

**KOSÉ Corporation**

President &amp; CEO: Kazutoshi Kobayashi

Stock exchange listing: Tokyo Stock Exchange, Prime Market; Stock code: 4922

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**Notice of Executive Appointments and Personnel Changes**

KOSÉ Corporation will make following appointments and changes in executives scheduled for January 1, 2023 and late March 2023. The aim of these actions is to strengthen the company's management and the operation of business activities.

**1. Candidates for new Directors (scheduled for late March 2023)**

New position	Name	Current position
Director, Director of R&D Laboratories	Atsuko Ogura	Executive Officer, Director of R&D Laboratories
Director (Outside / Part-time)	Miwa Suto	

Ms. Ogura and Ms. Suto will be submitted as candidates for new Directors at the shareholders meeting scheduled for late March 2023.

**(Reasons for the election of Outside Director candidate)**

KOSÉ has selected a candidate for election as new Outside Director in order to reinforce the corporate governance system.

Ms. Miwa Suto has expertise and practical experience as a certified public accountant, as well as experience in strategic management consulting and venture company development support activities. She is a candidate for election for the reasons described above.

If Ms. Suto is elected as an Outside Director, the primary expectation for her role is the oversight and advice concerning management from broader perspectives.

**2. Candidate for new Audit & Supervisory Board Member (scheduled for late March 2023)**

New position	Name	Current position
Standing Audit & Supervisory Board Member	Minoru Onagi	General Manager of Audit Office

Mr. Onagi will be submitted as a candidate for new Audit & Supervisory Board Member at the shareholders meeting scheduled for late March 2023.

**3. Retiring Audit & Supervisory Board Member (scheduled for late March 2023)**

	Name	Current position
Retiring	Noboru Matsumoto	Standing Audit & Supervisory Board Member

Mr. Matsumoto plans to retire at the close of the shareholders meeting scheduled for late March 2023.

**4. Changes in Executive Officers' responsibilities (effective January 1, 2023)**

New position	Name	Current position
Executive Officer, General Manager of Marketing Strategy Div., CEO of KOSÉ AMERICA, Inc.	Akira Matsubara	Executive Officer, General Manager of Marketing Strategy Div.
Executive Officer, General Manager of DECORTÉ Div.	Nobuhiko Makishima	Executive Officer, General Manager of Selective Brands Div.
Executive Officer, Senior Executive Director and General Manager of Sales Administration Div., KOSÉ SALES CO., LTD.,	Masato Kamada	Executive Officer, Senior Executive Director of KOSÉ SALES CO., LTD., General Manager of Chain Store Sales Operation Dept.

**5. New Executive Officer (effective January 1, 2023)**

New position	Name	Current position
Executive Officer, General Manager of Strategic Brands Div.	Shinji Tanaka	General Manager of Strategic Brands Div.

**6. Retiring Executive Officers (effective January 1, 2023)**

New position	Name	Current position
Senior Chief Manager of Sales Administration Div., KOSÉ SALES CO., LTD.	Noriyuki Arai	Executive Officer, Senior Executive Director of KOSÉ SALES CO., LTD.
General Manager of Marketing Headquarters, KOSÉ Cosmeport Corp.	Hideyo Sasaki	Executive Officer, Executive Director and General Manager of Marketing Headquarters, KOSÉ Cosmeport Corp.

(Reference)

Profile of Candidate for New Outside Director

Name (Date of Birth)	Career (Significant Concurrent Positions)	No. of KOSÉ Shares Owned
Miwa Suto (August 17, 1963)	Apr. 1988    Joined Hakuhold Inc. Oct. 1991    Joined Arthur Andersen (currently KPMG AZSA LLC) Apr. 1995    Registered as a certified public accountant Oct. 1996    Joined Schroder PTV Partners KK (currently MKS Partners Limited) Jan. 2001    Partner of Bain & Company Apr. 2006    Managing Director of PLANETPLAN, Inc. (present) Jun. 2017    Board Member of Japan Volleyball Association (present) Apr. 2019    Project Professor, Graduate School of Media and Governance of Keio University (present) Mar. 2020    Outside Director (Audit & Supervisory Committee Member) of ASICS Corporation (present) Jun. 2021    Outside Director of KATITAS Co., Ltd. (present) Jun. 2021    Executive Board Member of Japanese Olympic Committee (present) Significant concurrent positions: Managing Director of PLANETPLAN, Inc. Outside Director (Audit & Supervisory Committee Member) of ASICS Corporation Outside Director of KATITAS Co., Ltd.	-