



Kathleen Fish

Recently Retired Chief Research & Development and Innovation Officer
Procter & Gamble

Kathy Fish led 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 was also liaison to the Board of Director's Innovation and Technology Committee. Kathy brings 41 years of global and regional innovation leadership. She transformed the way P&G innovates, investing in capabilities and technologies to deliver discontinuous innovation that enable long-term business growth and in lean innovation to drive agility and speed to market. Her organization was a leader in innovation to address the biggest Sustainability challenges.

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). More 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 Unstopables in-wash scent booster. During her tenure as Chief Research, Development and Innovation Officer, P&G recommitted to deliver meaningful superiority in the products that consumers use every day and to create breakthrough products against emerging consumer needs, significantly strengthening the impact of innovation on the business. As the first female in her role, and passionate about the importance of diversity to innovation, Kathy fostered an inclusive environment where women can excel in technical disciplines. She was also an executive sponsor of P&G's Asian Pacific Americans affinity group. Kathy was recently elected to the USA Swimming Board of Directors