

# Executives

(As of March 29, 2023)

The reasons for the election of Directors and Corporate Auditors are disclosed in the reference documents for the general meeting of shareholders at the time of election:

## Representative Directors



**Hitoshi Kawahara**

President and Representative Director

**Apr. 1984** Joined Kuraray Co., Ltd.  
**Apr. 2014** General Manager, Poval Film Division, Vinyl Acetate Company  
**Jan. 2016** Vice President, Vinyl Acetate Film Company  
**Mar. 2016** Executive Officer  
**Jan. 2018** President, Vinyl Acetate Resin Company  
**Mar. 2018** Managing Executive Officer  
**Mar. 2019** Director and Managing Executive Officer  
**Jan. 2021** President and Representative Director (Current position)



**Hiroaya Hayase**

Representative Director and Senior Managing Executive Officer

**Apr. 1980** Joined Kuraray Co., Ltd.  
**Apr. 2012** General Manager, Poval Resin Division, Resin Company  
**Jun. 2012** Executive Officer  
**Apr. 2013** General Manager, Poval Resin Division, Vinyl Acetate Company; and General Manager, Production and Technology Management Division, Vinyl Acetate Company  
**Jun. 2014** Managing Executive Officer  
**Jan. 2015** President, Vinyl Acetate Film Company  
**Mar. 2015** Director and Managing Executive Officer  
**Jan. 2016** President, Vinyl Acetate Resin Company  
**Mar. 2016** Director and Senior Managing Executive Officer  
**Mar. 2020** Representative Director and Senior Managing Executive Officer (Current position)  
**Jan. 2021** Executive Supervisor, Vinyl Acetate Resin Company (Current position); Executive Supervisor, Vinyl Acetate Film Company (Current position)  
**Jan. 2022** President, Vinyl Acetate Film Company (Current position)

## Board of Directors



**Masaaki Ito**

Chairman and Director

**Apr. 1980** Joined Kuraray Co., Ltd.  
**Apr. 2010** General Manager, Methacrylate Division, Chemicals Company  
**Jun. 2012** Executive Officer  
**Apr. 2013** Vice President, Functional Materials Company  
**Jun. 2013** Managing Executive Officer  
**Apr. 2014** Officer Responsible for Corporate Management Planning Division; Officer Responsible for CSR Division  
**Jun. 2014** Director and Managing Executive Officer  
**Jan. 2015** President and Representative Director  
**Jan. 2021** Chairman and Director (Current position)  
**Apr. 2021** Chairperson, Saijo Central Hospital (Current position)



**Yoshimasa Sano**

Director and Senior Managing Executive Officer

**Apr. 1980** Joined Kuraray Co., Ltd.  
**Apr. 2010** General Manager, Elastomer Division, Chemicals Company  
**Jun. 2012** Executive Officer  
**Apr. 2014** General Manager, Methacrylate Division, Functional Materials Company  
**Jan. 2016** Vice President, Functional Materials Company  
**Mar. 2016** Director and Managing Executive Officer  
**Jan. 2017** General Manager, Carbon Materials Division, Functional Materials Company  
**Jan. 2018** President, Functional Materials Company  
**Jan. 2020** President, Fibers and Textiles Company (Current position); Responsible for Osaka Office (Current position)  
**Mar. 2020** Director and Senior Managing Executive Officer (Current position)



**Keiji Taga**

Director and Managing Executive Officer

**Apr. 1984** Joined Kuraray Co., Ltd.  
**Apr. 2014** General Manager, Medical Division, Functional Materials Company  
**Mar. 2017** Executive Officer  
**Jan. 2018** Officer Responsible for Corporate Management Planning Office (Current position); Officer Responsible for CSR Division  
**Mar. 2018** Managing Executive Officer  
**Apr. 2018** General Manager, Corporate Management Planning Office  
**Mar. 2019** Director and Managing Executive Officer (Current position)  
**Jan. 2020** Officer Responsible for Administrative Unit  
**Jan. 2022** Officer Responsible for Corporate Sustainability Division (Current position); Officer Responsible for Global Digital Transformation Office; Officer Responsible for Accounting and Finance Division (Current position);  
**Jan. 2023** Officer Responsible for DX-IT Division (Current position)



