February 19, 2026

To Whom It May Concern

Isetan Mitsukoshi Holdings Ltd.

Announcement of the Executive Structure and Organizational Changes as of April 1, 2026

I. Executive Structure of the Isetan Mitsukoshi Group

Isetan Mitsukoshi Holdings Ltd. announces that it has resolved at the Board of Directors meeting today to adopt the following executive structure for the Isetan Mitsukoshi Group as of April 1, 2026.

* In this document, Isetan Mitsukoshi Holdings Ltd. is referred to as “Isetan Mitsukoshi Holdings” (or “HDS”) and Isetan Mitsukoshi Ltd. is referred to as “Isetan Mitsukoshi.”
* “Current position” is indicated only where there will be a change.

1. Isetan Mitsukoshi Holdings Ltd.

(As of April 1, 2026)

New position	Name	Current position
Director, President and CEO* (concurrently, Representative Director, President and CEO of Isetan Mitsukoshi)	Toshiyuki Hosoya	
Director	Yuki Ishizuka	
Director, Managing Executive Officer, Supervision of corporate strategy, CFO* (concurrently, Director of Isetan Mitsukoshi)	Yoshinori Makino	
External Director	Tomoko Ando	
External Director	Hitoshi Ochi	
External Director	Toshio Iwamoto	
External Director	Kenji Sukeno	
External Director	Chieko Matsuda	
External Director	Naosuke Fujita	
Managing Executive Officer, Supervision of business operations, CAO* and CRO* (concurrently, Managing Operating Officer, General Manager of General Affairs Department of Isetan Mitsukoshi)	Akira Kimbara	
Managing Executive Officer, Supervision of sales strategy, CMO* (concurrently, Managing Operating Officer, General Manager of Sales Headquarters of Isetan Mitsukoshi)	Takuya Yamashita	
Group Managing Operating Officer (concurrently, Representative Director, President of West Japan Railway Isetan Ltd.)	Hidehiko Igura	
Group Managing Operating Officer (concurrently, Representative Director, President and CEO of MICARD Co., Ltd.)	Takao Umeda	
Managing Operating Officer, CIO* [Promotion] (concurrently, Representative Director, President and CEO of Isetan Mitsukoshi System Solutions Ltd.)	Tomohide Sanbe	Operating Officer, CIO* (concurrently, Representative Director, President and CEO of Isetan Mitsukoshi System Solutions Ltd.)
Operating Officer, General Manager of the Board of Directors Office	Takamichi Goto	

Operating Officer, General Manager of Corporate Strategy Office (concurrently, Operating Officer, General Manager of Corporate Strategy Office of Isetan Mitsukoshi)	Shota Kondo	Operating Officer (concurrently, Operating Officer, Store Manager of Isetan Shinjuku Main Store, Sales Headquarters of Isetan Mitsukoshi)
Operating Officer, General Manager of Corporate Real Estate Strategy Office (concurrently, Director, Operating Officer, General Manager of Corporate Real Estate Strategy Office of Isetan Mitsukoshi)	Takayuki Tsujii	
Operating Officer, Aide to CFO*	Koji Oyama	
Operating Officer, CHRO* (concurrently, Operating Officer, General Manager of Human Resources Department of Isetan Mitsukoshi)	Akiko Kano	

*CEO: Chief Executive Officer, *CFO: Chief Financial Officer, *CAO: Chief Administrative Officer, *CRO: Chief Risk Officer

*CMO: Chief Merchandising Officer, *CIO: Chief Information Officer, *CHRO: Chief Human Resources Officer

2. Isetan Mitsukoshi Ltd.

(As of April 1, 2026)

