

January 27, 2025

Notice Regarding Change of Directors and Executive Officers

TOKYO, January 27, 2025 - Based on the report of the Nomination and Remuneration Advisory Committee, Kirin Holdings Company, Limited (Kirin Holdings), at the meeting of the directors of the board held today, informally decided on changes in Kirin Holdings' officers. At the same time, Kirin Holdings also announces the informal appointments of the directors of its operating companies.

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

(1) Changes in Directors of the Board

● New Appointments

Name	New appointment	Current title
Shingo Konomoto	Kirin Holdings Company, Limited Independent Non-executive Director of the Board	Nomura Research Institute, Ltd. Chairman, Member of the Board
Naoko Mikami	Kirin Holdings Company, Limited Independent Non-executive Director of the Board	

● Retirement

Name	New appointment	Current title
Masakatsu Mori	Retirement	Kirin Holdings Company, Limited Independent Non-executive Director of the Board
George Olcott	Retirement	Kirin Holdings Company, Limited Independent Non-executive Director of the Board

● Reappointment

Name	New appointment/Current title
Yoshinori Isozaki	Representative Director of the Board & CEO , Kirin Holdings Company, Limited
Takeshi Minakata	Representative Director of the Board, President & COO, Kirin Holdings Company, Limited
Junko Tsuboi	Director of the Board, Senior Executive Vice President Kirin Holdings Company, Limited

Toru Yoshimura	Director of the Board, Senior Executive Officer, Kirin Holdings Company, Limited
Shinjiro Akieda	Director of the Board, Senior Executive Officer, Kirin Holdings Company, Limited
Hiroyuki Yanagi	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Noriko Shiono	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Rod Eddington	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Shinya Katanozaka	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Yoshiko Ando	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited

(2) Changes in audit & supervisory board members

● Retained

Name	New appointment/Current title
Shobu Nishitani	Standing Audit & Supervisory Board Member, Kirin Holdings Company, Limited
Toru Ishikura	Standing Audit & Supervisory Board Member, Kirin Holdings Company, Limited
Kaoru Kashima	Audit & Supervisory Board Member, Kirin Holdings Company, Limited
Kenichi Fujinawa	Audit & Supervisory Board Member, Kirin Holdings Company, Limited
Yoko Dochi	Audit & Supervisory Board Member, Kirin Holdings Company, Limited

(3) Brief personal history of the new directors of the board

See attached profiles below.

(4) Scheduled date of appointment of directors of the board and audit & supervisory board members

The appointment will be made by resolution at the Annual General Meeting of Shareholders to be held at the end of March 2025, and position, duties, etc. will be decided at the Directors of the Board meeting to be held thereafter.

2. Appointment of Executive Roles of Subsidiaries of Kirin Holdings

(1) Appointment of Executive Roles of subsidiaries of Kirin Holdings

Title	Name
President and CEO of Kirin Brewery Co., Ltd.	Hideki Horiguchi (reappointed)
President and CEO of Kirin Beverage Co., Ltd.	Kazuhiro Inoue (reappointed)
President and CEO of Mercian Corporation	Masamitsu Otsuka (reappointed)
President and CEO of KYOWA HAKKO BIO CO., LTD.	Koji Fukada (reappointed)
President, Representative Director of FANCL CORPORATION	Hideki Mitsuhashi (reappointed)

(2) Scheduled date of assumption of office

The appointment will be made at each company's annual shareholders' meeting scheduled to be held at the end of March 2025.

*Attachment 1: Profile of Shingo Konomoto

*Attachment 2: Profile of Naoko Mikami

*Attachment 3: Kirin Holdings Company, Limited List of Directors to be appointed (as of the end of March, 2025)

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About Kirin Holdings

Kirin Holdings Company, Limited is an international company that operates in the Food & Beverages domain (Food & Beverages businesses), Pharmaceuticals domain (Pharmaceuticals businesses), and Health Science domain (Health Science business), both in Japan and across the globe.

Kirin Holdings can trace its roots to **Japan Brewery** which was established in 1885. Japan Brewery became **Kirin Brewery** in 1907. Since then, the company expanded its business with fermentation and biotechnology as its core technologies, and entered the pharmaceutical business in the 1980s, all of which continue to be global growth centers. In 2007, Kirin Holdings was established as a pure holding company and is currently focusing on boosting its Health Science domain.

Under the [Kirin Group Vision 2027](#) (KV 2027), a long-term management plan launched in 2019, the Kirin Group aims to become “A global leader in CSV* creating value across our world of Food & Beverages to Pharmaceuticals.” Going forward, the Kirin Group will continue to leverage its strengths to create both social and economic value through its businesses, with the aim of achieving sustainable growth in corporate value.

*Creating Shared Value. Combined added value for consumers as well as for society at large.

