

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 2016)

New position	Name	Current position	Remarks
Director and Primary Executive Officer	Sadaaki Matsuyama	Director and Senior Executive Officer	Change of position
Director and Primary Executive Officer	Kazuhiko Kugawa	Director and Senior Executive Officer	Change of position
Director and Primary Executive Officer	Hiroaya Hayase	Director and Senior Executive Officer	Change of position
Director and Senior Executive Officer	Kazuhiro Nakayama	Executive Officer	New appointment
Director and Senior Executive Officer	Kenichi Abe	Executive Officer	New appointment
Director and Senior Executive Officer	Yoshimasa Sano	Executive Officer	New appointment
Director and Senior Executive Officer	Hitoshi Toyoura	Executive Officer	New appointment
External Director	Jun Hamano	—	New appointment
—	Setsuo Yamashita	Representative Director and Primary Executive Officer	Resignation
—	Nobuo Fujii	Director and Primary Executive Officer	Resignation
— (Scheduled to be appointed Adviser of KURARAY TRADING Co., Ltd.)	Kazuhiro Tenkumo	Director and Senior Executive Officer	Resignation
— (Scheduled to be appointed Standing Corporate Auditor)	Kunio Yuki Yoshi	Director and Senior Executive Officer	Resignation
—	Takafusa Shioya	External Director	Resignation

2. Changes in Corporate Auditor Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2016)

New position	Name	Current position	Remarks
Standing Corporate Auditor	Kunio Yuki Yoshi	Director and Senior Executive Officer	New appointment
—	Yoichi Ninagawa	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 2016)

New position	Name	Current position	Remarks
Executive Officer	Scott Bening	—	New appointment
Executive Officer	Stephen Cox	—	New appointment
Executive Officer	Toshinori Tsugaru	Associate Executive Officer	New appointment
Executive Officer	Koichi Takano	Associate Executive Officer	New appointment
Executive Officer	Nobuhiko Takai	Associate Executive Officer	New appointment
Executive Officer	Toshihiro Omatsu	Associate Executive Officer	New appointment
Executive Officer	Hitoshi Kawahara	Associate Executive Officer	New appointment
Executive Officer	Hajime Suzuki	Associate Executive Officer	New appointment
Executive Officer	Ikuo Nakamura	Associate Executive Officer	New appointment
—	Masanori Onodera	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.

	Representative Director and Chairman	Fumio Ito
	Representative Director and President	Masaaki Ito
※	Director and Primary Executive Officer	Sadaaki Matsuyama
※	Director and Primary Executive Officer	Kazuhiko Kugawa
※	Director and Primary Executive Officer	Hiroaya Hayase
	Director and Senior Executive Officer	Yukiatsu Komiya
◎	Director and Senior Executive Officer	Kazuhiro Nakayama
◎	Director and Senior Executive Officer	Kenichi Abe
◎	Director and Senior Executive Officer	Yoshimasa Sano
◎	Director and Senior Executive Officer	Hitoshi Toyoura
	External Director	Tomokazu Hamaguchi
◎	External Director	Jun Hamano

	Standing Corporate Auditor	Keiji Murakami
◎	Standing Corporate Auditor	Kunio Yukiyoshi
	External Corporate Auditor	Mie Fujimoto
	External Corporate Auditor	Yoshimitsu Okamoto
	External Corporate Auditor	Mikio Nakura

	Executive Officer	Matthias Gutweiler
	Executive Officer	George Avdey
	Executive Officer	Yukinori Yamane
	Executive Officer	Akira Omura
	Executive Officer	Tsugunori Kashimura
	Executive Officer	Takashi Nakajima
	Executive Officer	Hirohide Hayashi
◎	Executive Officer	Scott Bening
◎	Executive Officer	Stephen Cox
◎	Executive Officer	Toshinori Tsugaru
◎	Executive Officer	Koichi Takano
◎	Executive Officer	Nobuhiko Takai
◎	Executive Officer	Toshihiro Omatsu
◎	Executive Officer	Hitoshi Kawahara
◎	Executive Officer	Hajime Suzuki
◎	Executive Officer	Ikuo Nakamura

5. Career Summary of New Directors and New Corporate Auditors

(1) New Directors

Name: Kazuhiro Nakayama

Date of birth: January 1, 1956

Educational background: Graduated from the Kyushu University, Graduate School of Engineering (Master's Degree) in March 1980

Career history:

April 1980 Joined Kuraray Co., Ltd.