New position	Name	Current position
Chairman	Toshihiko Sugie	
Representative Director, President and CEO (concurrently, Director, President and CEO of Isetan Mitsukoshi Holdings)	Toshiyuki Hosoya	
Director (concurrently, Director, Managing Executive Officer, Supervision of corporate strategy, CFO of Isetan Mitsukoshi Holdings)	Yoshinori Makino	
Director, Operating Officer, General Manager of Corporate Real Estate Strategy Office (concurrently, Operating Officer, General Manager of Corporate Real Estate Strategy Office of Isetan Mitsukoshi Holdings)	Takayuki Tsujii	
Standing Corporate Auditor	Mari Kameda	
Standing Corporate Auditor	Kyoko Kawarabayashi	
Managing Operating Officer, General Manager of General Affairs Department (concurrently, Managing Executive Officer, Supervision of business operations, CAO and CRO of Isetan Mitsukoshi Holdings)	Akira Kimbara	
Managing Operating Officer, General Manager of Sales Headquarters (concurrently, Managing Executive Officer, Supervision of sales strategy, CMO of Isetan Mitsukoshi Holdings)	Takuya Yamashita	
Operating Officer, General Manager of Corporate Strategy Office (concurrently, Operating Officer, General Manager of Corporate Strategy Office of Isetan Mitsukoshi Holdings)	Shota Kondo	Operating Officer, Store Manager of Isetan Shinjuku Main Store, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)
Operating Officer, General Manager of Human Resources Department (concurrently, Operating Officer, CHRO of Isetan Mitsukoshi Holdings)	Akiko Kano	
Operating Officer, Head of Zero Merchandising Group [New appointment] (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Kazuhiko Tsunoda	Head of Online Store Group, Sales Headquarters
Operating Officer, General Manager of Sales Strategy Department, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Ryuichi Ikeda	
Operating Officer, Head of Merchandising Group I, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Nobuyoshi Takahashi	Representative Director, President, Century Trading Co., Ltd. (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)
Operating Officer, Head of Merchandising Group II, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Seiji Aoyama	
Operating Officer, Store Manager of Isetan Shinjuku Main Store, Sales Headquarters [New appointment] (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Koichi Udagawa	General Manager of Direct Sales Department, Sales Headquarters

Operating Officer, Store Manager of Mitsukoshi Nihombashi Main Store, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Ayako Kobayashi	Operating Officer, Head of Merchandising Group I, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)
Operating Officer, Store Manager of Mitsukoshi Ginza Store, Sales Headquarters [New appointment] (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Riho Watanabe	General Manager of Store Policy Division, Store Strategy Department, Sales Headquarters
Operating Officer, Head of App Business Group, Sales Headquarters concurrently, General Manager of Customer Strategy Department, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Hiroo Kamemoto	
Operating Officer, General Manager of Corporate Direct Sales Department, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Ryota Marui	Operating Officer, Store Manager of Mitsukoshi Nihombashi Main Store, Sales Headquarters (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)

3. Presidents of Isetan Mitsukoshi Holdings Group Companies (Commissioned Officers)

(As of April 1, 2026)

