

Kao Corporation

Changes of Executive Officers and Corporate Executive Fellows

December 1, 2020

Kao Corporation (the “Company”– *Ticker Code:4452*) announces changes of its Executive Officers and Corporate Executive Fellows as of January 1, 2021 as described below.

1. Current Executive Officers to be promoted

New Title	Name	Current Position(s) as of December 1, 2020
Managing Executive Officer	Hideaki Kubo	Executive Officer; Vice President, Research and Development, Global; Responsible for Research and Development - Core Technology
Managing Executive Officer	Toru Nishiguchi	Executive Officer; 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, Kao Commercial (Shanghai) Co., Ltd.; Chairman of the Board and President, Kao (Hefei) Co., Ltd.

2. Executive Officers to be newly elected

Name	Current Position(s) as of December 1, 2020
Mami Murata	Vice President, Consumer Products - Marketing Emergence, Global; Vice President, Consumer Products - Marketing Emergence - Brand Management Development, Global
Natsumi Hotta	President, Consumer Products - Home Care Business, Global
Akira Shimotoyodome	President, Consumer Products - Health & Wellness Business, Global

3. Executive Officer to retire

Name	Current Position(s) as of December 1, 2020
Akemi Ishiwata	Executive Officer; Senior Vice President, Corporate Communications, Global

4. Corporate Executive Fellow to be newly elected

Name
Akemi Ishiwata *

Note:

*Individual treated as the same as the Company's Executive Officer

5. Corporate Executive Fellow to retire

Name
Takuji Yasukawa

Note:

As announced in the news release on September 29, 2020, as of January 1, 2021, Michitaka Sawada, Representative Director, President and CEO, will be Director, Chair and Yoshihiro Hasebe, Representative Director, Senior Managing Executive Officer, will be Representative Director, President and CEO.

Reference:

"Notice Regarding Appointment of Director, Chair and Changes of President and Chief Executive Officer and Representative Director" dated September 29, 2020

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Executive Officers and Corporate Executive Fellows as of January 1, 2021

Executive Officers

Title	Name	Position(s)
President and CEO	Yoshihiro Hasebe	Responsible for Human Capital Development
Senior Managing Executive Officer	Toshiaki Takeuchi	Representative Director, President, Kao Group Customer Marketing Co., Ltd.
Managing Executive Officer	Tomoharu Matsuda	President, Consumer Products, Global; Responsible for Kao Professional Services Co., Ltd.
Managing Executive Officer	Shigeru Ueyama	Senior Vice President, Corporate Strategy, Global
Managing Executive Officer	Masakazu Negoro	Senior Vice President, Procurement, Global; Responsible for Accounting and Finance
Managing Executive Officer	Yasushi Wada	Senior Vice President, Product Quality Management, Global; Responsible for Legal and Compliance
Managing Executive Officer	Osamu Tabata	Senior Vice President, Supply Chain Management, Global; Responsible for TCR Promotion
Managing Executive Officer	Yoshihiro Murakami	President, Consumer Products - Cosmetics Business, Global; Senior Vice President, Consumer Products - DX Co-Creation, Global; Representative Director, President, Kanebo Cosmetics Inc.; Chairman of the Board, Molton Brown Limited
Managing Executive Officer	Hideaki Kubo	Senior Vice President, Research and Development, Global
Managing Executive Officer	Toru Nishiguchi	President, Consumer Products, Asia; Responsible for Consumer Products - Merries Business; Chairman of the Board and President, Kao (China) Holding Co., Ltd.; Chairman of the Board and President, Kao Corporation Shanghai; Chairman of the Board, Kao Commercial (Shanghai) Co., Ltd.; Chairman of the Board, Kanebo Cosmetics (China) Co., Ltd.; Chairman of the Board and President, Kao (Hefei) Co., Ltd.

Executive Officer	Satoru Tanaka	President, Consumer Products, Americas and EMEA; Chairman of the Board, Kao USA Inc.; Chairman of the Board, Oribe Hair Care, LLC
Executive Officer	Kenichi Yamauchi	Senior Vice President, Accounting and Finance, Global; President, Kao America Inc.
Executive Officer	Ryoichi Harada	Senior Vice President, Enterprise Information Solutions, Global
Executive Officer	Hiroaki Taki	Senior Vice President, Consumer Products - 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.; Chairman of the Board, 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
Executive Officer	Hiroaki Yamaguchi	Vice President, Supply Chain Management - Manufacturing Plant Center, Global

Executive Officer	Atsushi Koizumi	Senior Vice President, Consumer Products - Business Planning and Management, Global
Executive Officer	Kotaro Nuriya	President, Consumer Products - Health & Beauty Care Business, Global
Executive Officer	Motomitsu Hasumi	Vice President, Research and Development - Household Products Research, Global; Responsible for Research and Development - Consumer Products Technology
Executive Officer	Mami Murata	Vice President, Corporate Strategy - Strategic Public Relations, Global
Executive Officer	Natsumi Hotta	President, Consumer Products - Hygiene & Living Care Business, Global
Executive Officer	Akira Shimotoyodome	President, Consumer Products - Life Care Business, Global

Corporate Executive Fellows

Title	Name
Corporate Executive Fellow *1	Yoshinori Takema
Corporate Executive Fellow *1	Masumi Natsusaka
Corporate Executive Fellow *2	Akemi Ishiwata

Corporate Executive Fellow	Yuji Furui
Corporate Executive Fellow	Hiroshi Maruyama *3

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

*3: He has taken office as the Corporate Executive Fellow since November 16, 2020.