March 14, 2018

KOSÉ Corporation
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Stock exchange listing: Tokyo Stock Exchange, First Section; Stock code: 4922
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Notice of Executive Appointments and Personnel Changes

KOSÉ Corporation will make a following appointments and changes in executives scheduled for March 21, 2018 and late June 2018. The aim of these actions is to strengthen the Company's management and the operation of business activities.

1. Changes in Directors' responsibilities (effective March 21, 2018)

New position	Name	Current position
Executive Director, in charge of Marketing HQ	Masanori Kobayashi	Executive Director, General Manager of Global Business Div.
Director, General Manager of Europe and America Business Div. CEO of KOSÉ AMERICA,INC. and KOSÉ BRASIL LTDA.	Michihito Yanai	Director CEO of KOSÉ AMERICA,INC. and KOSÉ BRASIL LTDA.

2. Promoted Director (scheduled for late June 2018)

New position	Name	Current position
Executive Director, General Manager of President Office*	Koichi Shibusawa	Director, General Manager of Accounting and Finance Dept.

Mr. Shibusawa will be appointed as Executive Director at the Board of Directors meeting to be held after the shareholders meeting scheduled for late June 2018.
* This change will be effective on March 21, 2018.

3. Candidate for new Director (scheduled for late June 2018)

New position	Name	Current position
Director, General Manager of Digital Marketing Div.*, Advertising Dept.	Kazuya Kitagawa	Executive Officer, General Manager of Advertising Dept.

Mr. Kitagawa will be submitted as a candidate for Director at the shareholders meeting scheduled for late June 2018.
* This change will be effective on March 21, 2018.

4. Retiring Directors (scheduled for late June 2018)

	Name	Current position
	Kazumasa Hanagata	Executive Director, General Manager of President Office
	Noboru Naito	Executive Director
	Kiyoto Nagahama	Executive Director
	Hideto Hokao	Director, General Manager of Consumer Brands Div.

The above directors plan to retire at the close of the shareholders meeting scheduled for late June 2018.

5. Changes in Executive Officers' responsibilities (effective March 21, 2018)

New position	Name	Current position
Executive Officer, General Manager of Supply Chain Management Dept.	Tadanobu Hayashi	Executive Officer, General Manager of Manufacturing Dept. President of KOSÉ INDUSTRIES CO., LTD.
Executive Officer, General Manager of Manufacturing Dept. President of KOSÉ INDUSTRIES CO., LTD.	Koichi Shinmoto	Executive Officer, General Manager of Supply Chain Management Dept.
Executive Officer, Director of R&D Laboratories, General Manager of Customer Value Creation Research Laboratories	Akinobu Hayashi	Executive Officer, Director of R&D Laboratories, General Manager of Customer Value Creation Research Laboratories, Advanced Cosmetic Research Laboratories
Executive Officer, Director of Asia Business Div. President of KOSÉ COSMETICS CO., LTD. (CHINA) and KOSÉ COSMETICS SALES (CHINA) CO., LTD.	Tomoyuki Nio	Executive Officer, General Manager of Asia Operations Dept., Global Business Div. President, of KOSÉ COSMETICS CO., LTD. (CHINA) and KOSÉ COSMETICS SALES (CHINA) CO., LTD.

6. Promoted Executive Officers (effective March 21, 2018)

New position	Name	Current position
Senior Executive Officer, in charge of Supply Chain Management, Manufacturing and Procurement	Jiro Nakabayashi	Executive Officer, General Manager, Purchasing Dept.
Senior Executive Officer, General Manager of Chain Store Sales Operation Dept., Consumer Brands Div.	Yasuhiro Kamio	Executive Officer, General Manager of Chain Store Sales Operation Dept., Consumer Brands Div.

7. New Executive Officers (effective March 21, 2018)

New position	Name	Current position
Executive Officer, in charge of General Administration and Legal Dept.	Noboru Matsumoto	General Manager of General Administration Dept.
Executive Officer, General Manager of Accounting and Finance Dept.	Shinichi Mochizuki	General Manager of International Operations Administration Dept., Global Business Div.
Executive Officer Executive Director of KOSÉ SALES CO., LTD.	Isao Fujiwara	General Manager of Selective Brands Div., Selective Brands Sales Dept.
Executive Officer Director, General Manager of Business Development Dept., KOSÉ SALES CO., LTD.	Noriyuki Arai	Director Supervisor of Area Branches 2, KOSÉ SALES CO., LTD.
Executive Officer, General Manager of Corporate Strategy Dept.	Yoshinori Haratani	General Manager of Corporate Strategy Dept.

8. Retiring Executive Officer (effective March 21, 2018)

New position	Name	Current position
President of CRIE CO., LTD.	Koichi Kawano	Executive Officer Executive Director of KOSÉ SALES CO., LTD.