Mitsui Chemicals Announces Organization Restructuring

Mitsui Chemicals, Inc. ("MCI") (Toshikazu Tanaka, President & CEO) announced today the April 1, 2010 reorganization of some operations as part of its effort to accelerate implementation of its management strategy to respond to the volatile business environment.

- 1. Purpose
- (1) Intensify flexibility and accelerate response of management decisions
- (2) Accelerate strengthening of marketing structure
- (3) Acceleration strengthening of production frontlines
- (4) Intensify effectiveness of administrative divisions
- 2. Outline (Please see attachment)
- (1) Business Operations

Review operations on a business sector basis and reorganize by right-sizing the current three sector business operational structure to form six business sectors in order to reinforce effectiveness and timely response of operations, accelerate strengthening and expansion of business, and intensify synergistic effects of product lineups.

- A. The Basic Chemicals Business Sector will be restructured into the <u>Petrochemical Business</u> <u>Sector</u> and the <u>Basic Chemicals Business Sector</u>.
- a) Petrochemicals Business Sector

Feedstocks Division will be renamed Petrochemical Feedstocks Division

- b) Basic Chemicals Business Sector
 - Three new divisions, <u>Phenols Division</u>, <u>PTA & PET Division</u> and <u>Industrial Chemicals</u> <u>Division</u>, will be formed
- c) Business Planning, Development & License, and Administration & Accounting Divisions will be reorganized and <u>Planning & Coordination Divisions</u> will be formed in the Petrochemicals Business Sector and Basic Chemicals Business Sector. Licensing functions of the Business Planning, Development & License Division will be transferred to the Functional Chemicals Business Sector Licensing Division.

B. The Performance Materials Business Sector will be restructured into the <u>Polyurethane</u> <u>Business Sector</u>, <u>Functional Polymeric Materials Business Sector</u>, and <u>Fabricated Products</u> <u>Business Sector</u>. Each sector will have the following divisions:

a) Polyurethane Business Sector

Two new divisions, <u>Polyurethane Division</u> and <u>Coatings & Engineering Materials Division</u>, will be formed.

b) Functional Polymeric Materials Business Sector

Automotive & Industrial Materials Division will be restructured into the <u>Elastomers Division</u>. MILASTOMER and ADMER operations in the Automotive & Industrial Materials Division will be conjoined with ARLEN operations of the Information & Electronics Materials Division to form the <u>Performance Compound Division</u>.

The Information & Electronics Materials Division will be reorganized as the <u>Performance Polymers Division</u>.

c) Fabricated Products Business Sector

Functional films of the Information & Electronics Materials Division and the Solar & Cell & Battery Components Development Department of the Business Planning & Development Division will be conjoined to form the <u>Functional Film Division</u>.

Living & Energy Materials Division will be renamed the Spunbonded Fabric Division.

- d) Toner materials operations and semiconductor gases operations in the Information & Electronics Materials Division will be transferred to the Fine & Performance Chemicals Division in the Functional Chemicals Business Sector.
- e) Business Planning & Development Division and Administration & Accounting Division will be reorganized and <u>Planning & Coordination Divisions</u> will be formed in the Polyurethane Business Sector, Functional Polymeric Materials Business Sector, and Fabricated Products Business Sector.
- f) Development Center Materials Lab. and Development Center Product Development Lab. will be reorganized to form a <u>Polyurethane Development Division</u>, <u>Functional Polymeric</u> <u>Materials Development Division</u>, and <u>Fabricated Products Development Division</u> in the Polyurethane Business Sector, Fabricated Products Business Sector, and Fabricated Products Business Sector, respectively.
- C. Advanced Chemicals Business Sector will be restructured as follows:

Operations of the Fine & Performance Chemicals Division

a) Specialty chemicals operations and toner materials operations and semiconductor gases operations of the Performance Materials Business Sector Information & Electronics

- Materials Division will be conjoined to form the Fine & Performance Chemicals Division.
- b) Vision care operations and medical materials operations will be conjoined to form the Health Care Materials Division.
- c) Licensing functions of catalyst-related business operations and the Business Planning, Development & License Division of the Basic Chemicals Business Sector will be conjoined to form the <u>Licensing Division</u>.
- d) Research and development functions will be reorganized to form the <u>Functional Chemicals Materials Development Division</u>.
- e) Business Planning, Development & Administration Division will be renamed the <u>Planning & Coordination Division</u>.
- ②To accelerate development in priority markets, a company-wide New Market Development (Automotive Materials) Division will be formed.

(2) Production & Technology Center

- a) To strengthen autonomy of production facilities, Works in Kashima, Ichihara, Nagoya, Osaka, Iwakuni-Ohtake, and Omuta will be separated from the Production & Technology Center.
- b) To strengthen group-wide production and technological capabilities, the Production & Coordination Division will be reorganized to form the <u>Planning & Coordination Division</u>, <u>Production Safety & Environment Division</u>, <u>Engineering Division</u>, and <u>Overseas Technical Coordination Division</u>.

(3) Administrative Divisions

- a) Supply Chain Management Center will be discontinued and functions will be separated into the <u>SCM Division</u>, <u>Purchasing Division</u>, and <u>Logistic Division</u>.
 - The Information Technology Planning Division will be renamed as the <u>Information Management Division</u> and restructured as an autonomous division.
- b) Corporate Social Responsibility Center will be discontinued and functions will be separated into the <u>Quality Assurance Division</u>, <u>Corporate Administration Division</u>, <u>Legal Division</u>, and <u>CSR Promotion Division</u>.
 - The Safety & Environment Division and Human Resources & Employee Relations Division will be renamed as the <u>Responsible Care Division</u> and <u>Human Resources Division</u>, respectively, and restructured as autonomous divisions.
- c) Corporate Management Center will be discontinued and functions will be restructured and separated into the Corporate Planning Division.
 - The Group Management Division will be renamed as the Affiliates Coordination Division

and restructured as an autonomous division.