**Matthias Gutweiler**

Director and Managing Executive Officer

Foreign national

**Mar. 1988** Joined Hoechst AG  
**Jun. 1996** Plant Manager, Mowiol Plant, Hoechst AG  
**Dec. 2001** Joined Kuraray Specialities Europe  
**Jan. 2009** President, Kuraray Europe GmbH (Current position), Executive Officer, Kuraray Co., Ltd.  
**Apr. 2013** General Manager, PVB Division, Vinyl Acetate Company  
**Mar. 2018** Managing Executive Officer  
**Mar. 2020** Director and Managing Executive Officer (Current position)



**Nobuhiko Takai**

Director and Managing Executive Officer

**Apr. 1984** Joined Kuraray Co., Ltd.  
**Apr. 2014** General Manager, Genestar Division, Isoprene Company  
**Mar. 2016** Executive Officer  
**Jan. 2019** Vice President, Functional Materials Company; General Manager, Carbon Material Division, Functional Materials Company  
**Mar. 2019** Managing Executive Officer  
**Jan. 2020** President, Functional Materials Company (Current position)  
**Mar. 2020** Director and Managing Executive Officer (Current position)



**Jun Hamano**

Outside Director  
(Independent Director)

Outside Independent

**Apr. 1974** Entered Economic Planning Agency of Japan (EPA)  
**Jul. 1999** Director, Minister's Secretariat Division, EPA  
**Jul. 2004** Director General for Economic and Fiscal Management, Cabinet Office  
**Jul. 2006** Vice-Minister for Policy Coordination, Cabinet Office  
**Jul. 2008** Deputy Vice-Minister, Cabinet Office  
**Jul. 2009** Vice-Minister, Cabinet Office  
**Jan. 2012** Advisor, Cabinet Office  
**Apr. 2013** Executive Advisor, Dentsu Inc.  
**Jun. 2015** Chairman, Ohara Memorial Institute for Science of Labour (Current position)  
**Mar. 2016** Director, Kuraray Co., Ltd. (Current position)  
**Apr. 2020** Representative Director and Vice Chairperson, Ohara Memorial HealthCare Foundation  
**Jun. 2021** Representative Director and Chairperson, Ohara Memorial HealthCare Foundation (Current position)

## Board of Directors



Keiko Murata

Outside Director  
(Independent Director)

Outside Independent

**Apr. 1986** Entered Economic Planning Agency of Japan (EPA)  
**Aug. 2005** Director for Overseas Economies, Directorate General for Economic Research, Cabinet Office  
**Aug. 2006** Director for International Affairs, Secretariat of the Science Council of Japan, Cabinet Office  
**Jul. 2008** Professor, Graduate School of Social Sciences, Tokyo Metropolitan University  
**May 2015** Advisor to the President, Tokyo Metropolitan University  
**Jul. 2017** Trustee, Nippon Life Insurance Company (Current position)  
**Apr. 2018** Professor, Graduate School of Management, Tokyo Metropolitan University  
**Mar. 2020** Director, Kuraray Co., Ltd. (Current position)  
**Apr. 2022** Professor Emeritus, Tokyo Metropolitan University (Current position); Professor, Graduate School of Economics, Risscho University (Current position)



Satoshi Tanaka

Outside Director  
(Independent Director)

