

March 11, 2008  
Kuraray Co., Ltd.

## **Major Organizational Restructuring and Transfer of Personnel (as of April 1, 2008)**

Kuraray Co., Ltd. today announces a decision to implement a major organizational restructuring and transfer of personnel as of April 1, 2008.

Further organizational restructuring measures and personnel transfers (within divisions or sections) as of April 1, 2008, will be announced at a later date.

### **1. Restructuring Policy**

With the closing of its GS-21 medium-term business plan imminent, Kuraray decided on and announced the transfer of a number of executives, including the Company president, to take effect either in January 2008 or as of the date of this announcement. The changes are aimed at preparing the new management execution structure to wind up GS-21 plan activities and to establish and implement a new medium-term business plan targeting further growth.

Meanwhile, Kuraray is focusing on organizational continuity, and the organizational restructuring scheduled to come into effect April 1, 2008 should have a minimum impact on the Company's business operations and will primarily focus on accelerating operations based on management decisions. Kuraray will implement the following organizational changes and personnel transfers to reinforce the corporate structure established through the previous year's restructuring in order to speed the creation of new businesses as well as to apply the beneficial results of activities undertaken in the previous fiscal year.

### **2. Details of Organizational Reform**

#### **(1) Accelerate business operations based on management decisions**

In pursuit of management efficiency and the creation of financial and information strategies, Kuraray decided to set up a Corporate Management Division, an Accounting and Finance Division and an Office of Public Relations under the direct supervision of the president in addition to an Office of the Secretariat, an Office of Internal Auditors and an Office of Corporate Strategy and Planning.

**(2) Enhanced information strategy**

In line with management strategies aimed at boosting the Kuraray Group's recognition through aggressive public relations activities, the Investor Relations and Public Affairs Division shall be spun off from CSR Headquarters to become the Office of Public Relations under the direct supervision of the president.

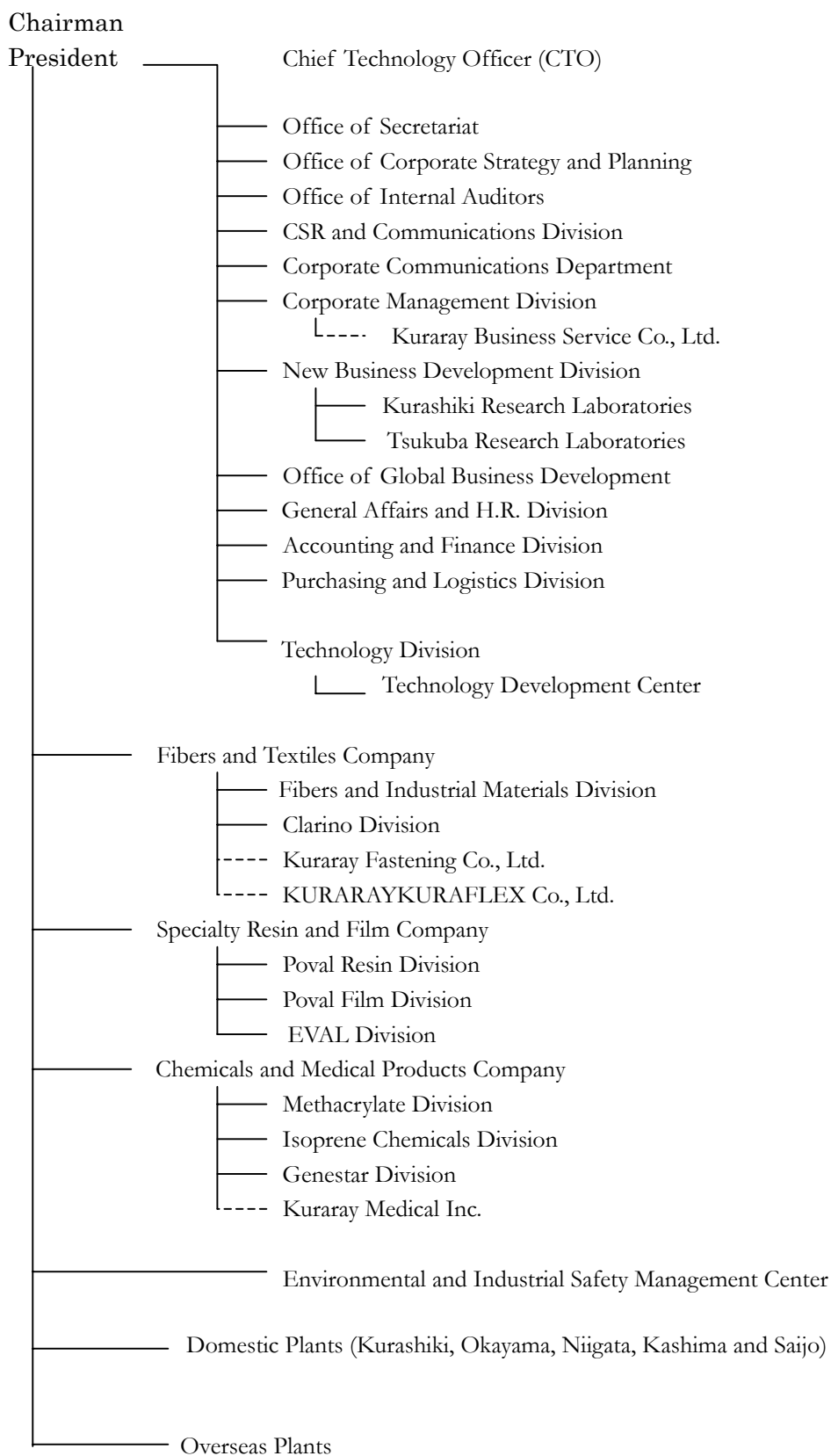
**(3) Entrenchment of internal control system**

