

# Kao Corporation

## Notice Regarding Changes of Executive Officers and Corporate Executive Fellows

December 3, 2018

Kao Corporation (the “Company” – *Ticker Code:4452*) announces changes of its Executive Officers and Corporate Executive Fellows as of January 1, 2019 as described below.

### 1. Current Executive Officers to be promoted

New Title	Name	Current Position(s) as of December 3, 2018
Managing Executive Officer	Masakazu Negoro	Executive Officer; President, Chemical Business, Global; Chairman of the Board, Fatty Chemical (Malaysia) Sdn, Bhd.; Chairman of the Board, Pilipinas Kao, Inc.; Presidente, Kao Chemicals Europe, S.L.
Managing Executive Officer	Yasushi Wada	Executive Officer; Vice President, Supply Chain Management - Demand and Supply Planning Center, Global
Managing Executive Officer	Osamu Tabata	Executive Officer; Vice President, Supply Chain Management - Demand and Supply Planning Center - Chemical, Global; Vice President, Supply Chain Management - Technology Development Center - Project Management, Global; Vice President, Supply Chain Management - Technology Development Center - Production Technology, Global

### 2. Executive Officers to be newly elected

Name	Current Position(s) as of December 3, 2018
Hiroaki Taki	Regional Executive Officer, President, Consumer Products, ASEAN; President, Kao Industrial (Thailand) Co., Ltd.; President, Kao Commercial (Thailand) Co., Ltd.
David J. Muenz	Senior Vice President, ESG, Global
Akio Matsui	Vice President, Human Capital Development, Global; Chairman of the Board, Kao America Inc.
Hideichi Nitta	Vice President, Supply Chain Management - Logistics Development Center, Global
Masahiro Katayose	President, Kao Chemicals Europe S.L.
Shigeo Nakai	Vice President, Research and Development - Performance Chemicals Research, Global

Hideki Mamiya	Member of the Board, Managing Executive Officer, Vice President, Administration, Kao Group Customer Marketing Co., Ltd.
Masaru Takeyasu	Vice President, Legal and Compliance - Legal, Global

### 3. Executive Officers to retire

Name	Current Position(s) as of December 3, 2018
Motohiro Morimura	Managing Executive Officer; Senior Vice President, Supply Chain Management, Global; Responsible for TCR Promotion
Kozo Saito	Managing Executive Officer; President, Consumer Products - International Business Management, Global; Chairman of the Board, Kao USA Inc.
Tadaaki Sugiyama	Executive Officer; Senior Vice President, Legal and Compliance, Global
Hideki Tanaka	Executive Officer; Senior Vice President, Procurement, Global
Takehiko Shinto	Executive Officer; Representative Director, Executive Vice President, Kao Group Customer Marketing Co., Ltd.
Jun Shida	Executive Officer; Vice President, Research and Development - Development Research - Health Care/Household, Global

### 4. Corporate Executive Fellow to retire

Name
Minoru Utsumi

Media inquiries should be directed to:  
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Executive Officers and Corporate Executive Fellows as of January 1, 2019

Executive Officers

Title	Name	Position(s)
President and CEO	Michitaka Sawada	Responsible for Human Capital Development
Senior Managing Executive Officer	Katsuhiko Yoshida	President, Consumer Products, Global; Responsible for Kao Professional Services Co., Ltd.
Senior Managing Executive Officer	Toshiaki Takeuchi	Representative Director, President, Kao Group Customer Marketing Co., Ltd.
Senior Managing Executive Officer	Yoshihiro Hasebe	Senior Vice President, Research and Development, Global; Senior Vice President, Strategic Innovative Technology, Global; Responsible for Compliance
Managing Executive Officer	Masumi Natusaka	Responsible for Special Missions
Managing Executive Officer	Yasushi Aoki	Representative Director, Chairman of the Board, Senior Executive Officer, Responsible for Special Missions, Kanebo Cosmetics Inc.
Managing Executive Officer	Hideko Aoki	Responsible for Special Missions
Managing Executive Officer	Tomoharu Matsuda	Senior Vice President, Consumer Products, Global; Responsible for Skin Care and Hair Care Business; Responsible for Human Health Care Business; Responsible for Fabric and Home Care Business
Managing Executive Officer	Shigeru Ueyama	Senior Vice President, Corporate Strategy, Global
Managing Executive Officer	Masakazu Negoro	Senior Vice President, Procurement, Global
Managing Executive Officer	Yasushi Wada	Senior Vice President, Product Quality Management, Global
Managing Executive Officer	Osamu Tabata	Senior Vice President, Supply Chain Management, Global; Responsible for TCR Promotion

Executive Officer	Hitoshi Hosokawa	Vice President, Research and Development - Skin Care Products Research, Global; Responsible for Research and Development - Global Beauty Care
Executive Officer	Hiroyuki Yamashita	Vice President, Supply Chain Management - Technology Development Center, Global
Executive Officer	Minoru Nakanishi	President, Consumer Products, Asia; Chairman of the Board and President, Kao (China) Holding Co., Ltd.; Chairman of the Board and President, Kao Corporation Shanghai; Chairman of the Board and President, Kao Commercial (Shanghai) Co., Ltd.; Chairman of the Board and President, Kao (Hefei) Co., Ltd.; Chairman of the Board, Kanebo Cosmetics (China) Co., Ltd.
Executive Officer	Akemi Ishiwata	Senior Vice President, Corporate Communications, Global
Executive Officer	Satoru Tanaka	President, Consumer Products, Americas and EMEA; Chairman of the Board, Kao USA Inc.
Executive Officer	Kenichi Yamauchi	Senior Vice President, Accounting and Finance, Global; President, Kao America Inc.
Executive Officer	Hideaki Kubo	Vice President, Research and Development, Global; Responsible for Research and Development - Core Technology
Executive Officer	Yoshihiro Murakami	Responsible for Cosmetics Business; Representative Director, President, Kanebo Cosmetics Inc.; Chairman of the Board, Molton Brown Limited
Executive Officer	Ryoichi Harada	Senior Vice President, Enterprise Information Solutions, Global; Vice President, Strategic Innovative Technology, Global
Executive Officer	Hiroaki Taki	Senior Vice President, Marketing Emergence, Global
Executive Officer	David J. Muenz	Senior Vice President, ESG, Global

Executive Officer	Akio Matsui	Senior Vice President, Human Capital Development, Global; President, Kao Group Corporate Pension Fund; Chairman of the Board, Kao America Inc.
Executive Officer	Hideichi Nitta	Vice President, Supply Chain Management - Demand and Supply Planning Center, Global
Executive Officer	Masahiro Katayose	President, Chemical Business, Global; Chairman of the Board, Fatty Chemical (Malaysia) Sdn, Bhd.; Chairman of the Board, Pilipinas Kao, Inc.; Presidente, Kao Chemicals Europe, S.L.
Executive Officer	Shigeo Nakai	Vice President, Research and Development - Performance Chemicals Research, Global; Responsible for Research and Development - Environmental New Business
Executive Officer	Hideki Mamiya	Representative Director, Senior Managing Executive Officer, Kao Group Customer Marketing Co., Ltd.
Executive Officer	Masaru Takeyasu	Senior Vice President, Legal and Compliance, Global

#### Corporate Executive Fellows

Title	Name
Corporate Executive Fellow *1	Yoshinori Takema
Corporate Executive Fellow *2	Takuji Yasukawa

Corporate Executive Fellow	Yuji Furui
Corporate Executive Fellow	Chiaki Mukai

#### Note:

\*1: Individual treated as the same as the Company's Managing Executive Officer

\*2: Individual treated as the same as the Company's Executive Officer