



February 14, 2024

To whom it may concern

Company Name: KIRIN HOLDINGS COMPANY, LIMITED

Name and Title of Representative: Yoshinori Isozaki, President & CEO

Code Number: 2503 (Tokyo Stock Exchange, Prime Section)

Head Office:

4-10-2, Nakano, Nakano-ku, Tokyo 164-0001, Japan

Name and Title of Contact Person:

Hidefumi Matsuo

General Manager of Finance Department

Telephone Number: +81-3-6837-7015

Notice Regarding Change of Representative Directors and Board Members

Kirin Holdings Company, Limited ("Kirin Holdings") hereby announces the change of Representative Directors and Directors of the Board Members and Audit & Supervisory Board Members who were unofficially appointed at the Board Meeting held today, as well as the unofficial appointment of executive roles of its subsidiaries based on the report of the Nomination and Remuneration Advisory Committee.

1. Changes of Representative Directors and Directors of the Board and Audit & Supervisory Board Members of Kirin Holdings

(1) Reason for Change

Under the long-term management vision, "Kirin Group Vision 2027 (KV2027)," the Kirin Group is working to expand its business by solving social issues, based on three growth scenarios of "Strengthen the earnings capability of Food & Beverages businesses," "Leape of Pharmaceuticals business" and "Establish and foster the Health Science business."

To further ensure the realization of KV2027, we must strengthen our portfolio management, clarify investment priorities and focus management resources, and further enhance corporate value in the three domains of Food & Beverages, Pharmaceuticals, and Health Science, based on our "Organizational capabilities for innovation."

In order to further enhance the execution of these initiatives, we will introduce a "CEO" and "COO" structure to accelerate group-wide efforts and change the group management structure with the aim of generational change in the executive structure to achieve sustainable growth.

(2) Changes of Representative Directors of the Board

Name	New appointment	Current title
Yoshinori Isozaki	Representative Director of the Board & CEO of Kirin Holdings	Representative Director of the Board, President & CEO of Kirin Holdings
Takeshi Minakata	Representative Director of the Board, President & COO of Kirin Holdings	Director of the Board, Senior Executive Officer and President of Health Science Business Division of Kirin Holdings
Keisuke Nishimura	Retirement	Representative Director of the Board, Senior Executive Vice President of Kirin Holdings

(3) Changes of Directors of the Board

Name	New appointment	Current title
Junko Tsuboi	Director of the Board, Senior Executive Vice President of Kirin Holdings	Director of the Board, Senior Executive Officer of Kirin Holdings
Toru Yoshimura	Director of the Board, Senior Executive Officer and President of Health Science Business Division of Kirin Holdings	Senior Executive Officer of Kirin Holdings and President & CEO of Kirin Beverage
Shinjiro Akieda	Director of the Board, Senior Executive Officer of Kirin Holdings	Senior Executive Officer of Kirin Holdings
Yoshiko Ando	Non-executive Director of the Board of Kirin Holdings	Audit & Supervisory Board Member of Kirin Holdings
Toshiya Miyoshi	Retirement	Director of the Board, Senior Executive Officer of Kirin Holdings
Chieko Matsuda	Retirement	Non-executive Director of the Board of Kirin Holdings

– Reappointed Directors of the Board

Name	New appointment/Current title
Masakatsu Mori	Non-executive Director of the Board of Kirin Holdings
Hiroyuki Yanagi	Non-executive Director of the Board of Kirin Holdings
Noriko Shiono	Non-executive Director of the Board of Kirin Holdings
Rod Eddington	Non-executive Director of the Board of Kirin Holdings
George Olcott	Non-executive Director of the Board of Kirin Holdings
Shinya Katanozaka	Non-executive Director of the Board of Kirin Holdings

(4) Changes of Audit & Supervisory Board Members

Name	New appointment	Current title
Yoko Dochi	Audit & Supervisory Board Member of Kirin Holdings	Outside Director of NIPPO LTD. Outside Director of Rinnai Corporation

Yoshiko Ando	Retirement (Non-executive Director of the Board of Kirin Holdings)	Audit & Supervisory Board Member of Kirin Holdings
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– Reappointed Audit & Supervisory Board Members

Name	New appointment/Current title
Kaoru Kashima	Audit & Supervisory Board Member of Kirin Holdings

– Remaining-in-office Audit & Supervisory Board Members

Name	New appointment/Current title
Shobu Nishitani	Standing Audit & Supervisory Board Member of Kirin Holdings
Toru Ishikura	Standing Audit & Supervisory Board Member of Kirin Holdings
Kenichi Fujinawa	Audit & Supervisory Board Member of Kirin Holdings

(5) The Profile of candidates of Representative Directors and new Director of the Board Members and new Audit & Supervisory Board Members

Attached at the end.

