

**KOSÉ Corporation**

President &amp; CEO: Kazutoshi Kobayashi

Stock exchange listing: Tokyo Stock Exchange, First Section; Stock code: 4922

Contact: Hitonori Nakata, General Manager of IR Department

Tel: +81-(0) 3-3273-1511

**Notice of Executive Appointments and Personnel Changes**

KOSÉ Corporation will make following appointments and changes in executives scheduled for March 21, 2020 and late June 2020. The aim of these actions is to strengthen the company's management and the operation of business activities.

**1. Retiring Director (scheduled for late June 2020)**

	Name	Current position
	Iwao Toigawa	Director (External)

Mr. Toigawa plans to retire at the close of the shareholders meeting scheduled for late June 2020.

**2. Candidate for new Audit & Supervisory Board Member (scheduled for late June 2020)**

New position	Name	Current position
Standing Audit & Supervisory Board Member	Shinji Tanabe	Senior Chief Manager, Quality Assurance Dept.

Mr. Tanabe will be submitted as a candidate for new Audit & Supervisory Board Member at the shareholders meeting scheduled for late June 2020.

**3. Retiring Audit & Supervisory Board Members (scheduled for late June 2020)**

	Name	Current position
	Kazuhiro Suzuki	Standing Audit & Supervisory Board Member
	Nobuo Iwafuchi	Audit & Supervisory Board Member (External / Part-time)

The above Audit & Supervisory Board Members plan to retire at the close of the shareholders meeting scheduled for late June 2020.

**4. Changes in Executive Officers' responsibilities (effective March 21, 2020)**

New position	Name	Current position
Executive Officer, Deputy General Manager of Marketing Headquarters and General Manager of Product Development Dept.	Masahiro Horita	Executive Officer, General Manager of Product Development Dept. and Beauty Development Dept.
Executive Officer Director, General Manager of Strategic Business Sales Operation Dept., KOSÉ SALES CO., LTD.	Noriyuki Arai	Executive Officer Director, General Manager of Business Development Dept., KOSÉ SALES CO., LTD.

**5. Promoted Executive Officers (effective March 21, 2020)**

New position	Name	Current position
Senior Executive Officer, in charge of Supply Chain Management, Manufacturing and Procurement, General Manager of Manufacturing Dept. President of KOSÉ INDUSTRIES CO., LTD.	Koichi Shinmoto	Executive Officer, General Manager of Manufacturing Dept. President of KOSÉ INDUSTRIES CO., LTD.
Senior Executive Officer, General Manager of Personnel Dept.	Minoru Ushimura	Executive Officer, General Manager of Personnel Dept.
Senior Executive Officer, General Manager of Accounting and Finance Dept.	Shinichi Mochizuki	Executive Officer, General Manager of Accounting and Finance Dept.

**6. New Executive Officers (effective March 21, 2020)**

New position	Name	Current position
Executive Officer, General Manager of Digital Marketing Strategy Div.	Akira Matsubara	General Manager of Digital Marketing Div.
Executive Officer, General Manager of Asia Business Div. President of KOSÉ COSMETICS SALES (CHINA) CO., LTD.	Yasuhiro Miyata	President of KOSÉ COSMETICS SALES (CHINA) CO., LTD.

**7. Retiring Executive Officers (effective March 21, 2020)**

New position	Name	Current position
Senior Advisor, President Office	Jiro Nakabayashi	Senior Executive Officer, in charge of Supply Chain Management, Manufacturing and Procurement
Corporate officer, Executive General Manager of Export Operations Dept., International business Div. of ALBION CO., LTD	Tomoyuki Nio	Executive Officer, General Manager of Asia Operations Dept.