

Announcement of Changes in Executive Personnel

Kuraray Co., Ltd. announces the following changes in executive personnel.

1. Changes in Director Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2020)

New position	Name	Current position	Remarks
Representative Director and Senior Managing Executive Officer	Hiroaya Hayase	Director and Senior Managing Executive Officer	Assumption of office as Representative Director
Director and Senior Managing Executive Officer	Yoshimasa Sano	Director and Managing Executive Officer	Change of position
Director and Managing Executive Officer	Matthias Gutweiler	Managing Executive Officer	New appointment
Director and Managing Executive Officer	Nobuhiko Takai	Managing Executive Officer	New appointment
Outside Director	Satoshi Tanaka	—	New appointment
—	Sadaaki Matsuyama	Representative Director and Senior Managing Executive Officer	Resignation
—	Kazuhiko Kugawa	Director and Senior Managing Executive Officer	Resignation
— (Scheduled to be appointed Standing Corporate Auditor)	Kazuhiro Nakayama	Director and Managing Executive Officer	Resignation
—	Mie Fujimoto	Outside Director	Resignation

2. Changes in Corporate Auditor Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2020)

New position	Name	Current position	Remarks
Standing Corporate Auditor	Kazuhiro Nakayama	Director and Managing Executive Officer	New appointment
—	Kunio Yuki Yoshi	Standing Corporate Auditor	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 2020)

New position	Name	Current position	Remarks
Senior Managing Executive Officer	Tsugunori Kashimura	Managing Executive Officer	Change of position
Managing Executive Officer	Akira Omura	Executive Officer	Change of position
Managing Executive Officer	Toshihiro Omatsu	Executive Officer	Change of position
Executive Officer	Naoya Uehara	Associate Executive Officer	New appointment
Executive Officer	Satoru Fujinami	Associate Executive Officer	New appointment
Executive Officer	Kazushige Sakamoto	Associate Executive Officer	New appointment
Executive Officer	Koichi Daifuku	Associate Executive Officer	New appointment
— (Scheduled to be appointed President of Kuraray Techno Co., Ltd.)	Ichiro Matsuzaki	Executive Officer	Resignation

4. Directors, Corporate Auditors 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.

	Representative Director and President	Masaaki Ito
※	Representative Director and Senior Managing Executive Officer	Hiroaya Hayase
※	Director and Senior Managing Executive Officer	Yoshimasa Sano
	Director and Managing Executive Officer	Kenichi Abe
	Director and Managing Executive Officer	Hitoshi Kawahara
	Director and Managing Executive Officer	Keiji Taga
◎	Director and Managing Executive Officer	Matthias Gutweiler
◎	Director and Managing Executive Officer	Nobuhiko Takai
	Outside Director	Tomokazu Hamaguchi
	Outside Director	Jun Hamano
◎	Outside Director	Satoshi Tanaka

◎	Standing Corporate Auditor	Kazuhiro Nakayama
	Standing Corporate Auditor	Yukinori Yamane
	External Corporate Auditor	Mitsuhiro Nagahama
	External Corporate Auditor	Tomomi Yatsu
	External Corporate Auditor	Kenji Komatsu

	Senior Managing Executive Officer	Hitoshi Toyoura
※	Senior Managing Executive Officer	Tsugunori Kashimura
※	Managing Executive Officer	Akira Omura
※	Managing Executive Officer	Toshihiro Omatsu
	Executive Officer	P. Scott Bening
	Executive Officer	Stephen Cox
	Executive Officer	Toshinori Tsugaru
	Executive Officer	Koichi Takano
	Executive Officer	Hajime Suzuki
	Executive Officer	Ikuo Nakamura
	Executive Officer	Takaharu Kawahara
	Executive Officer	Fuyuo Ueyama
	Executive Officer	Tomoyuki Watanabe
	Executive Officer	Katsumasa Yamaguchi
	Executive Officer	Stevan R. Schott
	Executive Officer	Yoji Ikemori
◎	Executive Officer	Naoya Uehara
◎	Executive Officer	Satoru Fujinami
◎	Executive Officer	Kazushige Sakamoto
◎	Executive Officer	Koichi Daifuku

5. Career Summary of New Directors and Corporate Auditors

(1) New Directors

Name: Matthias Gutweiler

Date of birth: March 11, 1958

Educational background: PhD, University of Mainz, the Biochemistry Institute in 1988

Career history:

2001 Joined Kuraray Specialities Europe
2009 President, Kuraray Europe GmbH (Current position), Executive Officer
2013 General Manager of PVB Division, Vinyl Acetate Company
2018 Managing Executive Officer (Current position)

Name: Nobuhiko Takai

Date of birth: May 5, 1960

Educational background: Graduated from the Kyoto University, Faculty of Law in March 1984

Career history:

April 1984 Joined Kuraray Co., Ltd.
April 2005 Manager of Global Operation Department, Poval Resin Company,
Specialty Resin and Film Sector
April 2009 Manager of Business Planning Department, Poval Resin Division,
Specialty Resin and Film Company
April 2012 Deputy General Manager of Genestar Division, Chemicals Company
April 2014 General Manager of Genestar Division, Isoprene Company
March 2016 Executive Officer
January 2019 Vice President, Functional Materials Company (Current position),
General Manager of Carbon Material Division, Functional Materials
Company (Current position)
March 2019 Managing Executive Officer (Current position)

Name: Satoshi Tanaka

※Outside Director

Date of birth: February 27, 1958

Educational background: Graduated from the University of Tokyo, Faculty of Literature
in March 1981

Career history:

Career history:

April 1981 Joined Mitsui & Co.
April 2011 Managing Officer, Mitsui & Co.
April 2013 Executive Managing Officer, Mitsui & Co.
April 2015 Senior Executive Managing Officer, COO of Asia Pacific Business Unit,
Mitsui & Co.
April 2017 Executive Vice President, Mitsui & Co.
June 2017 Representative Director, Executive Vice President, Mitsui & Co.
April 2019 Director, Mitsui & Co.
June 2019 Counselor, Mitsui & Co. (Current position)

(2) New Corporate Auditor

Name: Kazuhiro Nakayama

Date of birth: January 1, 1956

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

Career history:

April 1980 Joined Kuraray Co., Ltd.

September 2000 Manager of SEPCA Construction Group, Environment and Technology Division

April 2006 Manager of Technology Planning and Administration Department, Environmental, Industrial Safety and Technology Division

April 2008 General Manager of Technology Development Center, Technology Division

April 2012 General Manager of Kurashiki Plant

June 2012 Executive Officer

April 2013 General Manager of Global Business Planning Division, Vinyl Acetate Company

April 2014 General Manager of Technology Division

January 2016 Officer Responsible for Technology Division (Current position),
Officer Responsible for Plants in Japan (Current position),
and Officer Responsible for Environmental Business Development and
Promotion Division

March 2016 Director and Managing Executive Officer (Current position)

January 2018 Officer Responsible for Environment and Industrial Safety Management
Center (Current position)