(6) The Date of Appointment

The official appointments are subject to the approval at the Ordinary General Meeting of Shareholders to be held on March 28, 2024, and their titles and responsibilities will be determined at the Board meeting and Audit & Supervisory Board following the Ordinary General Meeting of Shareholders.

2. Appointment of Executive Roles of subsidiaries of Kirin Holdings

(1) Unofficial appointment of Executive Roles of subsidiaries of Kirin Holdings

	President & CEO
Kirin Brewery	Hideki Horiguchi (Re-appointment)
Kirin Beverage	Kazuhiro Inoue (New)
Mercian	Masamitsu Otsuka (New)
Kyowa Hakko Bio	Koji Fukada (New)

(2) Changes of Representative Directors of subsidiaries of Kirin Holdings

Name	New appointment	Current title
Kazuhiro Inoue	Senior Executive Officer of Kirin Holdings and President & CEO of Kirin Beverage	Senior Executive Officer, General Manager of Off-Premise Head Office of Marketing Division of Kirin Brewery

Masamitsu Otsuka	President & CEO of Mercian	General Manager, International Management Office, International Business Division of FANCL Corporation Director, Head of Administration Division of FANCL(Shanghai) Trading Limited Deputy Director, International Business Development of FANCL Corporation
Koji Fukada	Senior Executive Officer of Kirin Holdings and President & CEO of Kyowa Hakko Bio	Senior Executive Officer and President of Research & Development Division of Kirin Holdings
Toru Yoshimura	Director of the Board, Senior Executive Officer and President of Health Science Business Division of Kirin Holdings	Senior Executive Officer of Kirin Holdings and President & CEO of Kirin Beverage
Michio Nagabayashi	Retirement	President & CEO of Mercian
Yuki Kanzaki	Retirement	Senior Executive Officer of Kirin Holdings and President & CEO of Kyowa Hakko Bio

(3) The Date of Appointment

The official appointments are subject to the approval at the Ordinary General Meeting of Shareholders of each subsidiary to be held on March 28, 2024.

* Attachment

The Profile of candidates of Representative Directors and new Directors of the Board Members and new Audit & Supervisory Board Members

* Reference materials

List of officers scheduled to be appointed at Kirin Holdings

The Profile of candidate of Representative Director & CEO
(Kirin Holdings)

Yoshinori Isozaki

Date of birth:	August 9, 1953
Birthplace	Kanagawa Pref. Japan
Number of shares held:	71,948 shares
Experience:	
September 2021	President & CEO of Kirin Brewery Company, Limited (retired in January 2022)
March 2015-present	Representative Director of the Board, President & CEO of Kirin Holdings Company, Limited
January 2013	President & CEO of Kirin Company, Limited
March 2012	President & CEO of Kirin Brewery Company, Limited (retired in January 2015)
March 2010	Managing Director of Kirin Holdings Company, Limited (retired in March 2012)
March 2009	Senior Executive Officer and General Manager of Corporate Planning Department of Kirin Holdings Company, Limited
March 2008	Executive Officer and General Manager of Corporate Planning Department of Kirin Holdings Company, Limited
July 2007	General Manager of Corporate Planning Department of Kirin Holdings Company, Limited
March 2007	General Manager of Corporate Planning Department of Kirin Brewery Company, Limited
March 2004	Director of San Miguel Corporation
April 1977	Joined Kirin Brewery Company, Limited

The Profile of candidate of new Representative Director, President & COO
(Kirin Holdings)

