

**KOSÉ Corporation**

President &amp; CEO: Kazutoshi Kobayashi

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 following appointments and changes in executives scheduled for March 21, 2021 and late June 2021. The aim of these actions is to strengthen the company's management and the operation of business activities.

**1. Candidates for new Directors (scheduled for late June 2021)**

New position	Name	Current position
Director, General Manager of Accounting and Finance Dept.	Shinichi Mochizuki	Senior Executive Officer, General Manager of Accounting and Finance Dept.
Director, General Manager of Product Development Dept.	Masahiro Horita	Executive Officer, Deputy General Manager of Marketing Headquarters and General Manager of Product Development Dept.

Mr. Mochizuki and Mr. Horita will be submitted as candidates for new Directors at the shareholders meeting scheduled for late June 2021.

**2. Retiring Directors (scheduled for late June 2021)**

	Name	Current position
	Atsuo Kumada	Senior Executive Director, President & CEO of KOSÉ SALES CO., LTD.
Chairman of Tarte, inc.	Michihito Yanai	Director, General Manager of Europe and America Business Div.

Mr. Kumada and Mr. Yanai plan to retire at the close of the shareholders meeting scheduled for late June 2021.

**3. Promoted Executive Officer (effective March 21, 2021)**

New position	Name	Current position
Senior Executive Officer President & CEO of KOSÉ SALES CO., LTD.	Isao Fujiwara	Executive Officer Executive Director of KOSÉ SALES CO., LTD.

#### 4. Changes in Executive Officers' responsibilities (effective March 21, 2021)

New position	Name	Current position
Executive Officer Senior Executive Director, General Manager of Strategic Business Sales Operation Dept., KOSÉ SALES CO., LTD.	Noriyuki Arai	Executive Officer Director, General Manager of Strategic Business Sales Operation Dept., KOSÉ SALES CO., LTD.
Executive Officer, Director of R&D Laboratories	Atsuko Ogura	Executive Officer, General Manager of IT Management Dept.
Executive Officer, General Manager of Marketing Strategy Div.	Akira Matsubara	Executive Officer, General Manager of Digital Marketing Strategy Div.

#### 5. New Executive Officers (effective March 21, 2021)

New position	Name	Current position
Executive Officer Director, Deputy General Manager of Marketing Headquarters, KOSÉ Cosmeport Corp.	Hideyo Sasaki	Director, Deputy General Manager of Marketing Headquarters, KOSÉ Cosmeport Corp.
Executive Officer, General Manager of Manufacturing Dept., Representative Director of KOSÉ INDUSTRIES CO., LTD.	Kazuhiro Ishida	General Manager, in charge of Sayama Factory, Manufacturing Dept. Factory Manager of Sayama Factory, KOSÉ INDUSTRIES CO., LTD.
Executive Officer, General Manager of Purchasing Dept.	Osamu Miyagawa	General Manager of Purchasing Dept.
Executive Officer, General Manager of Selective Brands Div.	Nobuhiko Makishima	General Manager of Selective Brands Div.
Executive Officer, General Manager of Consumer Brands Div.	Masato Kamada	General Manager of Consumer Brands Div.
Executive Officer, General Manager of Beauty Development Dept.	Chie Komiya	General Manager of Beauty Development Dept.

#### 6. Retiring Executive Officers (effective March 21, 2021)

New position	Name	Current position
Senior Advisor of KOSÉ INDUSTRIES CO., LTD.	Koichi Shinmoto	Senior Executive Officer, in charge of Supply Chain Management, Manufacturing and Procurement, General Manager of Manufacturing Dept. Representative Director of KOSÉ INDUSTRIES CO., LTD.
Vice-principal of KOSÉ Beauty Academy	Minoru Ushimura	Senior Executive Officer, General Manager of Personnel Dept.
Senior Chief Manager of Supply Chain Management Dept.	Tadanobu Hayashi	Executive Officer, General Manager of Supply Chain Management Dept.
Senior Chief Manager of Product Designing Dept.	Takumi Hasegawa	Executive Officer, General Manager of Product Designing Dept.
Executive Officer of ALBION CO., LTD. (to be appointed)	Akinobu Hayashi	Executive Officer, Director of R&D Laboratories