

February 12, 2021  
AEON CO., LTD.

## **Change in executive officers and Organizational Reform**

Aeon Co., Ltd., hereby announces that the following change in executive officers and organizational reform were approved at the meeting of the Board of Directors held today.

### **1. Objective of organization reform**

In FY2021, the company will pursue to dramatically improve its competitiveness and profitability by establishing an organizational structure to not only drive Digital shift, Regional shift, Asia shift, but also to strongly push forward the reformation of its supply chain.

Also, the company will appoint designated Officers to each business (abolishing Officers concurrently holding multiple roles) enabling swift decision making, further drive the reformation of Group management, pursue Group synergy, and maximize its corporate value.

### **2. Organizational reform (as of March 1, 2021)**

- (1) Reorganize Digital/China Officer, to appoint Digital Officer, while China business is to be managed under China HQ.
- (2) Reorganize SM/Merchandising and Logistics Officer, to appoint SM Officer, DS Officer, Merchandising Officer and Logistics Officer respectively.
- (3) Reorganize CSR/PR/IR Officer, to appoint CSR Officer.
- (4) Reorganize Secretary/Corporate Development Officer, to appoint Corporate Development Officer and Secretary/PR Officer respectively.

### **3. Changes in Executive Officers (as of March 1, 2021)**

<b>【New role】</b>	<b>【Current role】</b>	<b>【Name】</b>
Executive Vice President and Representative Executive Officer, Supermarket Business	Executive Vice President and Representative Executive Officer, Supermarket Business and Merchandise/Logistics	Motohiro Fujita
Executive Vice President and Executive Officer, Digital Business	Executive Vice President and Executive Officer, Digital Business and China Business	Yuki Habu
Executive Officer, Discount store Business	Chief Officer, Discount store Business	Manabu Oike (*)
Executive Officer, Merchandising	Director and President, AEON VIETNAM Co., LTD	Yasuo Nishitohge (*)

(\*) newly appointed

#### 4. Chief Officers (as of March 1, 2021)

【New role】	【Current role】	【Name】
Chief Officer, CSR	Executive Officer, CSR & Communications	Kahori Miyake
Chief Officer, Service/Specialty Store Business	Representative Director and President, AEON Fantasy Co., Ltd.	Nobuyuki Fujiwara (*)
Chief Officer, Logistics	Representative Director and Vice President, United Super Markets Holdings Inc. and Representative Director and President, Maxvalu Kanto Co., Ltd.	Daisuke Tezuka (*)

(\*) newly appointed

※Nobuyuki Fujiwara will concurrently hold the position as Representative Director and President of Aeon Fantasy.

※Daisuke Tezuka will concurrently hold the position as Representative Director and Vice President of United Supermarket Holdings.

#### 5. Profile of newly appointed Executive Officers

<b>Name</b>	Manabu Oike
<b>Birthdate</b>	December 15, 1957
<b>Career</b>	
1981 March	Joined JUSCO (current Aeon Co., Ltd.)
2000 April	GM, Miyagi/Fukushima/Yamagata regional merchandising, SSM Merchandise HQ, Aeon Co., Ltd.
2001 May	Deputy GM, Merchandising, Ministop
2003 February	GM, Deli business, Ministop
2004 March	GM, Merchandise reform, Delica merchandising HQ, Aeon Co., Ltd.
2006 September	GM, My basket business, Aeon Co., Ltd.
2011 September	Representative Director and President, My basket
2013 March	CEO of Strategic Small Store business, Aeon Co., Ltd.
2014 March	Senior Executive Officer, CEO of SM/DS/Small Store business, Aeon Co., Ltd.
2015 February	Executive Officer, Aeon Co., Ltd.
2015 March	Chairman of Small Store business Executive Committee, Aeon Co., Ltd.
2018 February	Representative Director and Chairman, Ministop
2020 November	Officer, DS business, Aeon Co., Ltd. (current position)

<b>Name</b>	Yasuo Nishitohge
<b>Birthdate</b>	February 5, 1967
<b>Career</b>	
1989 March	Joined JUSCO (current Aeon Co., Ltd.)
1998 May	Store manager, Maxvalu Esashi store, JUSCO
2000 May	Store manager, Maxvalu Kakamigahara store, JUSCO
2002 August	GM, Maxvalu Hokuriku business, Aeon Co., Ltd.
2004 March	GM, Sanin regional business, Aeon Co., Ltd.
2006 March	GM, Nagano regional business, Aeon Co., Ltd.
2011 October	Director and President, AEON VIETNAM Co., LTD
2017 April	Officer, Vietnam business, Aeon Co., Ltd.
2019 March	Executive Officer, ASEAN business, Aeon Co., Ltd.
2020 March	Director and President, AEON VIETNAM Co., LTD (current position)

## 5. Profile of newly appointed Chief Officers

<b>Name</b>	Nobuyuki Fujiwara
<b>Birthdate</b>	August 20, 1968
<b>Career</b>	
2004 May	Joined Aeon Fantasy
2012 January	Director and President, Aeon Fantasy (CHINA)
2013 January	Chairman and President, Aeon Fantasy (CHINA)
2014 January	Chairman, Aeon Fantasy (CHINA)
2015 September	Head of China business, Aeon Fantasy
2017 May	Director, Aeon Fantasy
2018 May	Representative Director and President, Aeon Fantasy (current position)

<b>Name</b>	Daisuke Tezuka
<b>Birthdate</b>	September 19, 1975
<b>Career</b>	
2002 September	Joined Aeon Credit Service
2006 June	Aeon Financial Preparatory Company
2007 November	Senior Manager, Planning, Aeon Bank
2011 July	Strategy, Aeon Co., Ltd.
2012 May	GM, Strategy, Aeon Co., Ltd.
2016 May	Representative Director, United Supermarket Holdings Director, The Maruetsu, Inc. (current Position) Director, Maxvalu Kanto Co., Ltd.
2017 March	Representative Director and President, Maxvalu Kanto Co., Ltd. (current position)
2018 July	Representative Director and Head of Corporate Planning HQ & Corporate Management HQ & ICT HQ, United Super Markets Holdings Inc.
2019 March	Representative Director and Vice President & Head of Corporate Management HQ, United Super Markets Holdings Inc.
2020 March	Representative Director and Vice President, United Super Markets Holdings Inc. (current position)