New position	Name	Current position
Representative Director, President and CEO, Sapporo Marui Mitsukoshi Ltd. (concurrently, Managing Operating Officer of Isetan Mitsukoshi Holdings)	Noriyuki Hashizume	
Representative Director, President, Sendai Mitsukoshi Ltd. (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Ninako Komiya	
Representative Director, President and CEO, Nagoya Mitsukoshi Ltd. (concurrently, Managing Operating Officer of Isetan Mitsukoshi Holdings)	Takayuki Suzuki	
Representative Director, President, West Japan Railway Isetan Ltd. (concurrently, Group Managing Operating Officer of Isetan Mitsukoshi Holdings)	Hidehiko Igura	
Representative Director, President, Takamatsu Mitsukoshi Ltd.; concurrently, Representative Director, President, Hiroshima Mitsukoshi Ltd.; concurrently, Representative Director, President, Matsuyama Mitsukoshi Ltd.; concurrently, reporting to the Representative Director, President of Isetan Mitsukoshi(concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Kenji Yamashita	Operating Officer, Store Manager of Mitsukoshi Ginza Store, Sales Headquarters, Isetan Mitsukoshi (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)
Representative Director, President and CEO, Iwataya Mitsukoshi Ltd. (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Mikitaro Sanaka	
Representative Director, President, Isetan Mitsukoshi Business Support Ltd. (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Takeshi Fujimori	
Representative Director, President and CEO, MICARD Co., Ltd. (concurrently, Group Managing Operating Officer of Isetan Mitsukoshi Holdings)	Takao Umeda	
Representative Director, President, Isetan Mitsukoshi Human Solutions Company Limited (concurrently, Managing Operating Officer of Isetan Mitsukoshi Holdings)	Kenichi Kambayashi	
Representative Director, President and CEO, Isetan Mitsukoshi System Solutions Ltd. (concurrently, Managing Operating Officer, CIO of Isetan Mitsukoshi Holdings) [Promotion]	Tomohide Sanbe	Representative Director, President and CEO, Isetan Mitsukoshi System Solutions Ltd. (concurrently, Operating Officer, CIO of Isetan Mitsukoshi Holdings)
Representative Director, President and CEO, Mitsukoshi Isetan Nikko Travel, Ltd. (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Makoto Enomoto	Operating Officer, General Manager of Corporate Strategy Office, Isetan Mitsukoshi Holdings
Representative Director, President, Studio Alta Co., Ltd. (concurrently, Managing Operating Officer of Isetan Mitsukoshi Holdings)	Hiroki Taguchi	
Representative Director, President, IMGS Co., Ltd. (concurrently, Operating Officer of Isetan Mitsukoshi Holdings)	Jun Shirafuji	
Representative Director, President and CEO, Isetan Mitsukoshi Property Design Ltd.	Tetsuji Tezuka	
Representative Director, President and CEO, IM Food Style Ltd.; concurrently, Representative Director, President, Century Trading Co., Ltd.	Ryuichi Amamiya	Representative Director, President and CEO, IM Food Style Ltd.

II. Main Organizational Changes at the Isetan Mitsukoshi Group

The Company is currently steadily implementing its medium-term management plan (FY2025 to FY2030) and business performance in the first year of FY2025 has been steady.

Based on this, in FY2026, we will implement organizational changes aimed at further upgrading Individual customer business process activities.

Furthermore, we will continue the “quasi-company structure” implemented in fiscal 2025 across our department store business, real estate business, and financing business. We will evolve the unique aspect of each business and advance the provision of diverse customer value centered on our department stores.

(1) Areas of supervision of Executive Officers

・The Company will continue to maintain the system of Executive Officers’ areas of supervision from fiscal 2025.

・Fiscal 2026 System

Area of supervision	Departments supervised
Corporate strategy	Corporate Strategy Office, Corporate Real Estate Strategy Office, Corporate Finance and Accounting Department, Corporate IT System Department
Business operations	Corporate General Affairs Department, Corporate Human Resources Department, Risk Management Office
Sales strategy	Sales Headquarters

*Executive Officers may serve concurrently as CXOs in their areas of supervision.

(2) Continuation of the chief officer system

・The CXO system will be continued from fiscal 2025.

・Each CXO, except for the CEO, is in charge of an area of responsibility and is responsible for directing, ordering, and executing the business operations in that area.
The CXO is also responsible for Group-wide cross-departmental functions in his or her area of responsibility.

・Fiscal 2026 System

CXO	Area of responsibility	Main departments responsible for
CEO : Chief Executive Officer	Group overall	Overall group management
CMO : Chief Merchandising Officer	Sales	Sales Headquarters, Isetan Mitsukoshi
CFO : Chief Financial Officer	Finance	Corporate Finance and Accounting Department
CIO : Chief Information Officer	IT and digital	Corporate IT System Department
CAO : Chief Administrative Officer	General affairs and management	Corporate General Affairs Department
CHRO : Chief Human Resource Officer	Human resources	Corporate Human Resources Department
CRO : Chief Risk Officer	Risk management	Risk Management Office

(3) Establishment of new Zero Merchandising Group

We are establishing the Zero Merchandising Group to develop new content beyond traditional category merchandising.

(4) Name of the Direct Sales Department

・To strengthen the promotion of ONE Group out-of-store-sales, the Direct Sales Department will be renamed the Corporate Direct Sales Department and reorganized into a promotion system covering all Group stores.

【Contact】
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(Reference materials)

Isetan Mitsukoshi Holdings/Isetan Mitsukoshi Organization Chart dated April 1, 2026