In order to consolidate the Groupwide internal control system, Kuraray has completely disbanded the Internal Control Reform Team, which was set up to establish said system, transferring the team's functions to the Office of Internal Auditors, which will handle the system's implementation and any related follow-ups thereto.

**3. Revised Organization Chart and Details of Personnel Transfer**

Please see the attachment.

### 3-1 Organization Chart (Kuraray Co., Ltd., as of April 1, 2008)



Corporate Auditors — Audit Personnel

3-2 Executive Personnel Actions (Announcement as of April 1, 2008)

\* Title is current as of April 1, 2008.

C. Concurrent position		
New Position	Current Position	Title*/Name
President	Responsible for Corporate Management Division • Responsible for Office of Global Business Development • Responsible for General Affairs and H.R. Division	Representative Director and President Fumio Ito
Assistant to President (Scheduled for appointment as Standing Corporate Auditor of Kuraray Co., Ltd.)	Chief Technology Officer • Responsible for New Business Development Division  • Responsible for Technology Division	Representative Senior Managing Director Junsuke Tanaka
Assistant to President of Kuraray Techno Co., Ltd. (Scheduled for appointment as President of Kuraray Techno)	Responsible for CSR and Communications Division • Responsible for Plants • Responsible for Environmental and Industrial Safety Management Center	Managing Director Seiji Wajiki
Assistant to President of Kuraray Trading Co., Ltd. (Scheduled for appointment as President of Kuraray Trading)	President of Fibers and Textiles Company	Managing Director Senior Executive Officer Osamu Asaba
Assistant to President of Kuraray Chemical Co., Ltd. (Scheduled for appointment as President of Kuraray Chemical)	Responsible for Internal Control Reform Team • Responsible for Accounting and Finance Division • Responsible for Purchasing and Logistics Division	Managing Director Nobuo Iwawaki
Chief Technology Officer	President of Chemicals and Medical Products Company • President of Kuraray Medical Inc.	Managing Director Senior Executive Officer Yoichi Ninagawa
President of Chemicals and Medical Products Company	President of Specialty Resin and Film Company	Managing Director Senior Executive Officer Shiro Kataoka
President of Fibers and Textiles Company	General Manager of CSR and Communications Division	Managing Director Senior Executive Officer Hiroaki Yoshino
Responsible for CSR and Communications Division • Responsible for Office of Global Business Development • Responsible for Purchasing and Logistics Division	General Manager of Office of Global Business	Director Senior Executive Officer Toshihide Sakai
General Manager of Office of Secretariat  C Manager of General Affairs Department, General Affairs and H.R. Division C President of Kuraray Travel Service Corporation	Assistant Manager of H.R. Department, General Affairs and H.R. Division C President of Kuraray Travel Service Corporation	Tatsuo Kawauchi
General Manager of Office of Internal Auditors	Senior Staff of Office of Internal Auditors	Masahiro Zeniya
General Manager of CSR and Communications Division	General Manager of Office of Internal Auditors C Manager of Internal Control Reform Team	Executive Officer Kohei Maeda
General Manager of Corporate Communications Department	General Manager of Office of Secretariat C Manager of General Affairs Department, General Affairs and H.R. Division	Mitsuji Tanaka
General Manager of Office of Global Business Development C Assistant Manager of Office of Corporate Strategy and Planning	Director of Kuraray America, Inc.	Shuichi Takemoto
Responsible for General Affairs and H.R. Division	General Manager of General Affairs and H.R. Division C Manager of H.R. Department, General Affairs and H.R. Division	Senior Executive Officer Hideo Tomita
General Manager of General Affairs and H.R. Division	General Manager of Purchasing and Logistics Division	Executive Officer Takaaki Fukumori
General Manager of Purchasing and Logistics Division	Assistant to President of Kuraray Medical Inc. C General Manager of Dental Materials Division, Kuraray Medical Inc. C General Manager of Tokyo Office, Kuraray Medical Inc.	Hiroshi Sawanoi
Responsible for Technology Division • Responsible for Plants • Responsible for Environmental and Industrial Safety Management	General Manager of Technology Division	Executive Officer Noritsugu Nagatomo
General Manager of Technology Division	Assistant to President of Fibers and Textiles Company C Staff under Chief Technology Officer	Masanori Onodera
Deputy General Manager of Technology Division	Manager of Technology Planning and Administration Department, Technology Division	Hiroaya Hayase
General Manager of Technology Development Center, Technology Division	Manager of Chemical Process Technology Development Group, Technology Development Center, Technology	Kazuhiro Nakayama

