November 25, 2026
KURARAY CO., LTD.

Announcement of Changes in Executive Personnel

KURARAY CO., LTD. today announce its decision regarding a change in those appointed as executive personnel. Details are as follows.

1. Changes in Director Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2027)

New position	Name	Current position	Type of change
Outside Director	Akihiko Kanazawa	—	New appointment
—	Matthias Gutweiler	Director and Managing Executive Officer	Resignation

2. Changes in Member of Audit & Supervisory Board Positions

(Scheduled effective date: General Meeting of Shareholders to be held in the end of March 2027)

New position	Name	Current position	Type of change
Full-time Member of Audit & Supervisory Board	Akira Omura	Managing Executive Officer	New appointment
Outside Member of Audit & Supervisory Board	Akihiko Inoue	—	New appointment
Outside Member of Audit & Supervisory Board	Kumiko Yoshii	—	New appointment
—	Tomomi Yatsu	Outside Member of Audit & Supervisory Board	Resignation
—	Kenji Komatsu	Outside Member of Audit & Supervisory Board	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 2027)

New position	Name	Current position	Type of change
Managing Executive Officer	Koichi Daifuku	Executive Officer	Change of position

Managing Executive Officer	Fumio Uegaki	Executive Officer	Change of position
Executive Officer	Hideyuki Matsukawa	Associate Executive Officer	New appointment
Executive Officer	Hans Vandommele	—	New appointment
—	Toshihiro Omatsu	Managing Executive Officer	Resignation
—	Stephen Cox	Executive Officer	Resignation
—	Stevan R. Schott	Executive Officer	Resignation
—	Yoshinobu Nakamura	Executive Officer	Resignation
—	Akiko Ide	Executive Officer	Resignation
—	Noriaki Namba	Executive Officer	Resignation

4. Directors, Members of Audit & Supervisory Board and Executive Officers

◎: New appointment
※: Change of position
No mark: Reappointed or continuing in office

	President and Representative Director	Hitoshi Kawahara
	Representative Director and Senior Managing Executive Officer	Keiji Taga
	Chairman and Director	Masaaki Ito
	Director and Managing Executive Officer	Nobuhiko Takai
	Director and Managing Executive Officer	Tomoyuki Watanabe
	Director and Managing Executive Officer	Yoji Ikemori
	Outside Director	Keiko Murata
	Outside Director	Satoshi Tanaka
	Outside Director	Naoko Mikami
	Outside Director	Toshifumi Mikayama
◎	Outside Director	Akihiko Kanazawa

◎	Full-time Member of Audit & Supervisory Board	Akira Omura
	Full-time Member of Audit & Supervisory Board	Hideo Ohi
	Outside Member of Audit & Supervisory Board	Nobuyuki Fujii
◎	Outside Member of Audit & Supervisory Board	Akihiko Inoue
◎	Outside Member of Audit & Supervisory Board	Kumiko Yoshii

	Managing Executive Officer	Kazushige Sakamoto
	Managing Executive Officer	Junichi Fujiwara
	Managing Executive Officer	Stanley Fukuyama
※	Managing Executive Officer	Koichi Daifuku
※	Managing Executive Officer	Fumio Uegaki
	Executive Officer	Koichi Takano
	Executive Officer	Takaharu Kawahara
	Executive Officer	Fuyuo Ueyama
	Executive Officer	Nobuyoshi Takai
	Executive Officer	Christian Herrmanns
	Executive Officer	Satoshi Yamaguchi
	Executive Officer	Kazunari Matsumoto
	Executive Officer	Toshiji Kashiwagi
	Executive Officer	Motohiro Fukuda
	Executive Officer	Tomohiro Ono
◎	Executive Officer	Hideyuki Matsukawa
◎	Executive Officer	Hans Vandommele

5. Career Summary of New Director and Member of Audit & Supervisory Board

(1) New Director

Akihiko Kanazawa Outside Director

Date of birth: May 12, 1959

Educational background:

March 1982 Graduated from the University of Tokyo, Faculty of Economics
May 1987 Master of Business Administration, Graduate School of Business, University of Chicago

Career history:

