshinori
Councillor	Managing Executive Officer Center Executive, Research Center Responsibility: Intellectual Property Division	SHIBATA Shingo
Councillor	Managing Executive Officer Business Sector President, Mobility Solutions Business Sector Responsibility: Nagoya Branch	KOMORIYA Atsushi
Councillor	Managing Executive Officer President, Prime Polymer Co., Ltd.	YOSHIZUMI Fumio

Councillor	<p>Managing Executive Officer Center Executive, Production &amp; Technology Center Responsibilities: Ichihara Works, Nagoya Works, Osaka Works, Iwakuni-Otake Works, Omuta Works, Responsible Care</p>	OKADA Kazunari
Managing Executive Officer CTO Center Executive, Research Center Responsibilities: New Business Incubation Center, Fabrication Process Engineering Division, Technology Strategy Division, Intellectual Property Division	<p>Managing Executive Officer CTO Responsibilities: New Business Incubation Center, Fabrication Process Engineering Division, Technology Strategy Division, Research Center</p>	OMOTE Toshihiko
Managing Executive Officer CHRO Responsibilities: Corporate Administration & Legal Division, Human Resources Division, Global Human Resources Division, Compliance Committee	<p>Managing Executive Officer Responsibilities: Corporate Administration &amp; Legal Division, Human Resources Division, Global Human Resources Division, Compliance Committee</p>	MIGITA Ken
Managing Executive Officer Business Sector President, ICT Solutions Business Sector	ICT Solutions Business Sector	SUHARA Tadahiro
President, RM Tohcello Co., Ltd.	<p>Executive Officer President, RM Tohcello Co., Ltd.</p>	MATSUZAKA Shigeharu
Councillor	<p>Executive Officer Business Sector Vice President, Basic &amp; Green Materials Business Sector</p>	FUNAKOSHI Hiromitsu
President, Mitsui Chemical Analysis & Consulting Service, Inc.	<p>Executive Officer General Manager, Omuta Works</p>	TSURUDA Satoshi
President, Mitsui Chemicals Ems Corporation	<p>Executive Officer Research Center</p>	ZENKO Hirofumi
Executive Officer Business Sector Vice President, Basic & Green Materials Business Sector	<p>Executive Officer General Manager, Ichihara Works</p>	ABE Shinji

Managing Executive Officer Responsibilities: RC & Quality Assurance Division, Corporate Sustainability Division, Responsible Care Committee, Corporate Sustainability Committee Special Missions (including ICCA)	Executive Officer Responsibilities: RC & Quality Assurance Division, Corporate Sustainability Division, Responsible Care Committee, Corporate Sustainability Committee General Manager, Corporate Sustainability Division	MATSUE Kaori
Managing Executive Officer Center Executive, Production & Technology Center Responsibilities: Ichihara Works, Nagoya Works, Osaka Works, Iwakuni-Otake Works, Omuta Works	Executive Officer General Manager, Iwakuni-Otake Works	KOZUMA Yasuhisa
President, Nippon Aluminum Alkyls, Ltd.	Executive Officer General Manager, Internal Control Division	OGIZAWA Masaaki
Secondment(Japan Chemical Industry Association)	Executive Officer General Manager, Corporate Administration & Legal Division	MAEDA Mitsutoshi
Executive Officer Responsibilities: Regional Strategy Division, Mitsui Chemicals Asia Pacific Ltd., Mitsui Chemicals(China) Co., Ltd., Mitsui Chemicals America, Inc., Mitsui Chemicals Europe GmbH, General Manager, Regional Strategy Division	Executive Officer General Manager, Regional Strategy Division	KASHIMORI Masashi
Executive Officer Representative in China President, Mitsui Chemicals (China) Co., Ltd.	Senior Director Representative in China President, Mitsui Chemicals (China) Co., Ltd.	NAKAMURA Kosei
Executive Officer Responsibilities: Green Sustainable Chemicals Division Special Missions(Carbon Neutral Strategy)	Senior Director Senior Executive Advisor	UEHARA Yoshikazu
Executive Officer Business Sector Vice President, Mobility Solutions Business Sector General Manager, PP Composites Division, Mobility Solutions Business Sector	Senior Director Business Sector Vice President, Mobility Solutions Business Sector General Manager, PP Composites Division, Mobility Solutions Business Sector	HAKUTA Takashi
Executive Officer General Manager, Iwakuni-Otake Works	Deputy General Manager, Ichihara Works General Manager, Mobara Branch Factory, Ichihara Works	SARUWATARI Kazutaka

