

December 16, 2024

Notice of Change of Director at FANCL CORPORATION

TOKYO, December 16, 2024 - Kirin Holdings Company, Limited (Kirin Holdings) announces that, based on the report of the Nomination and Remuneration Advisory Committee, its Board of Directors informally decided today to make the following changes to a director at FANCL CORPORATION (FANCL).

1. Change of President & CEO, Representative Director of FANCL CORPORATION

(1) Reason for the change

Under the [Kirin Group Vision 2027](#) long-term management vision (KV2027), the Kirin Group is working to expand its business by solving social issues, based on three growth scenarios: strengthening profitability in the Food & Beverages domain, dramatically growing the Pharmaceuticals domain, and launching and fostering the Health Science domain.

Among these, Kirin Holdings' Health Science domain aims to build a business model that contributes to solving health issues by leveraging its strengths in R&D and reaching a wide range of people in the Asia-Pacific region through its B-to-C business.

This change in management structure is intended to further enhance FANCL's business value, strengthen the collaboration between Kirin Holdings, FANCL, and Australia's Blackmores, and become one of the largest health science companies in the Asia-Pacific region.

(2) Outline of new appointment

Name	New position	Present position
Hideki Mitsuhashi (Mr.)	Kirin Holdings Company, Limited Senior Executive Officer FANCL CORPORATION President, Representative Director	Kirin Holdings Company, Limited Senior Executive Officer
Kazuyuki Shimada (Mr.)	Resignation Kirin Holdings Company, Limited Special Advisor	FANCL CORPORATION President & CEO, Representative Director

(3) Background of Mr. Mitsuhashi

See brief profile attached.

(4) Scheduled date of new appointment

The appointment will be made by resolution of an extraordinary general meeting of shareholders of

FANCL to be held on December 20, 2024, and Mr. Mitsuhashi will assume office on the same date.

Attachment: Brief profile of Hideki Mitsuhashi for reference

[Contact]

IR section, Finance Department Kirin Holdings Company, Limited
Nakano Central Park South, 4-10-2 Nakano, Nakano-ku, Tokyo
Tel: +81-3-6837-7015

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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Hideki Mitsuhashi (Mr.)

Date of birth:	March 28, 1968
Birthplace	Tokyo, Japan
Experience:	
May 2024-present	Director of the Board, San Miguel Brewery Inc.
March 2024-present	Senior Executive Officer, Kirin Holdings Company, Limited Director of the Board, Lion Pty Limited
January 2023	Executive Vice President, Kyowa Hakko Bio Co., Ltd
March 2018	President and CEO, Myanmar Brewery Ltd.
January 2017	Vice President, Myanmar Brewery Ltd.
March 2015	Chairman and CEO, Taiwan Kirin Company, Limited
July 2011	Secretary Office, Human Resources & General Affairs Department, Kirin Holdings Company, Limited
September 2009	Corporate Planning Department, Kirin Holdings Company, Limited
April 2004	General Manager, Sales Planning Department, Metropolitan Area Headquarters, Kirin Brewery Company, Limited
April 1991	Joined Kirin Brewery Company, Limited
March 1991	Bachelor's Degree in Education, Waseda University

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