

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.

1. Changes in Director Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2025)

New position	Name	Current position	Remarks
Director and Managing Executive Officer	Yoji Ikemori	Managing Executive Officer	New appointment
Outside Director	Toshifumi Mikayama	—	New appointment
—	Yoshimasa Sano	Director and Senior Managing Executive Officer	Resignation
—	Kiyoto Ido	Outside Director	Resignation

2. Changes in Member of Audit & Supervisory Board Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2025)

New position	Name	Current position	Remarks
Full-time Member of Audit & Supervisory Board	Hideo Ohi	Executive Officer	New appointment
—	Naoya Uehara	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 2025)

New position	Name	Current position	Remarks
Managing Executive Officer	Kazushige Sakamoto	Executive Officer	Change of position
Managing Executive Officer	Junichi Fujiwara	Executive Officer	Change of position
Executive Officer	Kazunari Matsumoto	Associate Executive Officer	New appointment
—	Satoru Fujinami	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 Managing Executive Officer	Matthias Gutweiler
	Director and Managing Executive Officer	Nobuhiko Takai
	Director and Managing Executive Officer	Tomoyuki Watanabe
◎	Director and Managing Executive Officer	Yoji Ikemori
	Outside Director	Keiko Murata
	Outside Director	Satoshi Tanaka
	Outside Director	Naoko Mikami
◎	Outside Director	Toshifumi Mikayama

	Full-time Member of Audit & Supervisory Board	Hiroaya Hayase
◎	Full-time Member of Audit & Supervisory Board	Hideo Ohi
	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	Kazushige Sakamoto
※	Managing Executive Officer	Junichi Fujiwara
	Executive Officer	Stephen Cox
	Executive Officer	Koichi Takano
	Executive Officer	Takaharu Kawahara
	Executive Officer	Fuyuo Ueyama
	Executive Officer	Stevan R. Schott
	Executive Officer	Koichi Daifuku
	Executive Officer	Hiroyuki Shimo
	Executive Officer	Yoshinobu Nakamura
	Executive Officer	Akiko Ide
	Executive Officer	Nobuyoshi Takai
	Executive Officer	Christian Herrmanns
	Executive Officer	Stanley Fukuyama
	Executive Officer	Satoshi Yamaguchi
	Executive Officer	Noriaki Namba
◎	Executive Officer	Kazunari Matsumoto

5. Career Summary of New Director and Member of Audit & Supervisory Board

(1) New Director

Yoji Ikemori Director and Managing Executive Officer

Date of birth: September 18, 1963

Educational background:

Graduated from Waseda University, School of Commerce in March 1986

Career history:

April 1986	Joined KURARAY CO., LTD.
October 2007	Manager, Resin and Optical Devices Marketing and Sales Department, Methacrylate Division, Chemicals and Medical products Company
April 2010	Manager, Chemicals Marketing and Sales Department and Fine Chemicals Marketing and Sales Department, Isoprene Chemicals Division, Chemicals Company
January 2015	Deputy General Manager of Methacrylate Division, Functional Materials Company
January 2017	General Manager of Methacrylate Division, Functional Materials Company
January 2019	General Manager of Genestar Division, Isoprene Company (Current position)
March 2019	Executive Officer
January 2024	President of Isoprene Company (Current position)
March 2024	Senior Executive Officer (Current position)

Toshifumi Mikayama Outside Director

Date of birth: July 18, 1957

Educational background:

Bachelor of Science in Biophysics and Biochemistry, Tokyo University, 1981

Master of Science in Biophysics and Biochemistry, Tokyo University, 1983

Ph.D. in Biophysics and Biochemistry, Tokyo University, 1995

Career history:

April 1983	Joined Kirin Brewery Co., Ltd.
September 2002	Vice President, and Scientific Director, Pharmaceutical Research Laboratories Pharmaceutical Division, Kirin Brewery Co., Ltd.
March 2004	Vice President, and Director, Planning Department, Pharmaceutical Division, Kirin Brewery Co., Ltd.
July 2007	Director of the Board, Managing Officer, Vice President, and Head, Research Division, Kirin Pharma Co., Ltd.
October 2008	Managing Officer, Vice President, and Head, Research Division, Kyowa Hakko Kirin Co., Ltd.
April 2010	Executive Managing Officer and Director, Overseas Business Department, Kyowa Hakko Kirin Co., Ltd.
March 2012	Executive Managing Officer and Director, Overseas Business Department, Kyowa Hakko Kirin Co., Ltd.

March 2014	Director of the Board, Managing Executive Office, and Director, Overseas Business Department, Kyowa Hakko Kirin Co., Ltd.
March 2018	Director of the Board, Senior Managing Executive Officer, and Head, Overseas Business, Kyowa Hakko Kirin Co., Ltd.
March 2019	Director of the Board, Senior Managing Executive Officer, and Chief International Commercial Officer, Kyowa Kirin Co., Ltd.
March 2021	Director of the Board, Executive Vice President, and Chief International Commercial Officer, Kyowa Kirin Co., Ltd.
June 2023	Outside Corporate Auditor, Central Glass Co., Ltd. (Current position)
June 2023	President, The Kato Memorial Bioscience Foundation (Current position)
July 2024	Outside Director, Winhealth Pharma Co., Ltd. (Current position)

(2) New Member of Audit & Supervisory Board

Hideo Ohi Full-time Member of Audit & Supervisory Board

Date of birth: October 29, 1959

Educational background:

Graduated from Keio University Graduate School of Commerce in March 1982

Career history:

April 1982	Joined KURARAY CO., LTD.
April 2004	Manager, Finance Department, Accounting and Finance Division
April 2009	Manager, Department of Global Business Development
April 2010	Manager, Global Business Management Department, Corporate Management Planning Office
April 2013	Deputy General Manager of Accounting and Finance Division
April 2014	General Manager of Accounting and Finance Division
January 2022	General Manager of Corporate Auditing Division (Current position)
March 2022	Executive Officer (Current position)