



Kathleen B. Fish

Chief Research, Development and Innovation Officer
Retiring December 31, 2020

Kathy Fish leads P&G's global innovation program and strategy, its nearly \$2 billion annual investment in Research & Development (R&D), and its end-to-end packaging transformation. Kathy is also liaison to the Board of Director's Innovation and Technology Committee.

Kathy brings more than 39 years of global and regional innovation leadership. She is transforming the way P&G innovates, investing in capabilities and technologies to deliver discontinuous innovation that enables long-term business growth.

Kathy joined P&G in 1979 as part of the Product Development (R&D) organization. She has a strong track record of breakthrough innovation across P&G's largest businesses (Fabric Care, Baby Care, Hair Care). Most recently, she led the Global Fabric Care R&D organization in identifying the consumer need and developing the products and platforms behind the launch of Tide and Ariel Pods and Downy and Lenor Unstoppables in-wash scent booster.

As the first female in her role, and passionate about the importance of diversity to innovation, Kathy fosters an inclusive environment where women can excel in technical disciplines. She is also an executive sponsor of P&G's Asian Pacific Americans affinity group.

Birthplace

Fort Worth, Texas, U.S.A.

Education

Michigan State University,
B.S., Chemical Engineering,
1979

Date Joined P&G

July 16, 1979

Year

Positions Held

2017

Chief Research, Development and Innovation Officer
(Retiring December 31, 2020)

2014

Chief Technology Officer

2009

Vice President, Global Fabric Care
Research & Development (R&D)

2006

Vice President, Global Baby and Adult Care R&D

2004

Manager, Global Baby and Adult Care R&D

2003

Manager, Global Baby Care R&D

2002

Director, Baby Care Upstream Technology and Programs

1999

Director, Global Fabric Conditioners,
Global Fabric and Home Care R&D

1996

Director, North America Hair Care Product
Development, Global Shampoo and Styling Programs

Continued...

Kathleen B. Fish (cont'd)

Year	Positions Held
1995	Director, Beauty Care Technology
1990	Associate Director, Hair Care Product Development, Styling
1986	Section Head, Head & Shoulders R&D
1985	Section Head, Shampoo, Conditioner and Lilt/Ivory Section R&D
1983	Beauty Care Product Development, New Hair Products
1981	Group Leader, Bonus
1979	Asia and Canada Process Development

Affiliations, Activities and Recognition

University of Michigan Engineering, Advisory Board

Cincinnati Business Courier, Women Who Mean Business, Honoree
STEMconnector, 100 Leaders in STEM