

# Executives (As of March 27, 2025)

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:

 General Meeting of Shareholders  
 Board of Directors attendance rate  
 (January–December 2024)

## Representative Directors



**Hitoshi Kawahara**  
 President and  
 Representative Director

100%

**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)



**Keiji Taga**  
 Representative Director and  
 Senior Managing Executive Officer

100%

**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; 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  
**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  
**Jan. 2023** Officer Responsible for DX-IT Division  
**Jan. 2024** Representative Director and Senior Managing  
 Executive Officer (Current position)  
**Jan. 2025** Officer Responsible for General Affairs and  
 HR Division (Current position), Officer Responsible for  
 Purchasing and Logistics Division (Current position)

## Board of Directors



**Masaaki Ito**  
 Chairman and Director

100%

**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)  
**Jun. 2024** Outside Director, Hitachi Construction Machinery Co.,  
 Ltd. (Current position)



**Matthias Gutweiler**  
 Director and  
 Managing Executive Officer

Foreign national

100%

**Mar. 1988** Joined Hoechst AG  
**Jun. 1996** Plant Manager, Mowiol Plant, Hoechst AG  
**Dec. 2001** Joined Kuraray Specialties Europe GmbH  
**Jan. 2009** Executive Officer, Kuraray Co., Ltd.; President,  
 Kuraray Europe GmbH (Current position)  
**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

100%

**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 Materials Division  
**Mar. 2019** Managing Executive Officer  
**Jan. 2020** President, Functional Materials Company  
 (Current position)  
**Mar. 2020** Director and Managing Executive Officer  
 (Current position)



**Tomoyuki Watanabe**  
 Director and  
 Managing Executive Officer

100%

**Apr. 1988** Joined Kuraray Co., Ltd.  
**Jan. 2015** General Manager, Poval Resin Division; General Manager,  
 International Business Planning Division,  
 Vinyl Acetate Resin Company  
**Jan. 2016** Vice President, Vinyl Acetate Resin Company  
**Mar. 2018** Executive Officer  
**Jan. 2021** President, Vinyl Acetate Resin Company  
 (Current position)  
**Jan. 2023** Officer Responsible for Electronics Materials  
 Promotion Division (Current position)  
**Mar. 2023** Managing Executive Officer  
**Jan. 2024** President, Vinyl Acetate Film Company  
 (Current position)  
**Mar. 2024** Director and Managing Executive Officer  
 (Current position)



**Yoji Ikemori**  
 Director and  
 Managing Executive Officer

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**Apr. 1986** Joined Kuraray Co., Ltd.  
**Jan. 2017** General Manager, Methacrylate Division,  
 Functional Materials Company  
**Jan. 2019** General Manager, Genestar Division, Isoprene Company  
 (Current position)  
**Mar. 2019** Executive Officer  
**Jan. 2024** President, Isoprene Company (Current position)  
**Mar. 2024** Managing Executive Officer  
**Mar. 2025** Director and Managing Executive Officer  
 (Current position)



**Keiko Murata**  
 Outside Director  
 (Independent Director)

Outside Independent

100%

**Apr. 1986** Joined 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, Ritssho University (Current position)

# Executives

## Board of Directors



**Satoshi Tanaka**

Outside Director  
(Independent Director)

Outside Independent

100%

**Apr. 1981** Joined Mitsui & Co.  
**Apr. 2007** General Manager, Corporate Planning & Strategy Division, Mitsui & Co., Ltd.  
**Apr. 2011** Managing Officer, Mitsui & Co., Ltd.  
**Apr. 2013** Executive Managing Officer, Mitsui & Co., Ltd.  
**Apr. 2015** Senior Executive Managing Officer, COO of Asia Pacific Business Unit, Mitsui & Co., Ltd.  
**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., Ltd.  
**Apr. 2019** Director, Mitsui & Co., Ltd.  
**Jun. 2019** Counselor, Mitsui & Co., Ltd.  
**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)

\*1 Chief Administrative Officer

\*2 Chief Information Officer

\*3 Chief Privacy Officer



**Naoko Mikami**

Outside Director  
(Independent Director)

