

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 2021)

New position	Name	Current position	Remarks
Outside Director	Kiyoto Ido	—	New appointment
—	Tomokazu Hamaguchi	Outside Director	Resignation

(Reference)

Kuraray previously announced the following changes in representative director positions in October 2020. (Scheduled effective date: January 1, 2021)

New position	Name	Current position
Chairman and Director	Masaaki Ito	President and Representative Director
President and Representative Director	Hitoshi Kawahara	Director and Managing Executive Officer

2. Changes in Corporate Auditor Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2021)

New position	Name	Current position	Remarks
Standing Corporate Auditor	Naoya Uehara	Executive Officer	New appointment
—	Yukinori Yamane	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 2021)

New position	Name	Current position	Remarks
Managing Executive Officer	Toshinori Tsugaru	Executive Officer	Change of position
Executive Officer	Junichi Fujiwara	Associate Executive Officer	New appointment
— (Scheduled to be transferred to Kurashiki Central Hospital)	Ikuo Nakamura	Executive Officer	Resignation
— (Scheduled to be appointed to President of Kurashiki Kokusai Hotel)	Katsumasa Yamaguchi	Executive Officer	Resignation
Standing Corporate Auditor	Naoya Uehara	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.

	Chairman and Director	Masaaki Ito
	President and Representative Director	Hitoshi Kawahara
	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	Keiji Taga
	Director and Managing Executive Officer	Matthias Gutweiler
	Director and Managing Executive Officer	Nobuhiko Takai
	Outside Director	Jun Hamano
	Outside Director	Keiko Murata
	Outside Director	Satoshi Tanaka
◎	Outside Director	Kiyoto Ido

	Standing Corporate Auditor	Kazuhiro Nakayama
◎	Standing Corporate Auditor	Naoya Uehara
	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
※	Managing Executive Officer	Toshinori Tsugaru
	Executive Officer	P. Scott Bening
	Executive Officer	Stephen Cox
	Executive Officer	Koichi Takano
	Executive Officer	Hajime Suzuki
	Executive Officer	Takaharu Kawahara
	Executive Officer	Fuyuo Ueyama
	Executive Officer	Tomoyuki Watanabe
	Executive Officer	Stevan R. Schott
	Executive Officer	Yoji Ikemori
	Executive Officer	Satoru Fujinami
	Executive Officer	Kazushige Sakamoto
	Executive Officer	Koichi Daifuku
◎	Executive Officer	Junichi Fujiwara

5. Career Summary of New Director and Corporate Auditor

(1) New Director

Name: Kiyoto Ido

Date of birth: October 30, 1950

Educational background: BA. in Mathematics, Tokyo Institute of Technology

Career history:

April 1973 Entered the Ministry of Finance (MOF)

March 1980 Consul, Consulate-General of Japan, Frankfurt in Germany

July 1989 Deputy General Manager, Finance Dept., Inter-American Development Bank, Washington, D.C.

July 1998 Deputy Vice Minister of Finance for International Affairs, MOF
Deputy Director-General, International Bureau, MOF

June 1999 Minister, Embassy of Japan, Washington, D.C

July 2002 Deputy Director-General, International Bureau, MOF

July 2004 Director-General, International Bureau, MOF

August 2006 Executive Director, Bank of Japan

April 2011 Vice Chairman, Institute for International Economic Studies
(Current position)

June 2014 Outside Board Member, Nidec Corporation

(2) New Corporate Auditor

Name: Naoya Uehara

Date of birth: January 15, 1959

Educational background: Graduated from Osaka University, Faculty of Economics in
March 1982

Career history:

April 1982 Joined Kuraray Co., Ltd.

April 2009 Senior Manager, Corporate Control Department

April 2013 Deputy General Manager, Corporate Management Planning Division

June 2014 Deputy General Manager, GLS Division, Kuraray America, Inc.

January 2018 Vice President, Kuraray Europe GmbH (Current position)

March 2020 Executive Officer (Current position)