Executive Officer President, Prime Polymer Co., Ltd.	Senior Director General Manager, Phenols Division, Basic & Green Materials Business Sector	GOTO Yukiharu
Executive Officer Business Sector Vice President, Basic & Green Materials Business Sector	Senior Director General Manager, Planning & Coordination Division, Basic & Green Materials Business Sector	YOSHIDA Manabu
Executive Officer Business Sector Vice President, Life & Healthcare Solutions Business Sector General Manager, Vision Care Materials Division, Life & Healthcare Solutions Business Sector General Manager, Personal Care Materials Division, Life & Healthcare Solutions Business Sector	Senior Director General Manager, Vision Care Materials Division, Life & Healthcare Solutions Business Sector	TSUNEKAWA Bunkichi
Executive Officer General Manager, Ichihara Works	General Manager, Development Division, Mobility Solutions Business Sector	HASADA Yasuhiro
Executive Officer Responsibilities: Corporate Planning Division, Risk Management Committee General Manager, Corporate Planning Division	Senior Director General Manager, Business Transformation Division, Digital Transformation Sector	ISHII Toshimitsu
Executive Officer General Manager, Omota Works	General Manager, Planning & Coordination Division, Production & Technology Center	SUNADA Eiyu
Executive Officer General Manager, Corporate Administration & Legal Division	Corporate Administration & Legal Division	HIRAIKUMI Mari
Retirement	Senior Executive Advisor Special Missions Responsibilities: Production & Technology Center, Green Sustainable Chemicals Division	YOSHINO Tadashi
President, Honshu Chemical Industry Co., Ltd.	Senior Director General Manager, Planning & Coordination Division, ICT Solutions Business Sector President, Nippon Aluminum Alkyls, Ltd.	HIRAIWA Takeshi

Senior Director General Manager, Planning & Coordination Division, ICT Solutions Business Sector	Senior Director General Manager, Coatings & Engineering Materials Division, ICT Solutions Business Sector	KAMO Hideyuki
Senior Director General Manager, Elastomers Division, Mobility Solutions Business Sector	Senior Director General Manager, Corporate Planning Division	YONAZU Hiroshi
Senior Director General Manager, Corporate Communications Division	General Manager, Corporate Communications Division	TAKATAMA Yoshinori
Senior Director General Manager, Internal Control Division	General Manager, Planning & Coordination Division, Life & Healthcare Solutions Business Sector	TSUCHIYA Takeaki
Senior Director General Manager, Purchasing Division, Digital Transformation Sector	General Manager, Purchasing Division, Digital Transformation Sector	NITTA Toshio
Senior Director General Manager, Human Resources Division	General Manager, Human Resources Division	NONAKA Takeshi
Senior Director Representative in Asia President, Mitsui Chemicals Asia Pacific, Ltd.	General Manager, Elastomers Division, Mobility Solutions Business Sector	YOKOTA Shigeki
Senior Director General Manager, Development Division, ICT Solutions Business Sector General Manager, ICT Materials Business Division, ICT Solutions Business Sector	General Manager, Development Division, ICT Solutions Business Sector General Manager, ICT Materials Business Division, ICT Solutions Business Sector	KODAMA Yoichi
Senior Director General Manager, New Business Incubation Center	General Manager, New Business Incubation Center	FUJII Shunsuke

(Date of appointment : June 24, 2026)

New Position	Previous Position	Name
Retirement	Member of the Board	TANOWA Tsutomu
Councillor	Member of the Board Councillor	ANDOU Yoshinori
Member of the Board Managing Executive Officer CTO Responsibilities: New Business Incubation Center, Fabrication Process Engineering Division, Technology Strategy Division, Intellectual Property Division	Managing Executive Officer CTO Responsibilities: New Business Incubation Center, Fabrication Process Engineering Division, Technology Strategy Division, Intellectual Property Division	OMOTE Toshihiko
Member of the Board Managing Executive Officer CFO Responsibilities: Finance & Accounting Division, Corporate Communications Division	Managing Executive Officer CFO Responsibilities: Finance & Accounting Division, Corporate Communications Division	YOSHIDA Osamu
Member of the Board	-	SHU Ugyong
Retirement	Audit & Supervisory Board Member	NISHIO Hiroshi
Audit & Supervisory Board Member	Councillor	FUNAKOSHI Hiromitsu

New Member of the Board and Audit & Supervisory Board Member are scheduled to be officially appointed following a resolution at the Ordinary Meeting of Shareholders to be held on June 24, 2026.