Responsibilities of the Management Accounting Division will be transferred to the <u>Finance</u> & Accounting Division.

- d) To enhance efficiency of accounting functions and respond to IFRS, financial and accounting operations will be restructured and the Management Accounting Division and Finance, Accounting & IR Division will be conjoined as the <u>Finance & Accounting Division</u>.
 Annual planning currently compiled by the Management Accounting Division will be transferred to the <u>Corporate Planning Division</u>.
- e) Investor-related functions of the Finance, Accounting & IR Division will be transferred to the Corporate Communications Division.
- 3. Changes become effective on April 1, 2010.

Mitsui Chemicals Organization Chart

Current Organization

Reorganization (on April 1, 2010)

		Petrochemicals Business Sector	Research Center
— Performance Materials Business Sector		Petrochemical Feedstocks Div.	Planning & Coordination Div.
Business Planning & Development Div.	—— Production & Technology Center	(Prime Polymer Co.,Ltd.)	Intellectual Property Div.
Administration & Accounting Div.	Planning & Coordination Div.	Planning & Coordination Div.	Catalysis Science Lab.
Automotive & Industrial Materials Div.	Process Technology Center	Basic Chemicals Business Sector	Material Science Lab.
Living & Energy Materials Div.	Kashima Works	Phenols Div.	Material Colonics Last
Information & Electronics Materials Div.	Ichihara Works	——————————————————————————————————————	— Production & Technology Center
	Nagoya Works	Industrial Chemicals Div.	Planning & Coordination Div.
Polyurethane Div.		Planning & Coordination Div.	Production Safety & Environment Div.
Coatings & Engineering Materials Div.	Osaka Works		
Development Center	Iwakuni-Ohtake Works	Polyurethane Business Sector	Engineering Div.
Materials Lab.	Omuta Works	Polyurethane Div.	Overseas Technical Coordination Div.
Product Development Lab.		Coatings & Engineering Materials Div.	Process Technology Center
	—— Supply Chain Management Center	Planning & Coordination Div.	Kashima Works
(Tohcello Co.,Ltd.)	Planning & Coordination Div.	Polyurethane Development Div.	Ichihara Works
———— New Materials Development Center	—— Purchasing Div. —		Nagoya Works
—Advanced Chemicals Business Sector	Logistics Div.	—— <u>Functional Polymeric Materials Business Sector</u>	Osaka Works
Business Planning, Development & Administration Div.	Information Technology Planning Div.	Elastomers Div.	lwakuni-Ohtake Works
— Fine & Performance Chemicals Div.		Performance Compound Div.	Omuta Works
(Mitsui Chemicals Agro, Inc.)	Research Center	Performance Polymers Div.	
	Planning & Coordination Div.	Planning & Coordination Div.	Responsible Care Div.
	Intellectual Property Div.	Functional Polymeric Materials Development Div.	Quality Assurance Div.
	Catalysis Science Lab.	Fabricated Products Business Sector	
	Material Science Lab.	Functional Film Div.	SCM Div.
	material Solones Last	Spunbonded Fabric Div.	Purchasing Div.
Basic Chemicals Business Sector	Corporate Social Responsibility Center	(Tohcello Co.,Ltd.)	Logistics Div.
Business Planning, Development & License Div.	CSR Promotion Div.	Planning & Coordination Div.	<u> Logistico Div.</u>
Administration & Accounting Div.	Safety & Environment Div.	Fabricated Products Development Div.	Corporate Administration Div.
		ablicated Floudets Development Div.	Legal Div.
Feedstocks Div.	Quality Assurance Div.		
Phenols Div.	Corporate Administration Div.	Functional Chemicals Business Sector	Human Resources Div.
PTA & PET Div.	Legal Div.	Fine & Performance Chemicals Div.	Corporate Planning Div.
Industrial Chemicals Div.	Human Resources & Employee Relations D		Affiliates Coordination Div.
(Prime Polymer Co.,Ltd.)		Licensing Div.	Finance & Accounting Div.
	Corporate Management Center	(Mitsui Chemicals Agro, Inc.)	Information Management Div.
———— New Business Development Div.	Corporate Planning Div.	Planning & Coordination Div.	CSR Promotion Div.
Nagoya Branch	Group Management Div.	Functional Chemicals Materials Development Div.	Corporate Communications Div.
Osaka Branch	Management Accounting Div.		
Fukuoka Branch		New Market Development (Automotive Materials) Div.	Internal Control Div.
(Mitsui Chemicals America, Inc.)	Corporate Communications Div.	New Materials Development Center	
(Mitsui Chemicals Europe GmbH) (Mitsui Chemicals Asia Pacific, Ltd.)	Finance, Accounting & IR Div.	New Business Development Div.	
(Mitsui Chemicals Asia Facilic, Ltd.) (Mitsui Chemicals Shanghai Co., Ltd.)	Internal Control Div.	Nagoya Branch	
(Wittsul Offerficals Shanghai Co., Ltd.)	Internal Control Div.	Osaka Branch	
		Fukuoka Branch	
		Representative in China	
		Representative in Europe	
		(Mitsui Chemicals Asia Pacific,Ltd.)	
		(Mitsui Chemicals Shanghai Co.,Ltd.)	
		(Mitsui Chemicals America,Inc.)	
		(Mitsui Chemicals Europe GmbH)	