

The P&G logo is a white 'P&G' inside a blue circle, which is part of a larger blue graphic element on the left side of the page.

Kathy Fish

Vice Chair USA Swimming Board, Member Balchem Board and Origin Materials Board, former Chief Research, Development and Innovation Officer, Procter & Gamble

Kathy Fish joined Procter & Gamble (P&G) in Research & Development (R&D) in 1979 after receiving her Chemical Engineering degree from Michigan State University. During her 41 years at P&G, she led global and regional innovation programs and initiatives across P&G's largest businesses (Fabric Care, Baby Care, Hair Care) including Tide Pods, Downy Unstoppables, Pampers Swaddlers and Cruisers and Pantene.

In 2014, Kathy was appointed Chief Research, Development and Innovation Officer. As the first female in her role, she served for seven years, leading P&G's global innovation program and strategy, its nearly \$2 billion annual investment in R&D, and its end-to-end packaging transformation. She invested in capabilities and technologies to deliver discontinuous innovation that enable long-term business growth and address the biggest sustainability challenges, and in lean innovation to drive agility and speed to market. Kathy is passionate about the importance of diversity to innovation and was committed to foster an inclusive environment where women and minorities can excel in technical disciplines.

Since retiring at the end of 2020, Kathy has joined the board of USA Swimming, the National Governing Body for the sport, and currently serves as Vice Chair. She has also joined the boards of Balchem where she serves as Chair of the Nominating and Governance Committee and Origin Materials where she serves as Chair of the Compensation Committee.

Kathy and her husband Stephen have two children, Bryan and Margaret and three grandsons, James, Alex and Christian.