2. General Manager

(Date of appointment : April 1, 2026)

New Position	Previous Position	Name
General Manager, Planning & Coordination Division, Life & Healthcare Solutions Business Sector	Member of the Board, Managing Executive Officer, Mitsui Chemicals Crop & Life Solutions, Inc.	SATO Tadahisa
President, Mitsui Elastomers Singapore Pte. Ltd.	President, Mitsui Advanced Composites (Zhongshan) Co., Ltd.	KIMURA Ryo
General Manager, Development Division, Mobility Solutions Business Sector	Deputy General Manager, Research Planning & Coordination Division, Research Center	EBATA Hiroki
General Manager, Coatings & Engineering Materials Division, ICT Solutions Business Sector	President, Mitsui Chemicals India, Pvt. Ltd.	KAWAGUCHI Jun
General Manager, Phenols Division, Basic & Green Materials Business Sector	Deputy General Manager, Phenols Division, Basic & Green Materials Business Sector Manager, Phenols Department, Phenols Division, Basic & Green Materials Business Sector	WATANABE Yutaka
General Manager, Industrial Chemicals Division, Basic & Green Materials Business Sector	General Manager, Sustainable Feedstocks Division, Basic & Green Materials Business Sector	HAYASHI Yusaku
General Manager, Sustainable Feedstocks Division, Basic & Green Materials Business Sector	Manager, Olefins Department, Sustainable Feedstocks Division, Basic & Green Materials Business Sector	HORI Hiromichi
General Manager, Planning & Coordination Division, Basic & Green Materials Business Sector	Deputy General Manager, Planning & Coordination Division, Basic & Green Materials Business Sector	KAYAHARA Goro

Planning & Coordination Division, Basic & Green Materials Business Sector Manager, Nghi Son Project Depaetment, Planning & Coordination Division, Basic & Green Materials Business Sector	President, Mitsui Elastomers Singapore Pte. Ltd.	NAKAZAWA Osamu
General Manager, Nagoya Branch	President, Advanced Composites, Inc.	NIKI Yasuhiro
General Manager, Osaka Branch General Manager, Fukuoka Branch	General Manager, Fukuoka Branch	SAKATA Akinori
General Manager, Intellectual Property Division	Deputy General Manager, Intellectual Property Division	MORIJIRI Hiroyuki
General Manager, Planning & Coordination Division, Production & Technology Center	Planning & Coordination Division, Production & Technology Center	MARUKI Tadanobu
General Manager, Engineering Division, Production & Technology Center General Manager, Overseas Technical Coordination Division, Production & Technology Center	General Manager, Engineering Division, Production & Technology Center	HINO Keita
General Manager, Safety & Environment Technology Division, Production & Technology Center	General Manager, Personal Care Materials Division, Life & Healthcare Solutions Business Sector	SAJIKI Junji
General Manager, Fabrication Process Engineering Division	Fabrication Process Engineering Division	MATSUBARA Akio
Deputy General Manager, Ichihara Works General Manager, Mobara Branch Factory, Ichihara Works	Planning & Coordination Division, Basic & Green Materials Business Sector Planning & Coordination Division, Production & Technology Center	MIYOSHI Toru

Safety & Environment Department, Omata Works	General Manager, Safety & Environment Technology Division, Production & Technology Center	KATO Kazuhiko
General Manager, Logistics Division, Digital Transformation Sector	Deputy General Manager, Planning & Coordination Division, Mobility Solutions Business Sector	SATO Takeo
General Manager, Business Transformation Division, Digital Transformation Sector	Deputy General Manager, Business Transformation Division, Digital Transformation Sector	ORIHARA Shinya
General Manager, Corporate Sustainability Division	Director, Research Department 7, Advanced Materials & Solutions Research Laboratory, Research Center	ONO Shoko
Internal Control Division	General Manager, Overseas Technical Coordination Division, Production & Technology Center	SHIMA Yasutaka
Councillor	General Manager, Nagoya Branch	YAGASAKI Hidenori
Councillor	General Manager, Osaka Branch	SAKABA Jun
President, Hokkaido Mitsui Chemicals, Inc.	General Manager, Industrial Chemicals Division, Basic & Green Materials Business Sector	HOJO Tsuyoshi
President, Sunrex Industry Co., Ltd.	General Manager, Fabrication Process Engineering Division	KISHINE Masahiro

