

November 27, 2019

Kuraray Co., Ltd.

Major Organizational Changes
(as of January 1, 2020)

Kuraray Co., Ltd. today announces its decision to implement major organizational changes effective January 1, 2020. Further organizational change measures (at the department level) effective as of that date, will be announced later.

1. Policy

Since fiscal 2018, Kuraray has been implementing the “PROUD2020” medium-term management plan. In fiscal 2020, to quickly leverage the results of measures implemented thus far, we will make organizational changes with an emphasis on continuity and work as a united organization to quickly and decisively implement initiatives to deal with issues that require action. Furthermore, as a globally growing company, we will appoint a non-Japanese national as a director and work to further reinforce corporate governance.

We will also assign talented individuals to the management team regardless of seniority.

2. Details regarding Organizational Changes

- To further accelerate the Group’s globalization and reinforce corporate governance, we will appoint the head of an overseas local subsidiary as a director of Kuraray.
- To ensure unified, smooth management and accelerate business commercialization in Thailand, a company vice president will be appointed at the Isoprene Company.
- To reinforce branding, the WS Film Division will be reorganized as the MonoSol Division.
- To more systematically and effectively advance personnel development and the handing down of technical expertise, the Training Center, which is currently under the HR Department, will be placed under the authority of the General Affairs and HR Division and its functions reinforced.