Outside Independent

**Apr. 1981** Joined Mitsui & Co.  
**Apr. 2007** General Manager, Corporate Strategy & Planning, Mitsui & Co.  
**Apr. 2011** Managing Officer, Mitsui & Co.  
**Apr. 2013** Executive Managing Officer, Mitsui & Co.  
**Apr. 2015** Senior Executive Managing Officer, COO of Asia Pacific Business Unit, Mitsui & Co.  
**Apr. 2017** Executive Vice President and CAO<sup>\*1</sup>; CIO<sup>\*2</sup>; CPO<sup>\*3</sup>, Mitsui & Co., Ltd.  
**Jun. 2017** Representative Director, Executive Vice President, Mitsui & Co.  
**Apr. 2019** Director, Mitsui & Co.  
**Jun. 2019** Counselor, Mitsui & Co.  
**Mar. 2020** Director, Kuraray Co., Ltd. (Current position)  
**Apr. 2020** Outside Director, Sekisui House, Ltd.  
**Jan. 2021** Independent Director, IHH Healthcare Berhad (Current position)  
**Apr. 2021** Representative Director, Executive Vice President & Executive Officer, Sekisui House, Ltd. (Current position)



Kiyoto Ido

Outside Director  
(Independent Director)

Outside Independent

**Apr. 1973** Entered the Ministry of Finance (MOF)  
**Mar. 1980** Consul, Consulate-General of Japan, Frankfurt in Germany  
**Jul. 1989** Deputy General Manager, Finance Dept., Inter-American Development Bank, Washington, D.C.  
**Apr. 1998** Deputy Vice Minister of Finance for International Affairs, MOF Deputy Director-General, International Bureau, MOF  
**Jun. 1999** Minister, Embassy of Japan, Washington, D.C.  
**Jul. 2002** Deputy Director-General, International Bureau, MOF  
**Jul. 2004** Director-General, International Bureau, MOF  
**Aug. 2006** Executive Director, Bank of Japan  
**Apr. 2011** Vice Chairman, Institute for International Economic Studies  
**Mar. 2021** Director, Kuraray Co., Ltd. (Current position); Director (Outside), Japan Investment Adviser Co., Ltd. (Current position)



Kazuhiro Nakayama

Full-time Member of Audit & Supervisory Board

**Apr. 1980** Joined Kuraray Co., Ltd.  
**Apr. 2012** General Manager, Kurashiki Plant  
**Jun. 2012** Executive Officer  
**Apr. 2013** General Manager, Overseas Business, Vinyl Acetate Company  
**Apr. 2014** General Manager, Technology Division  
**Jan. 2016** Officer Responsible for Technology Division; Officer Responsible for Plants in Japan; Officer Responsible for Environmental Business Development and Promotion Division  
**Mar. 2016** Director and Managing Executive Officer  
**Jan. 2018** Officer Responsible for Environmental and Industrial Safety Management Center  
**Jan. 2020** Assistant to the President  
**Mar. 2020** Member of Audit & Supervisory Board (Current position)

\*1 Chief Administrative Officer \*2 Chief Information Officer \*3 Chief Privacy Officer



Naoya Uehara

Full-time Member of Audit & Supervisory Board

**Apr. 1982** Joined Kuraray Co., Ltd.  
**Apr. 2013** Vice General Manager, Corporate Management Planning Division  
**Jun. 2014** Vice General Manager, GLS Division, Kuraray America, Inc.  
**Jan. 2018** Vice President, Kuraray Europe GmbH  
**Mar. 2020** Executive Officer, Kuraray Co., Ltd.  
**Jan. 2021** Assistant to the President  
**Mar. 2021** Member of Audit & Supervisory Board (Current position)



Mitsuhiro Nagahama

Outside Member of Audit & Supervisory Board  
(Independent Member of Audit & Supervisory Board)