April 1982 Joined Tonen Corporation (the present ENEOS Corporation)
April 1997 General Manager, Change Management Team, Tonen Corporation
July 2000 Quality Leader, GE Capital Consumer Finance Japan
April 2003 Executive Vice President, GE Nissen Credit, Inc. (the present Nissen Credit Service Co., Ltd.)
September 2004 Representative Director and CEO, GE Nissen Credit, Inc.
January 2006 Director, AlixPartners Asia LLC
March 2012 Principal, A.T. Kearney, Inc.
March 2013 Corporate Officer, BELLSYSTEM24 Holdings, Inc.
May 2016 Director and Corporate Officer, BELLSYSTEM 24 Holdings, Inc.
May 2018 Director and Senior Managing Officer, BELLSYSTEM 24 Holdings, Inc.
January 2022 Business Advisor, Longreach Group, Inc.
January 2023 Managing Director, Longreach Business Partners, Ltd.
August 2023 Director, nobitel Incorporation (Current position)
March 2025 Representative Director and CEO, Longreach Business Partners, Ltd.
October 2026 Senior Advisor, Longreach Business Partners, Ltd. (Current position)

(2) New Member of Audit & Supervisory Board

Akira Omura Full-time Member of Audit & Supervisory Board

Date of Birth: June 23, 1959

Educational background:

March 1984 Graduated from Yamaguchi University Graduate school of Engineering (Master's Degree)

Career history:

April 1984 Joined Kuraray Co., Ltd.
April 2006 Senior Manager of Production & Technology Management Department, Specialty Resin and Film Company
April 2010 Senior Manager of Poval and EVAL Production and Technology Development Department, Okayama Plant
April 2011 Assistant to the President, Resin Company
April 2012 General Manager of PVB Division, Resin Company,
General Manager of Production & Technology Management Department, Resins Company
April 2013 Deputy General Manager, Production and Technology Management Division, Vinyl Acetate Company

April 2014 General Manager, Production and Technology Management Division, Vinyl Acetate Company
June 2014 Executive Officer
January 2016 Vice President, Vinyl Acetate Resin Company
General Manager, Production and Technology Management Division, Vinyl Acetate Resin Company
General Manager, Production and Technology Management Division, Vinyl Acetate Film Company
January 2018 General Manager, Technology Division
January 2020 Responsible for Technology Division, Plants in Japan, and Environment and Industrial Safety Management Center (Current position)
March 2020 Managing Executive Officer (Current position)

Akihiko Inoue Outside Member of Audit & Supervisory Board

Date of birth: August 21, 1957

Educational background:

March 1980 Department of Mechanical Engineering, Faculty of Engineering, The University of Tokyo
March 1982 Department of Industrial Mechanical Engineering, Graduate School of Engineering, The University of Tokyo
June 1990 Massachusetts Institute of Technology, Master of Science

Career history:

Nippon Steel Corporation (April, 1982 - September, 2012)

April 1982 Joined Nippon Steel Corporation
April 2006 General Manager, Sheet & Coil Mill, Hirohata Works
April 2011 Director

Nippon Steel & Sumitomo Metal Corporation (October, 2012 - March, 2019)

October 2012 Executive Officer, Flat Products Technology
April 2014 Managing Executive Officer, Head of Works, Kimitsu Works
April 2018 Executive Vice President, Head of Research and Development
June 2018 Representative Director and Executive Vice President, Head of Research and Development

Nippon Steel Corporation (April, 2019 - March, 2020)

April 2019 Representative Director and Executive Vice President, Head of Research and Development Laboratories

Nippon Steel Stainless Steel Corporation (April, 2020 - March, 2025)

April 2020 Corporate Advisor
June 2020 Representative Director & Executive Vice President, Head of Production
April 2021 Representative Director and President

Nippon Steel Corporation (April, 2025 - March, 2026)

April 2025 Advisor

Kumiko Yoshii　Outside Member of Audit & Supervisory Board

Date of birth: December 13, 1978

Educational background:

March 2001　Graduated from Chuo University, Faculty of Commerce, Department of Accounting

March 2007　Completed Chuo Law School (Juris Doctor equivalent)

Career history:

April 2001　Joined ChuoAoyama Audit Corporation

December 2008 Registered as an attorney-at-law (Dai-Ichi Tokyo Bar Association)

January 2009 Joined TMI Associates

December 2018 Certified Public Accountant (CPA)

March 2020　Member, NHK Committee on Verification of Internet Segment Accounting (Current position)

January 2022 Executive Director, Japan Cost Accounting Association (Current position)

January 2022 Outside Auditor, Kausche Inc. (Current position)

July 2023　Outside Director, Meiji Yasuda Life Insurance Company (Current position)

June 2024　Steering Committee Member, GX Promotion Organization (Current position)