

# Kao Corporation

## Changes of Executive Officers

December 1, 2022

Kao Corporation (the “Company”– *Ticker Code:4452*) announces changes of its Executive Officers as of January 1, 2023 as described below.

1. Current Executive Officers to be promoted \*Underline: Changed position(s)

Name	New Position(s) as of January 1, 2023	Current Position(s) as of December 1, 2022
Masakazu Negoro	<u>Senior Managing Executive Officer;</u> <u>Responsible for Management Finance (Accounting and Finance, Business Structure Reforms, Procurement, Human Capital Strategy)</u>	<u>Managing Executive Officer;</u> <u>Responsible for Management Strategy, Global;</u> <u>Senior Vice President, Procurement, Global;</u> <u>Responsible for Accounting and Finance</u>
Toru Nishiguchi	<u>Senior Managing Executive Officer;</u> <u>Vice President, Consumer Products, Global</u>	<u>Managing Executive Officer;</u> <u>President, Consumer Products, Asia;</u> <u>Responsible for Consumer Products - Merries Business;</u> <u>Chairperson of the Board and President, Kao (China) Holding Co., Ltd.;</u> <u>Chairperson of the Board and President, Kao Corporation Shanghai;</u> <u>Chairperson of the Board, Kao Commercial (Shanghai) Co., Ltd.;</u> <u>Chairperson of the Board, Kanebo Cosmetics (China) Co., Ltd.;</u> <u>Chairperson of the Board and President, Kao (Hefei) Co., Ltd.</u>
Hideki Mamiya	<u>Senior Executive Officer;</u> <u>Senior Vice President, Human Capital Strategy, Global;</u> President, Kao Group Corporate Pension Fund; Chairperson of the Board, Kao America Inc.	<u>Executive Officer;</u> <u>Senior Vice President, Human Capital Development, Global;</u> President, Kao Group Corporate Pension Fund; Chairperson of the Board, Kao America Inc.

2. Executive Officers to be newly elected \*Underline: Changed position(s)

Name	New Position(s) as of January 1, 2023	Current Position(s) as of December 1, 2022
Yosuke Maezawa	<u>Senior Executive Officer;</u> <u>President, Consumer Products -</u> <u>Cosmetics Business, Global;</u> <u>Representative Director,</u> <u>President, Kanebo Cosmetics Inc.;</u> <u>Chairperson of the Board, Molton</u> <u>Brown Limited</u>	<u>President, Consumer Products -</u> <u>Cosmetics Business, Prestige</u> <u>Business, Global</u>
Yoshio Nakao	<u>Executive Officer;</u> <u>Executive Vice President, Kao</u> <u>Group Customer Marketing Co.,</u> <u>Ltd.</u>	<u>President, Consumer Products -</u> <u>Hygiene &amp; Living Care Business -</u> <u>Fabric Care Business, Global</u>
Naoshi Nakamoto	<u>Executive Officer;</u> <u>Senior Vice President,</u> <u>Procurement, Global</u>	<u>Vice President, Human Capital</u> <u>Development, Global</u>
Mark Johnson	<u>Executive Officer;</u> <u>President, Consumer Products -</u> <u>Cosmetics Business, Americas</u> <u>and EMEA;</u> <u>President, Molton Brown Limited</u>	<u>President, Consumer Products -</u> <u>Cosmetics Business, Molton</u> <u>Brown, Global;</u> <u>President, Molton Brown Limited</u>
Akiko Hasegawa	<u>Executive Officer;</u> <u>Senior Vice President, Legal,</u> <u>Global</u>	<u>Vice President, Legal and</u> <u>Governance - Legal, Global</u>

3. Executive Officers to retire

Name	Current Position(s) as of December 1, 2022
Yasushi Wada	Managing Executive Officer; Senior Vice President, Product Quality Management, Global; Responsible for Legal and Governance
Hideichi Nitta	Executive Officer; Vice President, Supply Chain Management - Demand and Supply Planning Center, Global
Atsushi Koizumi	Executive Officer; Senior Vice President, Consumer Products - Business Planning and Management, Global

