

December 18, 2014

Kuraray Co., Ltd.

## **Major Organizational Change (as of January 1, 2015)**

Kuraray Co., Ltd. today announces a decision to implement a major organizational change as of January 1, 2015. Further organizational change measures (up to department) as of January 1, 2015, will be announced at a later date.

### **1. Policy**

In fiscal 2015, Kuraray will start the new medium-term management plan which shows the vision of following 3 years for the Group.

In the new plan, we inherit the basic policy of the former plan and aim to achieve Specialty Chemical Company with a great presence in the world. To achieve it, Kuraray continues the several measures executed in the former plan and want to make a great step for further development under the recognition of continuing turbulent business environment.

In its initial year, Kuraray shall start our new medium-term management plan with new top management, make assurance doubly sure that we execute it decisively and steadily and produce results.

Accordingly, Kuraray will implement “strengthening the competitiveness of core businesses”, “proactively developing the next generation of managers” and “strengthening and streamlining of the global business foundation”.

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

#### **(1) New establishment of the Corporate Management Planning Office**

Kuraray shall newly institute the Corporate Management Planning Office, which reports to President directly, to promote corporate strategies promptly. The Corporate Management Planning Department and the Corporate Communications Department shall be allocated in this Office.

#### **(2) New establishment of the Administrative Unit**

Kuraray shall newly institute the Administrative Unit to reinforce the each service functions and achieve efficient management, and assign a responsible officer. The General Affairs and the HR Division, the Accounting and Finance Division, the Purchasing and Logistics Division, the CSR Division shall be allocated in this Unit.

#### **(3) Reorganization of the Vinyl Acetate Company**

Kuraray shall reorganize the Vinyl Acetate Company and related divisions to realize further competitiveness, including the integration synergy of the

Glass Laminating Solutions/Vinyls to purchase from DuPont.

- i) Vinyl Acetate Company shall separate into 2 Companies; Vinyl Acetate Resin Company and Vinyl Acetate Film Company.
- ii) Kuraray shall allocate Production and Technology Management Division, International Business Planning Division, Poval Resin Division and EVAL Division in Vinyl Acetate Resin Company.
- iii) Kuraray shall allocate Production and Technology Management Division, International Business Planning Division, Poval Film Division, WS Film Division, PVB Division and GLS Division in Vinyl Acetate Film Company.

| New structure               |  | Current structure     |   |
|-----------------------------|--|-----------------------|---|
| In-house companies          | Business divisions   | In-house company      | Business divisions  |
| Vinyl Acetate Resin Company | Production and Technology Management Division, International Business Planning Division, Poval Resin Division, EVAL Division                               | Vinyl Acetate Company | Production and Technology Management Division, International Business Planning Division, Poval Resin Division, PVB Division, Poval Film Division, WS Film Division, EVAL Division |
| Vinyl Acetate Film Company  | Production and Technology Management Division, International Business Planning Division, Poval Film Division, WS Film Division, PVB Division, GLS Division |                       |   |