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)

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	Tomoyuki Watanabe	Managing Executive Officer	New
Executive Officer			appointment
Outside Director	Naoko Mikami	_	New
			appointment
_	Hiroaya Hayase	Representative Director	Resignation
		and Senior Managing	
		Executive Officer	
_	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	Hiroaya Hayase	Representative Director and	New
Audit & Supervisory Board		Senior Managing Executive	appointment
		Officer	
	Kazuhiro Nakayama	Full-time Member	Resignation
		of Audit & Supervisory	
		Board	

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	New
		Officer	appointment
Executive Officer	Noriaki Namba	Associate Executive	New
		Officer	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
0	Director and Managing Executive Officer	Tomoyuki Watanabe
	Outside Director	Keiko Murata
	Outside Director	Satoshi Tanaka
	Outside Director	Kiyoto Ido
0	Outside Director	Naoko Mikami
0	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
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	Executive Officer	Christian Herrmanns
	Executive Officer	Stanley Fukuyama
0	Executive Officer	Satoshi Yamaguchi
0	Executive Officer	Noriaki Namba

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

(1) New Director

Name: Tomoyuki Watanabe Date of birth: July 15, 1963

Educational background: Graduated from Nagoya Institute of Technology, Graduate School of

Engineering (Master's Degree) in March 1988

Career history:

April 1988 Joined Kuraray Co., Ltd.

June 2006 Manager, EVAL Research and Development Department, Kurashiki Plant

March 2009 Manager, KURARISTER Production Department, Kurashiki Plant

April 2010 President, EVAL Europe N.V.

January 2015 General Manager, Poval Resin Division, Vinyl Acetate Resin Company,

General Manager, International Business Planning Division, Vinyl Acetate

Resin Company

January 2016 Vice President, Vinyl Acetate Resin Company

March 2018 Executive Officer

January 2021 President, Vinyl Acetate Resin Company

January 2023 Officer Responsible for Electronics Materials Promotion Division (Current

position)

March 2023 Managing Executive Officer (Current position)

Date of birth: March 12, 1961

Educational background: Graduated from Japan Women's University, Faculty of Home

Economics in March 1983

Career history:

April 1983 Joined Ajinomoto Co., Inc.

April 2007 Visiting Professor, Musashino University

January 2010 Joined C'BON COSMETICS Co., Ltd.

April 2010 Plant Manager, Tochigi Factory, C'BON COSMETICS Co., Ltd.

June 2011 Executive Officer, C'BON COSMETICS Co., Ltd.

June 2012 Director and Executive Officer, C'BON COSMETICS Co., Ltd.

June 2017 Director and Managing Executive Officer, C'BON COSMETICS Co., Ltd.

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	GeneralManagerofInternationalBusinessPlanningDivision,VinylAcetate	
	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)	