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Profile of the candidates for the new Director of the Board (Kirin Holdings)

Shingo Konomoto

Date of birth February 11, 1960 (age 64)

Brief personal record

June 2024	Non-executive Director of the Board, Sony Group Corporation (to present)
June 2024	Chairman, Member of the Board of Nomura Research Institute, Ltd. (to present)
April 2024	Chairman, Member of the Board, Representative Director of Nomura Research Institute, Ltd.
June 2019	Chairman and President & CEO, Member of the Board, Representative Director of Nomura Research Institute, Ltd.
April 2016	President & CEO, Member of the Board, Representative Director, of Nomura Research Institute, Ltd.
June 2015	Senior Executive Managing Director, Member of the Board, Representative Director, Supervising of Business Divisions, Head of Consulting of Nomura Research Institute, Ltd.
April 2010	Senior Corporate Managing Director, Division Manager of Consulting Division of Nomura Research Institute, Ltd.
April 2004	Senior Managing Director, Division Manager of Consulting Division III of Nomura Research Institute, Ltd.
April 1985	Joined Nomura Research Institute, Ltd.

Profile of the candidates for the new Director of the Board (Kirin Holdings)

Naoko Mikami

Date of birth March 12, 1961 (age 63)

Brief personal record

March 2024	Non-executive Director of the Board, KURARAY CO., LTD. (to present)
March 2022	Non-executive Director of the Board, Earth Corporation (to present)
June 2021	Non-executive Director of the Board, SHOWA SANGYO CO., LTD. (to present)
January 2020	Executive Vice President and Representative Director of the Board in charge of Product Development Division of C'BON COSMETICS Co., Ltd. (retired in 2021)
June 2019	Representative Director and Vice President of C'BON COSMETICS Co., Ltd..
June 2017	Senior Executive Officer, Director of the Board, in charge of Administration Division of C'BON COSMETICS Co., Ltd..
June 2012	Director of the board, in charge of Production Dept of C'BON COSMETICS Co., Ltd.
June 2011	Executive Officer, in charge of Production Dept of C'BON COSMETICS Co., Ltd.
January 2010	Joined C'BON COSMETICS Co., Ltd.
April 2007	Visiting Professor, Faculty of Pharmaceutical Sciences, Musashino University (retired in 2018)
July 2005	Manager, Chemicals Department, Amino Acid Company Manager, Cosmetics Research Laboratory, Amino Science Research Laboratory, Amino Science Company of Ajinomoto Co.
April 1983	Joined Ajinomoto Co.

**Attachment 3 Kirin Holdings Company, Limited List of Directors to be appointed
(as of the end of March , 2025)**

Name	Title	Area of Responsibility, etc.
Yoshinori Isozaki	Representative Director of the Board & CEO	Group Management Control Member of the Nomination and Remuneration Advisory Committee
Takeshi Minakata	Representative Director of the Board, President & COO	Group Business Execution Control Member of the Nomination and Remuneration Advisory Committee
Junko Tsuboi	Director of the Board Senior Executive Vice President	Chief People Officer (Group Human Capital Management) Chief Legal Officer
Toru Yoshimura	Director of the Board Senior Executive Officer	Health Science Strategy, President of Health Science Business Division, Business Alliance/Investment Strategies (Health Science domain)
Shinjiro Akieda	Director of the Board Senior Executive Officer	Chief Financial Officer (Financial Strategy, IR)
Mitsuharu Yamagata	Senior Executive Officer	Marketing, Corporate Brand Strategy Digital, Information Strategy Senior Executive Vice President of Kirin Brewery Co., Ltd.
Hiroshi Fujikawa	Senior Executive Officer	CSV Strategy
Akiyoshi Iwasaki	Senior Executive Officer	SCM Strategy, Production Technology Strategy
Kazufumi Nagashima	Senior Executive Officer	Chief Quality Assurance Officer, General Manager of Quality Assurance Department
*Toshihito Hama	Senior Executive Officer	Chief Risk Management Officer, Public Relations Strategy
*Daisuke Fujiwara	Senior Executive Officer	R&D Strategy, President of R&D Division
Hideki Horiguchi	Senior Executive Officer	President and CEO of Kirin Brewery Co., Ltd.
Kazuhiro Inoue	Senior Executive Officer	President and CEO of Kirin Beverage Co., Ltd.

Koji Fukada	Senior Executive Officer	President and CEO of KYOWA HAKKO BIO CO, LTD. Director of the Board
Hideki Mitsuhashi	Senior Executive Officer	President, Representative Director of FANCL CORPORATION
Hiroyuki Yanagi	Non-executive Director	Chairperson of the Board
Noriko Shiono	Non-executive Director	Chairperson of the Nomination and Remuneration Advisory Committee
Rod Eddington	Non-executive Director	
Shinya Katanozaka	Non-executive Director	Member of the Nomination and Remuneration Advisory Committee
Yoshiko Ando	Non-executive Director	Member of the Nomination and Remuneration Advisory Committee
*Shingo Konomoto	Non-executive Director	
*Naoko Mikami	Non-executive Director	
Shobu Nishitani	Standing Audit & Supervisory Board Member	
Toru Ishikura	Standing Audit & Supervisory Board Member	
Kaoru Kashima	Audit & Supervisory Board Member	
Kenichi Fujinawa	Audit & Supervisory Board Member	
Yoko Dochi	Audit & Supervisory Board Member	

* New Directors of the Board and new Senior Executive Officers.