

Announcement of Changes in Executive Personnel

Kuraray Co., Ltd. today announces its decision regarding a change in those appointed as executive personnel. Details are as follows.

We separately announced changes in representative director positions today. (Scheduled effective date: January 1, 2024)

1. Changes in Director Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2024)

New position	Name	Current position	Remarks
Director and Managing Executive Officer	Tomoyuki Watanabe	Managing Executive Officer	New appointment
Outside Director	Naoko Mikami	—	New appointment
—	Hiroaya Hayase	Representative Director and Senior Managing Executive Officer	Resignation
—	Jun Hamano	Outside Director	Resignation

※Hiroaya Hayase will be appointed as Director and Executive Officer effective January 1, 2024.

2. Changes in Member of Audit & Supervisory Board Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2024)

New position	Name	Current position	Remarks
Full-time Member of Audit & Supervisory Board	Hiroaya Hayase	Representative Director and Senior Managing Executive Officer	New appointment
—	Kazuhiro Nakayama	Full-time Member of Audit & Supervisory Board	Resignation

3. Changes in Executive Officer Positions (Excluding Those Concurrently Posted as Directors)

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2024)

New position	Name	Current position	Remarks
Managing Executive Officer	Yoji Ikemori	Executive Officer	Change of position
Executive Officer	Satoshi Yamaguchi	Associate Executive Officer	New appointment
Executive Officer	Noriaki Namba	Associate Executive Officer	New appointment
—	Toshinori Tsugaru	Managing Executive Officer	Resignation

4. Directors, Members of Audit & Supervisory Board and Executive Officers after Changes

◎ Indicates a new appointment

※ Indicates a change in position

No mark indicates either a continuation in office or a reappointment to that office.

	President and Representative Director	Hitoshi Kawahara
※	Representative Director and Senior Managing Executive Officer	Keiji Taga
	Chairman and Director	Masaaki Ito
	Director and Senior Managing Executive Officer	Yoshimasa Sano
	Director and Managing Executive Officer	Matthias Gutweiler
	Director and Managing Executive Officer	Nobuhiko Takai
◎	Director and Managing Executive Officer	Tomoyuki Watanabe
	Outside Director	Keiko Murata
	Outside Director	Satoshi Tanaka
	Outside Director	Kiyoto Ido
◎	Outside Director	Naoko Mikami

◎	Full-time Member of Audit & Supervisory Board	Hiroaya Hayase
	Full-time Member of Audit & Supervisory Board	Naoya Uehara
	Outside Member of Audit & Supervisory Board	Mitsuhiro Nagahama
	Outside Member of Audit & Supervisory Board	Tomomi Yatsu
	Outside Member of Audit & Supervisory Board	Kenji Komatsu

	Managing Executive Officer	Akira Omura
	Managing Executive Officer	Toshihiro Omatsu
	Managing Executive Officer	Satoru Fujinami
※	Managing Executive Officer	Yoji Ikemori
	Executive Officer	Stephen Cox
	Executive Officer	Koichi Takano
	Executive Officer	Takaharu Kawahara
	Executive Officer	Fuyuo Ueyama
	Executive Officer	Stevan R. Schott
	Executive Officer	Kazushige Sakamoto
	Executive Officer	Koichi Daifuku
	Executive Officer	Junichi Fujiwara
	Executive Officer	Hideo Ohi
	Executive Officer	Hiroyuki Shimo
	Executive Officer	Yoshinobu Nakamura
	Executive Officer	Akiko Ide
	Executive Officer	Nobuyoshi Takai

June 2019	Representative Director and Vice President, C'BON COSMETICS Co.,Ltd.
June 2021	Outside Director, Showa Sangyo Co., Ltd. (Current position)
March 2022	Outside Director, Earth Corporation (Current position)

(2) New Member of Audit & Supervisory Board

Name: Hiroaya Hayase

Date of birth: February 28, 1956

Educational background: Graduated from Kobe University Graduate School of Engineering (Master's Degree) in March 1980

Career history:

April 1980	Joined Kuraray Co., Ltd.
April 2007	Manager of Technology Planning and Administration Department, Technology Division
April 2008	Deputy General Manager of Technology Division
April 2010	General Manager of Technology Division, Technology and Development Unit
April 2012	General Manager of Poval Resin Division, Resin Company
June 2012	Executive Officer
April 2013	General Manager of Poval Resin Division, Vinyl Acetate Company, General Manager of Production and Technology Management Division, Vinyl Acetate Company
April 2014	General Manager of International Business Planning Division, Vinyl Acetate Company
June 2014	Managing Executive Officer
January 2015	President, Vinyl Acetate Film Company
March 2015	Director
January 2016	President, Vinyl Acetate Resin Company
March 2016	Senior Managing Executive Officer
March 2020	Representative Director and Senior Managing Executive Officer (Current position)
January 2021	Executive Supervisor, Vinyl Acetate Resin Company (Current position) Executive Supervisor, Vinyl Acetate Film Company (Current position)
January 2022	President, Vinyl Acetate Film Company (Current position)