Outside Independent

**Apr. 1976** Entered The Fuji Bank Limited (the present Mizuho Bank, Ltd.)  
**Apr. 2002** General Manager, Americas Non-Japanese Corporate Banking Division No. 2, Mizuho Corporate Bank, Ltd. (the present Mizuho Bank, Ltd.)  
**Mar. 2003** Executive Officer and General Manager, Otemachi Corporate Banking Division No. 6 and No. 7, Mizuho Corporate Bank, Ltd.  
**Apr. 2005** Managing Executive Officer in charge of corporate banking, Mizuho Corporate Bank, Ltd.  
**Mar. 2006** Managing Executive Officer, Head of the Americas, Mizuho Corporate Bank, Ltd.  
**Apr. 2010** Deputy President, Head of the Americas, Mizuho Corporate Bank, Ltd.  
**Apr. 2013** Chairman of the Board, Mizuho Securities Co., Ltd.; Chairman of the Board, Mizuho Securities USA Inc.  
**Apr. 2015** Senior Advisor, Mizuho Securities Co., Ltd.  
**Jun. 2015** Outside Audit & Supervisory Board Member, Azbil Co., Ltd.  
**Mar. 2018** Member of Audit & Supervisory Board, Kuraray Co., Ltd. (Current position)  
**Mar. 2019** Outside Director, Tokyo Tatemono Co., Ltd.  
**Jun. 2019** Outside Director, Azbil Co., Ltd. (Current position)  
**Jun. 2020** Outside Director, NSK Ltd. (Current position)



Tomomi Yatsu

Outside Member of Audit & Supervisory Board  
(Independent Member of Audit & Supervisory Board)

Outside Independent

**Apr. 1983** Entered Tokyo Electron Ltd.  
**Oct. 1986** Entered Tohmatsu Awoki & Sanwa (the present Deloitte Touche Tohmatsu LLC)  
**Sep. 1990** Registered as a Certified Public Accountant  
**Oct. 2001** Registered with Tokyo Bar Association; Entered Shin-Tokyo Sohgo Law Office (later merged with Bingham Sakai Mimura Aizawa-Foreign Law Joint Enterprise)  
**Jun. 2009** Outside Audit & Supervisory Board Member, Calbee, Inc.  
**Jun. 2010** Outside Audit & Supervisory Board Member, Taiko Pharmaceutical Co., Ltd.  
**Mar. 2012** Outside Audit & Supervisory Board Member, KOKUYO Co., Ltd.  
**Mar. 2015** Outside Audit & Supervisory Board Member, Yamaha Motor Co., Ltd.  
**Apr. 2015** Partner, TMI Associates  
**Jun. 2016** Outside Director, SMBC Nikko Securities Inc. (Current position)  
**Jun. 2017** Outside Audit & Supervisory Board Member, IHI Corporation  
**Mar. 2019** Member of Audit & Supervisory Board, Kuraray Co., Ltd. (Current position)  
**Mar. 2021** Outside Audit & Supervisory Board Member, Kyowa Kirin Co., Ltd. (Current position)  
**Apr. 2022** Representative, Yatsu Law & Accounting Office (Current position)



Kenji Komatsu

Outside Member of Audit & Supervisory Board  
(Independent Member of Audit & Supervisory Board)

Outside Independent

**Apr. 1978** Entered Mitsubishi Corporation  
**Feb. 1996** Entered GE International Inc.  
**Jul. 2005** Representative Director and President, Ecolab Inc. (the present Ecolab GK)  
**Apr. 2007** Senior Vice President, Ecolab Inc.  
**Dec. 2010** Senior Executive Officer, Sanden Corporation (the present Sanden Holdings Corporation)  
**Nov. 2011** Entered Bain Capital Asia, LLC  
**Mar. 2013** Director, President and CEO, BELLSYSTEM24, Inc.  
**Mar. 2016** Director and Chairman, BELLSYSTEM24 Holdings, Inc.  
**Jun. 2016** Advisor, COACH A Co., Ltd.  
**Dec. 2018** Advisor, API Consultants CO., LTD.  
**Mar. 2019** Member of Audit & Supervisory Board, Kuraray Co., Ltd. (Current position)  
**May 2020** Executive Vice President, Fujitsu Component Limited  
**Oct. 2022** Director, Fujitsu Component Limited (Current position)  
**Jan. 2023** Chairman and Representative Director, Longreach Business Partners Inc. (Current position)