Outside Independent

100%

**Apr. 1983** Joined Ajinomoto Co., Inc.  
**Apr. 2007** Visiting Professor, Musashino University  
**Jan. 2010** Joined C'BON COSMETICS Co., Ltd.  
**Apr. 2010** Plant Manager, Tochigi Plant, C'BON COSMETICS Co., Ltd.  
**Jun. 2011** Executive Officer in charge of Production Dept, C'BON COSMETICS Co., Ltd.  
**Jun. 2012** Board Director in charge of Production Dept, C'BON COSMETICS Co., Ltd.  
**Jun. 2017** Managing Board Director and Executive Officer, C'BON COSMETICS Co., Ltd.  
**Jun. 2019** Representative Director and Vice President, Executive Officer, C'BON COSMETICS Co., Ltd.  
**Jun. 2021** Outside Director, Showa Sangyo Co., Ltd. (Current position)  
**Mar. 2022** Outside Director, Earth Corporation (Current position)  
**Mar. 2024** Director, Kuraray Co., Ltd. (Current position)



**Toshifumi Mikayama**

Outside Director  
(Independent Director)

Outside Independent

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**Apr. 1983** Joined Kirin Brewery Co., Ltd. (the present Kirin Holdings Company, Limited)  
**Sep. 2002** General Manager, Pharmaceutical Research Laboratory, Pharmaceutical Division, Kirin Brewery Co., Ltd.  
**Mar. 2004** General Manager, Planning Division, Pharmaceuticals Division, Kirin Brewery Co., Ltd.  
**Jul. 2007** Director, Executive Officer, and Head of Research Division, Kirin Pharma Co., Ltd.  
**Oct. 2008** Executive Officer, Head of Research Division, Kyowa Hakko Kirin Co., Ltd. (the present Kyowa Kirin Co., Ltd.)  
**Apr. 2010** Executive Officer, Director of Corporate Strategy & Planning Department, Kyowa Hakko Kirin Co., Ltd.  
**Mar. 2012** Managing Executive Officer, Director of Overseas Business Department, Kyowa Hakko Kirin Co., Ltd.  
**Mar. 2014** Director of the Board, Managing Executive Officer, Director of Overseas Business Department, Kyowa Hakko Kirin Co., Ltd.  
**Mar. 2018** Director of the Board, Senior Managing Executive Officer Supervising Overseas Business, Kyowa Hakko Kirin Co., Ltd.  
**Mar. 2021** Director of the Board, Executive Vice President Supervising Overseas Business, Kyowa Kirin Co., Ltd.  
**Jun. 2023** Outside Corporate Auditor, Central Glass Co., Ltd. (Current position)  
 Chairman of Kato Memorial Bioscience Foundation (Current position)  
**Jul. 2024** Board member, WinHealth International Company Limited (Current position)  
**Mar. 2025** Director, Kuraray Co., Ltd. (Current position)

## Members of Audit & Supervisory Board



**Hiroaya Hayase**

Full-time Member of  
Audit & Supervisory Board

100% 100%

**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; 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  
**Jan. 2021** Executive Supervisor, Vinyl Acetate Resin Company; Executive Supervisor, Vinyl Acetate Film Company  
**Jan. 2022** President, Vinyl Acetate Film Company  
**Jan. 2024** Director and Executive Officer  
**Mar. 2024** Member of Audit & Supervisory Board (Current position)



**Hideo Ohi**

Full-time Member of  
Audit & Supervisory Board

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**Apr. 1982** Joined Kuraray Co., Ltd.  
**Apr. 2014** General Manager, Accounting and Finance Division  
**Jan. 2022** General Manager, Corporate Auditing Division  
**Mar. 2022** Executive Officer  
**Mar. 2025** Member of Audit & Supervisory Board (Current position)



**Mitsuhiro Nagahama**

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

Outside Independent

100% 100%

**Apr. 1976** Joined 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 Corporation  
**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 Corporation (Current position)  
**Jun. 2020** Outside Director, NSK Ltd.  
**Jun. 2024** Outside Director, Toshiba Tec Corporation (Current position)  
 Chairperson, Japan Association of Retired Industrial Persons (Current position)



