

April 16, 2001

To whom it may concern:

Introduction of executive officer regimentation and changes in directors

We are pleased to inform you that we adopted at the Board of Directors held today the resolution to introduce executive officer regimentation as well as predetermination of the coming movement of directors proposed to No. 86 Ordinary Genial Meeting of Shareholders to be held on June 28, 2001 and the succeeding Board of Directors and Auditors' meeting.

The objective of introduction of executive-officer regimentation is to make our management decision more quickly and efficiently by separating Management (Board of Directors) and Operation (Regimentation of Executive Officers) by clearly positioning our Board of Directors as "Decision making for management policy and strategic planning and supervising business operation".

We will thereby build-up desirable corporation environment best fitted in twenty-first century with intention of speed-up performance and achievement of our medium-term management plan "WIT2000" we have recently completed

(Notice)

1. Candidates for directors (as of June 28)

Representing Chairman	Nagase Hideo	(now Representing Chairman)
President & Chief Executive Officer	Nagase Hiroshi	(now President)
Senior Managing Director	Inukai Michiyuki	(now Senior Managing Director)
Senior Managing Director & Executive Officer	Naitou Akira	(now Managing Director)
Managing Director	Ando Kazunori	(now Managing Director)
Managing Director	Iwai Takeshi	(now Managing Director)
Managing director & Executive Officer	Nagase Reiji	(now Managing Director)
Director and Executive Office	Kashiwada Yasuhiro	(now Director)
Director and Executive officer	Murayama Masahiro	(now Director)
Director	Sakai Akira	(now Director)

Director and Executive Officer	Kobayashi Kazuaki	(now Director)
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In total 11 members as above mentioned

## 2. Candidates for Executive Officer (as of June 28)

In addition to six Directors & Executive Officers, we are going to appoint 14 Executive Officers as follows;

Executive Officer	Okuno Ryoichi	(now Director)
Executive officer	Takahashi Kanji	(now Director)
Executive officer	Karaka Norio	(now Director)
Executive officer	Kaneko Take	(now Director)
Executive officer	Kaneko Take	(now Director)
Executive officer	Matsuyama Takashi	(now Director)
Executive officer	Shibata Yoshizo	(now Director)

The above six members are to retire from directors and to be appointed to Executive Officers effective as of June 28, 2001

Executive officer	Okabe Shunsuke (Now President of Satsuma Kasei)
Executive officer	Ono Makoto (Now General Manager of Health Care, Beauty Care Product Department, Business Planning Office, Product Research Laboratory)
Executive officer	Bamba Shingo (Now General Manager of Chemical 2nd Division, Specialty First Division)
Executive officer	Asami Eiji (Now General Manager of Chemical First Division, Image and Recording Material Division)
Executive officer	Zushi Kyoichi (Now General Manager of Electronics Systems & Materials Div. Fine process technology Department, functional material Department, electronics material Department, Micro- assembly Department)
Executive officer	Nagashima Kazuo (Now General Manager of Electronics Systems & Materials Div. Display Device, electronic media, communication and imaging system Department)
Executive officer	Tsuruoka Makoto (Now General Manager of Finance Department)
Executive officer	Kuramitsu Koji (Now General Manager of Business Promotion Department)

The above 8 members will be elected as executive officers effective as of June 28,

2001.

3. The retirement schedule for Directors (as of June 28)

Except candidates for executive officers:

Representing Vice President	Kokame Shinichi	(to be assigned to Adviser)
Director	Bessho Hirozo	
Director	Takatori Masami	(to be assigned to Adviser,)

4. Candidates for Auditor (dated June 28)

A full-time auditor (outside auditor)	Iai Keisuke	(now full-time auditor) Outside
Auditor (outside auditor)	Kimura Eisaku	(now Outside Auditor)

5. Retirement schedule for auditors;           None.

6. Promotion schedule (dated June 28)

Senior Managing Director and Executive Officer	Naitou Akira	(now Managing Director)
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