September 2000 Manager of SEPCA Construction Group, Environment and Technology Division

April 2006 Manager of Technology Planning and Administration Department, Environmental, Industrial Safety and Technology Division

April 2008 General Manager of Technology Development Center, Technology Division

April 2012 General Manager of Kurashiki Plant

June 2012 Executive Officer (Current position)

April 2013 General Manager of Global Business Planning Division, Vinyl Acetate Company

April 2014 General Manager of Technology Division (Current position)

Name: Kenichi Abe

Date of birth: May 3, 1956

Educational background: Graduated from the Kyoto University, Faculty of Economics in March 1980

Career history:

April 1980 Joined Kuraray Co., Ltd.

June 2000 Assistant Manager of Synthetic Rubber and Resin Sales Department, Chemicals Division

April 2001 Manager of Elastomer Sales Department, Elastomer Division

April 2006 Manager of Planning and Administration Department, Chemicals Company

April 2008 Deputy General Manager of Isoprene Chemicals Division, Chemicals and Medical Products Company

April 2009 General Manager of Elastomer Division, Chemicals and Medical Products Company

April 2010 President of Kuraray America, Inc.

April 2012 General Manager of Corporate Management Planning Division

June 2012 Executive Officer (Current position)

April 2013 General Manager of New Business Development Division (Current position)

Name: Yoshimasa Sano

Date of birth: April 12, 1956

Educational background: Graduated from Osaka City University, Faculty of Business in March 1980

Career history:

April 1980 Joined Kuraray Co., Ltd.

July 2001 Manager of Sales Department, Fine Chemicals Division

April 2007 Manager of Chemicals Marketing & Sales Department, Isoprene Chemicals Division, Chemicals and Medical Products Company

April 2010 General Manager of Elastomer Division, Chemicals Company

June 2012 Executive Officer (Current position)

April 2014 General Manager of Methacrylate Division, Functional Materials Company (Current position)

Name: Hitoshi Toyoura

Date of birth: November 18, 1958

Educational background: Graduated from Waseda University, School of Political Science and Economics in March 1982

Career history:

April 1982 Joined Kuraray Co., Ltd.

April 2003 Manager of Non-woven Fabrics Material Department, Fastening and Non-woven Fabrics Company

April 2010 General Manager of Fibers and Industrial Materials Division, Fibers and Textiles Company

June 2013 Executive Officer (Current position)

January 2015 General Manager of Consumer Goods and Materials Division, Fibers and Textiles Company (Current position)

March 2015 President of Kuraray Fastening Co., Ltd. (Current position)

Name: Jun Hamano ※External Director

Date of birth: February 27, 1951

Educational background: Graduated from the University of Tokyo, Faculty of Economics
in March 1974

Career history:

April 1974 Entered Economic Planning Agency of Japan

July 1999 Director, Minister's Secretariat Division

January 2001 Director, Personnel Division, Minister's Secretariat, Cabinet Office

January 2002 Deputy Director General for Economic and Fiscal Management

July 2004 Director General for Economic and Fiscal Management

July 2006 Vice-Minister for Policy Coordination

July 2008 Deputy Vice-Minister

July 2009 Vice-Minister

January 2012 Advisor

April 2013 Executive Advisor, DENTSU INC. (Current position)

June 2014 Director, Ohara Memorial Healthcare Foundation (Current Position)

June 2015 Chairman, the Institute for Science of Labour

September 2015 Chairman, the Ohara Memorial Institute for Science of Labour
(Current Position)

(2) New Standing Corporate Auditor

Name: Kunio Yuki Yoshi

Date of birth: May 2, 1951

Educational background: Graduated from Tokyo Institute of Technology, School of Engineering
in March 1975

Career history:

April 1975	Joined Kuraray Co., Ltd.
June 2000	Manager of Chemical Process Technology Development Department, Technology Development Center
April 2001	Manager of Poval and Eval Production and Technology Department, Okayama Plant
April 2004	Manager of Technology Planning and Administration Department, Environment and Technology Division
April 2007	Deputy General Manager of Poval Film Division, Specialty Resin and Film Company
April 2008	General Manager of Poval Film Division, Specialty Resin and Film Company
April 2010	General Manager of Kurashiki Plant
June 2010	Executive Officer
April 2012	Officer Responsible for Technology Division (Current position), Officer Responsible for Plants in Japan (Current position), General Manager of Technology Division
June 2012	Director and Senior Executive Officer (Current position)