Takeshi Minakata

Date of birth:	December 31, 1961
Birthplace	Hiroshima Pref. Japan
Number of shares held:	8,835 shares
Experience:	
August 2023-present	Director of the Board of Blackmores Limited
April 2022-present	Director of the Board, Senior Executive Officer and President of Health Science Business Division of Kirin Holdings Company, Limited
March 2022-present	Director of the Board of Kyowa Kirin Co., Ltd.
March 2022	Director of the Board, Senior Executive Officer of Kirin Holdings Company, Limited
March 2020	Senior Executive Officer of Kirin Holdings Company, Limited President & CEO of Kyowa Hakko Bio Co., Ltd. (retired in December 2021)
March 2018	President & CEO of Kyowa Hakko Bio Co., Ltd.
April 2016	President and CEO of Myanmar Brewery Limited
March 2016	Senior Executive Officer of Kirin Holdings Company, Limited (retired in March 2018)
March 2015	Senior Executive Officer and Director of Group Strategy Planning of Kirin Holdings Company Senior Executive Officer and General Manager of Corporate Planning Department of Kirin Company, Limited
January 2013	Executive Officer and General Manager of Corporate Planning Department of Kirin Company, Limited Executive Officer and General Manager of Corporate Planning Department of Kirin Brewery Company, Limited
March 2012	General Manager, Corporate Planning Department of Kirin Brewery Company, Limited
April 1984	Joined Kirin Brewery Company, Limited

The Profile of candidate of Director of the Board, Senior Executive Vice President
(Kirin Holdings)

Junko Tsuboi

Date of birth:	August 8, 1962
Experience:	
March 2023-present	Director of the Board, Senior Executive Officer of Kirin Holdings Company, Limited
March 2022	Senior Executive Officer of Kirin Holdings Company, Limited
June 2020-present	Outside Director of FANCL Corporation
March 2019	Senior Executive Officer, General Manager of Strategic Branding Department of Kirin Holdings Company, Limited
March 2014	Executive Officer, General Manager of Strategic Branding Department, CSV Division of Kirin Company, Limited
January 2013	General Manager of Strategic Branding Department, CSV Division of Kirin Company, Limited
November 2012	General Manager of Corporate Communications Department of Kirin Holdings Company, Limited
March 2012	General Manager of CSR Promotion Department and Corporate Communications Department of Kirin Holdings Company, Limited
March 2010	President and CEO of Yokohama Akarenga Inc..
March 2005	General Manager of Corporate Communications Department of Kirin Beverage Company, Limited
April 1985	Joined Kirin Brewery Company, Limited

The Profile of candidate of new Director of the Board

(Kirin Holdings)

Toru Yoshimura

Date of birth:	June 8, 1964
Experience:	
January 2022-present	Senior Executive Officer of Kirin Holdings Company, Limited President and CEO of Kirin Beverage Company, Limited
March 2021	Director of the Board of Kirin Brewery Company, Limited
March 2019	Director of the Board of Kirin Beverage Company, Limited
March 2019	Senior Executive Officer, General Manager of Corporate Strategy Department of Kirin Holdings Company, Limited
March 2018	Senior Executive Officer, General Manager of Corporate Strategy Department of Kirin Company, Limited Executive Officer, Director in Charge of Group Alliance Strategy of Kirin Holdings Company, Limited
March 2017	Executive Officer, General Manager of Corporate Strategy Department of Kirin Company, Limited Director in Charge of Group Alliance Strategy of Kirin Holdings Company, Limited
March 2016	General Manager of Corporate Strategy Department of Kirin Company, Limited
September 2012	Kirin Strategy & Technical Liaison Director of Lion Pty Ltd
March 2004	Resident Brewmaster of Fukuoka Brewery of Kirin Brewery Company, Limited
April 1988	Joined Kirin Brewery Company, Limited

The Profile of candidate of new Director of the Board
(Kirin Holdings)

Shinjiro Akieda

Date of birth:	July 18, 1965
Experience:	
March 2023-present	Senior Executive Officer of Kirin Holdings Company, Limited
March 2022	Senior Executive Officer, General Manager of Corporate Strategy Department of Kirin Holdings Company, Limited
January 2022	Director of the Board of Kirin Brewery Company, Limited
January 2022	Executive Officer, General Manager of Corporate Strategy Department of Kirin Holdings Company, Limited
March 2020	Executive Officer, General Manager of Corporate Strategy Department and DX Strategy Office of Kirin Holdings Company, Limited
March 2019	Executive Officer, General Manager of Corporate Strategy Department of Kirin Holdings Company, Limited
March 2018	Executive Officer, General Manager of Corporate Planning Department of Kirin Brewery Company, Limited
March 2017	Senior Executive Officer, General Manager of Corporate Planning Department of Kirin Beverage Company, Limited
March 2015	Executive Officer, General Manager of Corporate Planning Department of Kirin Beverage Company, Limited
March 2013	Executive Officer, General Manager of Corporate Planning Department of Mercian Corporation
March 2010	Chairman and President of Taiwan Kirin Company, Limited
April 1988	Joined Kirin Brewery Company, Limited