New Position	Current Position	Title*/Name
President of Specialty Resin and Film Company	General Manager of Poval Resin Division, Specialty Resin and Film Company C. President of Kuraray Specialities Asia Pte., Ltd.	Senior Executive Officer Kenzo Sawada
General Manager of Poval Resin Division, Specialty Resin and Film Company C. President of Poval Asia Pte Ltd.	General Manager of Poval Film Division, Specialty Resin and Film Company	Executive Officer Shinzo Takemura
General Manager of Poval Film Division, Specialty Resin and Film Company	Assistant General Manager of Poval Film Division, Specialty Resin and Film Company C. Manager of Poval Film Technology Department, Poval Film Division, Specialty Resin and Film Company	Kunio Yuki Yoshi
Assistant to President of Kuraray Engineering Co., Ltd. (Scheduled for appointment as Managing Director of Kuraray)	General Manager of Methacrylate Division, Chemicals and Medical Products Company	Executive Officer Tokio Aikura
General Manager of Methacrylate Division, Chemicals and Medical Products Company	General Manager of Isoprene Chemicals Division, Chemicals and Medical Products Company	Executive Officer Yasuhiro Yamamoto
General Manager of Isoprene Chemicals Division, Chemicals and Medical Products Company	Manager of Isoprene Chemicals Production, Technology & Development Department, Kashima Plant	Tomoyuki Aya
Assistant to President of Kuraray Plastics Co., Ltd. (Scheduled for appointment as President of Kuraray Plastics)	General Manager of Genestar Division, Chemicals and Medical Products Company	Yuzuru Sasaki
General Manager of Genestar Division, Chemicals and Medical Products Company	Director of Kuraray Europe GmbH	Nobuo Fujii
President of Kuraray Medical Inc.	General Manager of Shanghai Office C. President of Kuraray Trading Co., Ltd. Shanghai	Sadaaki Matsuyama
Assistant to Executive Officer Responsible for Plants	General Manager of Kurashiki Plant C. President of Kuraray Tamashima Co., Ltd. C. Manager of TR Promotion Team, Kurashiki Plant	Katsuhiko Nishiguchi
General Manager of Kurashiki Plant C. President of Kuraray Tamashima Co., Ltd.	Assistant General Manager of Kurashiki Plant C. General Manager of Technology Development Center, Technology Division C. Manager of Plastics and Compounds Technology Development Group, Technology Development Center, C. Assistant General Manager of Clarino Division, Fibers and Textiles Company	Setsuo Yamashita
General Manager of Shanghai Office C. President of Kuraray Trading Co., Ltd. Shanghai	President of Kuraray (Shanghai) Co., Ltd.	Shintaro Mano