

March 7, 2012  
Kuraray Co., Ltd.

## **Major Organizational Restructuring (as of April 1, 2012)**

Kuraray Co., Ltd. today announces a decision to implement a major organizational restructuring as of April 1, 2012. Further organizational restructuring measures (within divisions or sections) as of April 1, 2012, will be announced at a later date.

### **1. Policy**

In fiscal 2012, Kuraray's new medium-term business plan will start with the aim of further developing the Group. Given the importance of achieving a smooth transition between the planning and implementation phases of the plan in its initial year, the Company recognizes that organizational restructuring and the repositioning of those in top management responsible for business execution are essential basic tasks.

In addition, Kuraray will implement the organizational changes listed below with the aim of developing the next generation of managers to meet the key challenges for fiscal 2012: "Creation and expansion of new business" and "Improvement of competitiveness in core businesses and acceleration of global strategy."

### **2. Details of Organizational Restructuring**

#### (1) Corporate Management Planning Division

The Corporate Management Planning Office will change its name to the Corporate Management Planning Division. The Business Planning Department and Corporate Strategy and Planning Department within the Corporate Management Planning Office will be integrated to become the Corporate Strategy and Planning Department.

#### (2) Abolition of the Back-Office System at Headquarters

In order to clarify the specialized back-office functions carried out by different divisions as well as to facilitate better and faster communications with top management, Kuraray determined to abolish the Administrative Unit and Technology and Development Unit, and appoint to each division directors who will be responsible for their respective businesses.