The Profile of candidate of new Director of the Board

(Kirin Holdings)

Yoshiko Ando

Date of birth:	March 17, 1959
Experience:	
June 2020-present	Outside Director of JFE Holdings, Inc.
June 2019-present	Outside Director of Sansei Technologies, Inc.
March 2019-present	Audit & Supervisory Board Member of Kirin Holdings Company, Limited
July 2017	Director-General for Human Resources Development of the Ministry of Health, Labour and Welfare
June 2016	Director-General for Statistics and Information Policy of the Ministry of Health, Labour and Welfare
October 2015	Director-General for Labour Policy Planning of the Ministry of Health, Labour and Welfare
July 2014	Director-General of Equal Employment, Children and Families Bureau of the Ministry of Health, Labour and Welfare
July 2013	Director-General of Industrial Accident Compensation Dept. of Labour Standards Bureau of the Ministry of Health, Labour and Welfare
July 2011	Director-General of the Saitama Labor Bureau of the Ministry of Health, Labour and Welfare
July 2006	Director of Equal Employment Policy Div. of Equal Employment, Children and Families Bureau of the Ministry of Health, Labour and Welfare
April 2003	Lieutenant governor of Shiga prefecture
April 1982	Entered the Ministry of Labor

The Profile of candidate of new Audit & Supervisory Board Member
(Kirin Holdings)

Yoko Dochi

Date of birth:	October 3, 1964
Experience:	
June 2023-present	Outside Director, Rinnai Corporation
June 2020-present	Outside Director, NIPPO LTD.
February 2020	Managing Partner, SoftBank Group International Ltd.
November 2018	Managing Director, Global Head of Investor Relations, SoftBank Group Corp.
March 2018	Principal Investor Relations Officer, Accounting Division, Toyota Motor Corporation
January 2015	General Manager, Global Treasury & Investor Relations, Toyota Motor Europe NV/SA.
May 2001	Joined Toyota Motor Europe NV/SA.
September 1996	Joined World Bank Group
April 1987	Joined The Bank of Tokyo, Ltd. (currently MUFG Bank, Ltd.)

The Profile of candidate of new President & CEO
(Kirin Beverage)

Kazuhiro Inoue

Date of birth:	January 6, 1966
Experience:	
March 2021-present	Senior Executive Officer, General Manager of Off-Premise Head Office, Marketing Division of Kirin Brewery Company, Limited
March 2019	Senior Executive Officer, General Manager of National Distribution Division, Marketing Division of Kirin Brewery Company, Limited
March 2018	Executive Officer, General Manager of National Distribution Division, Marketing Division of Kirin Brewery Company, Limited
January 2017	General Manager of National Distribution Division, Marketing Division of Kirin Brewery Company, Limited
March 2016	General Manager of National Distribution Division of Kirin Brewery Marketing Company, Limited
March 2015	General Manager of Marketing Department of Kirin Brewery Company, Limited
June 2009	Executive Officer Sales Director Sales Department of Diageo Kirin Company, Limited
September 2007	Sales Director Sales Department of Yakult Nextstage Company, Limited
April 2003	Senior Manage Metropolitan Area Distribution Department 3, Metropolitan Area Regional Head Office, Alcoholic beverages Sales Division of Kirin Brewery Company, Limited
April 1988	Joined Kirin Brewery Company, Limited

The Profile of candidate of new President & CEO
(Mercian)

Masamitsu Otsuka

Date of birth:	December 30, 1969
Experience:	
March 2023-present	General Manager, International Management Office, International Business Division of FANCL Corporation Director, Head of Administration Division of FANCL(Shanghai) Trading Limited Deputy Director, International Business Development of FANCL Corporation
June 2022	General Manager, International Business Division of FANCL Corporation
October 2018	Director of the Board, China Resources Enterprise, Limited
August 2006	Transferred to Kirin (China) Investment Company, Limited
April 1993	Joined Kirin Brewery Company, Limited