President, Mitsui Chemicals Operation Services Co., Ltd.	General Manager, Logistics Division, Digital Transformation Sector	YORITA Kaoru
Councillor	Representative in Asia President, Mitsui Chemicals Asia Pacific, Ltd.	INAGAKI Takayuki
Retirement	General Manager, Intellectual Property Division	SHIBATA Masaaki

3. Subsidiaries&Affiliates

(Date of appointment : April 1, 2026)

New Position	Previous Position	Name
President, Sun Medical Co., Ltd.	Oral Care Business Division, Life & Healthcare Solutions Business Sector	SUZUKI Takefumi
President, Advanced Composites, Inc.	President, Mitsui Prime Advanced Composites Europe B.V.	MASUDA Kazuhiko
President, Mitsui Chemicals Sun Alloys Co., Ltd.	Member of the Board, Managing Executive Officer, Mitsui Chemicals Sun Alloys Co., Ltd.	IDO Kenichi
President, Mitsui Advanced Composites (Zhongshan) Co., Ltd.	PP Composites Division, Mobility Solutions Business Sector Prime Polymer Co., Ltd.	KAMEDA Akihiro
President, Mitsui Prime Advanced Composites India, Pvt. Ltd.	Prime Polymer Co., Ltd. Manufacturing Department-2, Ichihara Works	OKAMOTO Shigeki
President, Mitsui Prime Advanced Composites Europe B.V.	Director, IR Department, Corporate Communications Division Finance & Accounting Division	HIRO Junichi
President, KYOWA Industrial Co., Ltd.	KYOWA Industrial Co., Ltd.	SUDO Nobunari
President, Yamamoto Chemicals, Inc.	Mitsui Chemicals ICT Materia, Inc.	OKADA Satoru

President, Japan Composite Co., Ltd.	Director, Polyurethane Coating Materials Department, Coatings & Engineering Materials Division, ICT Solutions Business Sector	SUZUKI Daisuke
President, MC Business Support, Ltd.	Deputy General Manager, Global Human Resources Division Deputy General Manager, Human Resources Division	IIDA Masanobu
President, Mitsui Chemicals (Thailand) Co., Ltd.	Mitsui Chemicals Europe GmbH	WATANABE Keiichiro
President, Mitsui Chemicals India Pvt. Ltd.	Regional Strategy Division	KAWAMURA Takahiro
Retirement	President, Sun Medical Company, Ltd.	NAKAJIMA Yoshiyuki
Retirement	President, Hokkaido Mitsui Chemicals, Inc.	ANDO Kazunori
Retirement	President, Sunrex Industry Co., Ltd.	KOIZUMI Hiroshi
Retirement	President, Mitsui Chemicals Sun Alloys Co., Ltd.	TSUBOHARA Kenta
Retirement	President, KYOWA Industrial Co., Ltd.	KUMAGAI Yusuke

Retirement	President, Mitsui Prime Advanced Composites India, Pvt. Ltd.	MURAOKA Michiharu
Retirement	Honshu Chemical Industry Co., Ltd.	KINOSHITA Masayuki
Retirement	President, Yamamoto Chemicals, Inc.	OMOTE Masaaki
Retirement	President, Japan Composite Co., Ltd.	TAKAHASHI Akihiro
Retirement	President, Mitsui Chemicals EMS Corporation	SUSOWAKE Keishi
Retirement	President, Mitsui Chemical Analysis & Consulting Service Inc.	OTA Seiji
Retirement	President, Mitsui Chemicals Operation Services Co., Ltd.	SUEMATSU Kenji
Retirement	President, MC Business Support, Ltd.	YOKOYAMA Hiroshi
Retirement	President, Mitsui Chemicals (Thailand) Co., Ltd.	TAKABE Hirohito

Retirement

President,  
Mitsui Chemicals do Brasil Comercio Ltda

WATANABE Hiroki