



March 29, 2024

## Notice Concerning Changes in Directors, Executive Officers, and Organization

UNITED ARROWS LTD. (the Company) hereby announces that the Board of Directors meeting held on March 29, 2024 resolved to revise its corporate management framework and decided to implement the following framework of Directors and Executive Officers, effective April 1, 2024. Simultaneously, the Company has decided on organizational reform. Current titles are listed only where changes have been made.

## 1. Director Framework

New Title	Name	Current Title
Representative Director, President, CEO	Yoshinori Matsuzaki	
Director, Executive Vice President	Tatsuya Kimura	Director, Executive Vice President, <u>COO</u>
Director, Executive Managing Officer, CFO	Takeo Nakazawa	
Director, Executive Managing Officer	Kazuyasu Tanaka	Director, Executive Managing Officer, <u>CMO</u>
Outside Director, Audit and Supervisory Committee Member	Y u k a r i S a k a i	
Outside Director, Audit and Supervisory Committee Member	Yusaku Kurahashi	
Outside Director, Audit and Supervisory Committee Member	S h i h o T a k a n o	

## 2. Executive Officer Framework

New Title	Name	Current Title
Executive Officer, CCO (*1)	Shinya Matsumoto	
Executive Officer, CIO (*2) General Manager, IT Solution Div.	Yuji Suzumura	
Executive Officer, CSO (*3) General Manager, Corporate Strategy Div.	S a t o s h i T a n	
Executive Officer, CHRO (*4) General Manager, Human Resources Div.	Mariko Yamasaki	
Executive Officer, General Manager, Supply Chain Management Div. and Manager, UA3.0 B.P.R. Office	Naoki Tanigawa	General Manager, Supply Chain Management Div. and Manager, UA3.0 B.P.R. Office

(\*1) Yoshiaki Fujihara will resign Executive Officer, CDO as of March 31, 2024.

(\*1) CCO: Chief Creative Officer

(\*2) CIO: Chief Information Officer

(\*3) CSO: Chief Sustainability Officer

(\*4) CHRO: Chief Human Resources Officer

## 3. Organizational Change

In April 2022, we conducted a large-scale reorganization from the previous business headquarters and, for the two years since, we have been operating our organization under functional headquarters. While continuing to take advantage of the expertise and efficiency of each function, which have been improved by this organization per function, we will now transition back to business headquarters to further strengthen the cooperation between the merchandising, sales, and PR departments of each business in order to maximize customer satisfaction and achieve our medium-term management plan.

In the fiscal year ending March 2025, which is the second year of the medium-term management plan, we will put new initiatives into action under the slogan "Realize New Value Provision." For our UA MULTI Strategy, which is one of our three major strategies, we will establish the Lifestyle Department within our Development Division for the purpose of promoting business in the non-apparel sector and lifestyle area.

As of April 1, 2024, the ratio of female managers, at the level of section manager and above, is 26.6%.