The Profile of candidate of new President & CEO
(Kyowa Hakko Bio)

Koji Fukada

Date of birth:	January 20, 1966
Experience:	
March 2023-present	Senior Executive Officer, President of Research & Development Division of Kirin Holdings Company, Limited
March 2022-present	Director of the Board of Kyowa Hakko Bio Co., Ltd.
March 2022	Senior Executive Officer of Kirin Holdings Company, Limited
April 2019	Executive Officer, General Manager of Quality Assurance Department of Kirin Holdings Company, Limited
March 2017	General Manager of Quality Assurance Department of Kirin Company, Limited
April 2015	Deputy General Manager of Alcoholic Beverages Technology Research Institute, Research & Development Division of Kirin Company, Limited
March 2010	Brewing Manager of Yokohama Brewery of Kirin Brewery Company, Limited
March 2007	Brewing Manager of Kobe Brewery of Kirin Brewery Company, Limited
January 2004	Transferred to Lion Nathan Pty Ltd. (currently Lion Pty Ltd.)
April 1990	Joined Kirin Brewery Company, Limited

[Reference] List of officers scheduled to be appointed at Kirin Holdings (As of March 28, 2024)

Title	Name	Area of Responsibility
Representative Director of the Board & CEO	Yoshinori Isozaki	Group Management Control Member of the Nomination and Remuneration Advisory Committee
Representative Director of the Board, President & COO	Takeshi Minakata*	Group Business Execution Control, Member of the Nomination and Remuneration Advisory Committee
Director of the Board, Senior Executive Vice President	Junko Tsuboi	Chief People Officer (Group Human Capital Management), Chief Legal Officer
Director of the Board, Senior Executive Officer	Toru Yoshimura*	Health Science Strategy, President of Health Science Business Division
Director of the Board, Senior Executive Officer	Shinjiro Akieda*	Chief Financial Officer (Financial Strategy, IR)
Senior Executive Officer	Mitsuharu Yamagata	Brand Strategy, Marketing Strategy, Digital/IT Strategy, Kirin Brewery (Senior Executive Vice President in charge of Marketing)
Senior Executive Officer	Hiroshi Fujikawa*	CSV Strategy, Public Relations Strategy, General Manager of CSV Strategy Department
Senior Executive Officer	Akiyoshi Iwasaki*	SCM Strategy, Production Technology Strategy
Senior Executive Officer	Akihito Yokoyama*	R&D Strategy, President of R&D Division
Senior Executive Officer	Kazufumi Nagashima*	Chief Quality Assurance Officer, General Manager of Quality Assurance Department
Senior Executive Officer	Hideki Mitsuhashi*	Business Alliance/Investment Strategies, Chief Risk Management Officer, Overseas Responsibilities including Overseas Craft Beer Strategy
Senior Executive Officer	Hideki Horiguchi	President & CEO of Kirin Brewery
Senior Executive Officer	Kazuhiro Inoue*	President & CEO of Kirin Beverage
Senior Executive Officer	Koji Fukada	President & CEO of Kyowa Hakko Bio
Non-executive Director of the Board	Masakatsu Mori	
Non-executive Director of the Board	Hiroyuki Yanagi	Chairperson of the Board
Non-executive Director of the Board	Noriko Shiono	Member of the Nomination and Remuneration Advisory Committee (Committee Chair)

Non-executive Director of the Board	Rod Eddington	
Non-executive Director of the Board	George Olcott	
Non-executive Director of the Board	Shinya Katanozaka	Member of the Nomination and Remuneration Advisory Committee
Non-executive Director of the Board	Yoshiko Ando*	Member of the Nomination and Remuneration Advisory Committee
Standing Audit & Supervisory Board Member	Shobu Nishitani	
Standing Audit & Supervisory Board Member	Toru Isikura	
Audit & Supervisory Board Member	Kaoru Kashima	
Audit & Supervisory Board Member	Kenichi Fujinawa	
Audit & Supervisory Board Member	Yoko Dochi*	

*: New Representative Director of the Board, Director of the Board, Audit & Supervisory Board Member and Senior Executive Officer

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