Executive Officers and Corporate Executive Fellows as of January 1, 2023

Executive Officers

Title	Name	Position(s)
President and CEO	Yoshihiro Hasebe	Responsible for DX Strategy
Senior Managing Executive Officer	Toshiaki Takeuchi	Representative Director, President, Kao Group Customer Marketing Co., Ltd.
Senior Managing Executive Officer	Tomoharu Matsuda	President, Consumer Products, Global; Responsible for Kao Professional Services Co., Ltd.
Senior Managing Executive Officer	Masakazu Negoro	<u>Responsible for Management Finance (Accounting and Finance, Business Structure Reforms, Procurement, Human Capital Strategy)</u>
Senior Managing Executive Officer	Toru Nishiguchi	Vice President, Consumer Products, Global
Managing Executive Officer	David J. Muenz	Senior Vice President, ESG, Global; Responsible for Strategic Public Relations
Managing Executive Officer	Osamu Tabata	Senior Vice President, Supply Chain Management, Global; Responsible for TCR Promotion
Managing Executive Officer	Yoshihiro Murakami	Senior Vice President, DX Strategy, Global
Managing Executive Officer	Hideaki Kubo	Senior Vice President, Research and Development, Global
Managing Executive Officer	Satoru Tanaka	Senior Vice President, Corporate Strategy, Global; Responsible for Product Quality Management; Responsible for Legal
Senior Executive Officer	Masahiro Katayose	President, Chemical Business, Global; Chairperson of the Board, Fatty Chemical (Malaysia) Sdn. Bhd.; Chairperson of the Board, Pilipinas Kao, Inc.; Chairperson of the Board, Kao Chemicals Europe, S.L.
Senior Executive Officer	Hiroaki Yamaguchi	Vice President, Supply Chain Management - Manufacturing Plant Center, Global; Responsible for Strategic Innovative Technology, SCM, Global
Senior Executive Officer	Kotaro Nuriya	President, Consumer Products - Health & Beauty Care Business, Global

Senior Executive Officer	Natsumi Hotta	President, Consumer Products - Hygiene & Living Care Business, Global
Senior Executive Officer	Hideki Mamiya	Senior Vice President, Human Capital Strategy, Global; President, Kao Group Corporate Pension Fund; Chairperson of the Board, Kao America Inc.
Senior Executive Officer	Yosuke Maezawa	President, Consumer Products - Cosmetics Business, Global; Representative Director, President, Kanebo Cosmetics Inc.;; Chairperson of the Board, Molton Brown Limited
Executive Officer	Kenichi Yamauchi	Senior Vice President, Accounting and Finance, Global; President, Kao America Inc.
Executive Officer	Ryoichi Harada	Senior Vice President, Enterprise Information Solutions, Global
Executive Officer	Shigeo Nakai	Vice President, Research and Development - Performance Chemicals Research, Global; Responsible for Research and Development - Environmental New Business
Executive Officer	Masaru Takeyasu	Chairperson of the Board and President, Kao (China) Holding Co., Ltd.;; Chairperson of the Board and President, Kao Corporation Shanghai; Chairperson of the Board, Kao Commercial (Shanghai) Co., Ltd.;; Chairperson of the Board, Kanebo Cosmetics (China) Co., Ltd.;; Chairperson of the Board and President, Kao (Hefei) Co., Ltd.
Executive Officer	Motomitsu Hasumi	Senior Vice President, Product Quality Management, Global
Executive Officer	Mami Murata	Senior Vice President, Strategic Public Relations, Global
Executive Officer	Akira Shimotoyodome	President, Consumer Products - Life Care Business, Global

Executive Officer	Karen B. Frank	President, Consumer Products - Consumer Care Business, Americas and EMEA; Chairperson of the Board, Kao USA Inc.
Executive Officer	Yoji Matsumoto	Representative Director, Senior Managing Executive Officer, Kao Group Customer Marketing Co., Ltd.
Executive Officer	Hiroyuki Terazaki	Vice President, Research and Development, Global; Vice President, Research and Development - Strategy, Global
Executive Officer	Dominic M. Pratt	President, Consumer Products - Salon Business, Global; Chairperson of the Board, Oribe Hair Care, LLC; President, Kao Germany GmbH
Executive Officer	Yoshio Nakao	Executive Vice President, Kao Group Customer Marketing Co., Ltd.
Executive Officer	Naoshi Nakamoto	Senior Vice President, Procurement, Global
Executive Officer	Mark Johnson	President, Consumer Products - Cosmetics Business, Americas and EMEA; President, Molton Brown Limited
Executive Officer	Yasuhiro Ishikura	Vice President, Corporate Strategy, Global; Vice President, Corporate Strategy - AK Project, Global
Executive Officer	Akiko Hasegawa	Senior Vice President, Legal, Global

#### Corporate Executive Fellows

Name	
Hiroshi Maruyama	Project Professor, Research into Artifacts, Center for Engineering, The University of Tokyo; PFN Fellow, Preferred Networks, Inc.
Lisa MacCallum	Founder and President, Inspired Companies
Takuzo Aida	Deputy Director, RIKEN Center for Emergent Matter Science (CEMS); Distinguished University Professor, Tokyo College, The University of Tokyo