

## 5. Others

### Personnel Changes

#### 1. Change of Representative

There is no change.

#### 2. Change of Other Personnel

##### (1) Directors

- 1) Newly Appointed Directors (positions will be appointed at the Ordinary Annual General Meeting of Shareholders scheduled on March 27, 2009)

Name	Current Title and Position
Takao Terui	Executive Officer, Senior Executive General Manager of Production Headquarters
Kiyotaka Abe	Executive Officer Executive General Manager of Chemicals Division

- 2) Promoted Directors (March 27, 2009)

Name	New Title	Current Title
Keikichi Sugiyama	Executive Director	Director

- 3) Retiring Directors (March 27, 2009)

Name	Current Title	Current Position
Haruo Iwasaki	Executive Director	Assistant to President, Responsible for Marketing matters, and Representative Director and President of Lion Dental Products Co., Ltd.
Teruhisa Satsuki	Executive Director	Assistant to President, Responsible for Technical matters, and Representative Director and President of Lion Akzo Co., Ltd. and Ketjen Black International Company

New management structure after March 27, 2009 is as follows:

(1) Director

Name	Position
Sadayoshi Fujishige	Representative Director and President Chairman of the Board, CEO
Kazuo Obayashi	Representative Director and Senior Executive Director Responsible for Risk Management, General Overseas Matters, Purchasing Headquarters, Corporate Planning, Public Relations and Investor Relations
Tetsuo Yamada	Representative Director and Senior Executive Director Responsible for Corporate Ethics, Finance, Secretary, Personnel, General Affairs, System, CSR Promotion, Legal, Pharmaceutical Affairs and Logistics Planning & Development
Mitsuharu Kachi	Executive Director Executive General Manager of International Division and Director of Oleochemicals Business Development Office
Keikichi Sugiyama	Executive Director Executive General Manager of Research & Development Headquarters and Responsible for Intellectual Property
Shuichi Ohta	Director Executive General Manager of Health Care Products Division and Responsible for Business Coordination
Itsuo Hama	Director Executive General Manager of Household Products Division, Responsible for Advertising, Behavioral Science Research, Distribution policy, Distribution Policy and Customer Development.
Takao Terui	Director Executive General Manager of Production Headquarters
Kiyotaka Abe	Director Executive General Manager of Chemicals Division
Mitsuaki Shimaguchi	External Director Professor of Hosei University Graduate Schools
Hideo Yamada	External Director Attorney at Law

(2) Corporate Auditor

Name	Position
Takayasu Kasamatsu	Standing Corporate Auditor
Yoshihiro Shimoura	Standing Corporate Auditor
Kazumi Idogawa	External Corporate Auditor (Certified Public Accountant)
Masahiro Mikami	External Corporate Auditor (Certified Tax Accountant)

(3) Substitute Corporate Auditor

Name	Position
Junzou Doi	Substitute Corporate Auditor (Certified Public Accountant)

(4) Executive Officer

Name	Position
Eiji Natsukawa	Managing Executive Officer Executive General Manager of Gift and Channel-Specific Products Division
Yuji Watari	Executive Officer Executive General Manager of Purchasing Headquarters
Kenjiro Kobayashi	Executive Officer Director of Planning & Coordination Department , Health Care Products Division
Shinjiro Iwahori	Executive Officer Director of Finance Department
Hiromichi Okuda	Executive Officer Assistant Executive General Manager of Household Products Division (Responsible for Sales Department)
Mamoru Komori	Executive Officer Assistant Executive General Manager of Health Care Products Division (Responsible for Sales Department) and Director of Sales Administration Department of Health Care Products Division