**Tomomi Yatsu**

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

Outside Independent

100% 100%

**Apr. 1983** Joined Tokyo Electron Ltd.  
**Oct. 1986** Joined Tohmatsu Awaki & Sanwa (the present Deloitte Touche Tohmatsu LLC)  
**Sep. 1990** Registered as a Certified Public Accountant  
**Oct. 2001** Registered with Tokyo Bar Association; Joined 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, Taiho 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.  
**Apr. 2022** Representative, Yatsu Law & Accounting Office (Current position)



**Kenji Komatsu**

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

Outside Independent

100% 100%

**Apr. 1978** Joined Mitsubishi Corporation  
**Feb. 1996** Joined 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  
**Nov. 2011** Joined Bain Capital Asia, LLC  
**Mar. 2013** Director, President, 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 (the present FCL Components Limited)  
**Oct. 2022** Director, FCL Components Limited  
**Jan. 2023** Chairman and Representative Director, Longreach Business Partners Inc. (Current position)  
**Mar. 2025** Outside Director, Nippon Aqua Co., Ltd. (Current position)

# Executives

## 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	Officer Responsible for Innovation Networking Center; Officer Responsible for Research and Development Division; Officer Responsible for IP Management Center
Kazushige Sakamoto	President, Fibers and Textiles Company, Responsible for Osaka Office
Junichi Fujiwara	Officer Responsible for Corporate Management Planning Office, Officer Responsible for DX-IT Division, Officer Responsible for Confidential Information Management, Officer Responsible for Accounting and Finance Division, and General Manager, Corporate Management Planning Office

## Executive Officers

Stephen Cox	General Manager, Advanced Interlayer Solutions Division
Koichi Takano	General Manager, Purchasing and Logistics Division
Takaharu Kawahara	General Manager, Kashima Plant
Fuyuo Ueyama	General Manager, Poval Film Division
Stevan R. Schott	General Manager, Environmental Solutions Division; President, Calgon Carbon Corporation
Koichi Daifuku	General Manager, Electronics Materials Promotion 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
Satoshi Yamaguchi	General Manager, Medical Division; President, Kuraray Noritake Dental Inc.
Noriaki Namba	General Manager, Corporate Auditing Division
Kazunari Matsumoto	General Manager, Poval Resin Division

## Areas Particularly Expected of Directors and Members of Audit & Supervisory Board

The Company has a broad array of businesses globally, including resins, chemicals, activated carbon, and fibers & textiles. In light of the characteristics of each business, we believe that in order to ensure appropriate and agile decision-making and supervision over execution, the Board of Directors and Audit & Supervisory Board must demonstrate expertise and business experience in a variety of fields, as well as diversity in such terms as gender and nationality.

To ensure this, the Company has identified nine areas of knowledge, experience and expertise that are particularly expected of directors and Audit & Supervisory Board members: “Corporate Management,” “Global,” “Sales and Marketing,” “Production and Equipment Technology,” “R&D,” “Legal Affairs and Risk Management,” “Finance and Accounting,” “Environment and Society,” and “Human Resources and Labor Management.”

## Skills Matrix\*

	Name	Gender	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	Male	○	○	○						
	Keiji Taga	Male		○	○			○	○		
	Masaaki Ito	Male	○	○		○	○				
	Matthias Gutweiler	Foreign national	○	○		○	○				
	Nobuhiko Takai	Male		○	○						
	Tomoyuki Watanabe	Male	○	○		○	○				
	Yoji Ikemori	Male		○	○						
	Keiko Murata	Outside Independent		○					○	○	
	Satoshi Tanaka	Outside Independent	○	○	○						○
	Naoko Mikami	Outside Independent	○			○	○				
	Toshifumi Mikayama	Outside Independent	○	○			○				
	Hiroaya Hayase	Male	○	○		○	○				
Members of Audit & Supervisory Board	Hideo Ohi	Male		○				○	○		
	Mitsuhiro Nagahama	Outside Independent	○	○					○		○
	Tomomi Yatsu	Outside Independent						○	○		
	Kenji Komatsu	Outside Independent	○	○	○						

\* 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.