**Managing Executive Officers**

Akira Omura	Officer Responsible for Technology Division; Officer Responsible for Plants in Japan; Officer Responsible for Environmental and Industrial Safety Management Center
Toshihiro Omatsu	President, Isoprene Company
Toshinori Tsugaru	Officer Responsible for Innovation Networking Center; Officer Responsible for Research and Development Division; Officer Responsible for IP Management Center
Satoru Fujinami	Officer Responsible for General Affairs and HR Division; Officer Responsible for Confidential Information Management; Officer Responsible for Purchasing and Logistics Division
Tomoyuki Watanabe	President, Vinyl Acetate Resin Company; Officer Responsible for Electronics Materials Promotion Division

**Executive Officers**

Stephen Cox	General Manager, Advanced Interlayer Solutions Division
Koichi Takano	General Manager, Purchasing and Logistics Division
Takaharu Kawahara	President, Kuraray America, Inc.
Fuyuo Ueyama	General Manager, Poval Film Division
Stevan R. Schott	General Manager, Environmental Solutions Division; President, Calgon Carbon Corporation
Yoji Ikemori	General Manager, Genestar Division
Kazushige Sakamoto	General Manager, Okayama Plant
Koichi Daifuku	General Manager, Electronics Materials Promotion Division
Junichi Fujiwara	General Manager, Corporate Management Planning Office
Hideo Ohi	General Manager, Corporate Auditing Division
Hiroyuki Shimo	General Manager, EVAL Division
Yoshinobu Nakamura	General Manager, Methacrylate Division
Akiko Ide	General Manager, Corporate Sustainability Division
Nobuyoshi Takai	General Manager, Fibers and Industrial Materials Division
Christian Herrmanns	General Manager, MonoSol Division; President, MonoSol
Stanley Fukuyama	General Manager, DX-IT Division

**Main Areas of Expertise and Experience of Directors and Members of Audit & Supervisory Board\*<sup>1</sup>**

	Name	Board of Directors Audit & Supervisory Board Attendance* <sup>2</sup>	Knowledge, Experience of Officers								
			Corporate Management	Global	Sales and Marketing	Production and Equipment Technology	R&D	Legal Affairs and Risk Management	Finance and Accounting	Environment and Society	Human Resources and Labor Management
Directors	Hitoshi Kawahara	100%	○	○	○						
	Hiroaya Hayase	100%	○	○		○	○				
	Masaaki Ito	100%	○	○		○	○				
	Yoshimasa Sano	100%		○	○						
	Keiji Taga	100%		○	○			○	○		
	Matthias Gutweiler <small>Foreign national</small>	100%	○	○		○	○				
	Nobuhiko Takai	100%		○	○						
	Jun Hamano <small>Outside Independent</small>	100%								○	○
	Keiko Murata <small>Outside Independent</small>	100%		○					○	○	
	Satoshi Tanaka <small>Outside Independent</small>	93%	○	○	○						○
Members of Audit & Supervisory Board	Kiyoto Ido <small>Outside Independent</small>	100%		○					○	○	
	Kazuhiro Nakayama	100%		○		○	○			○	
	Naoya Uehara	100%		○				○			
	Mitsuhiro Nagahama <small>Outside Independent</small>	100%	○	○					○		○
	Tomomi Yatsu <small>Outside Independent</small>	100%						○	○		
	Kenji Komatsu <small>Outside Independent</small>	100%	○	○	○						

\*<sup>1</sup> The above table shows up to four areas of knowledge or experience possessed by Directors or Members of Audit & Supervisory Board. It does not represent all of their knowledge or experience.

\*<sup>2</sup> Rate of attendance rate from January 2022 to December 2022.