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February 14, 2025  
AEON CO., LTD.

## **Organizational and Personnel Changes**

AEON CO., LTD. announces that its Board of Directors has decided on organizational reforms and personnel changes.

### **1. Organizational Reform (Effective March 1)**

(1) A new role, 'Chief Business Structure Reform Officer,' will be created reporting to the Director, President, and Representative Executive Officer, overseeing Strategy, Green Transformation (GX), Secretarial Office, and Corporate Communications Department.

(2) To enhance supply chain management (SCM) by overseeing an integrated process from product development to logistics, product and logistics function will be consolidated into a new position, 'Chief Merchandising and Logistics Officer.'

### **2. Reassignment of Executive Officers (Effective March 1)**

New position	Current position	Name
Chief China Business Officer	Chief Digital Business Officer	Yuki Habu
Chief Merchandising and Logistics Officer	Chief Merchandising Officer	Mitsuko Tsuchiya
Chief Digital Officer	AEON CO., LTD. Advisor	Jerry Black (*)
Chief Supermarket Business Officer	Chief General Merchandise Store Business, and President and Representative Director of AEON Retail Co., Ltd.	Takemi Ide
Chief General Merchandise Store Business Officer	Chief Vietnam Business Officer, and President of AEON VIETNAM CO.,LTD.	Yasuyuki Furusawa
Chief Business Structure Transform Officer	Chief Strategy Officer	Motoyuki Shikata
Chief Vietnam Business Officer	Chief Logistics Officer, and President of AEON GLOBAL SCM Co., Ltd.	Daisuke Tezuka
President of AEON (CHINA) CO., LTD.	Chief China Business Officer, and President of AEON (CHINA) Co., Ltd.	Toshiya Goto

(\*) Newly promoted/appointed

### 3. Personnel Changes of Officers (Effective March 1)

New position	Current position	Name
Health & Wellness Business Officer	AEON CO., LTD. Advisor	Kunihiko Hisaki (*)
Strategy Officer	President of AEON MARKETING CO., LTD.	Yoshiyuki Sakurai (*)
GX Officer	President of OPA co.,Ltd.	Yuko Watanabe (*)

(\*) Newly promoted/appointed

### 4. Biographies of the New Executive Officers

Name: Jerry Black

Date of Birth: May 29, 1959

Jan. 1995      Joined Kurt Salmon Associates  
 Jan. 2006      President of the Consumer Products Sector, Kurt Salmon Associates  
 Jan. 2008      CEO, Kurt Salmon Associates  
 May 2009      Executive Officer, Chief Group Strategy / IT Officer and Chief Asia Operations Officer, AEON CO., LTD.  
 Mar. 2010      Executive Officer, Chief ASEAN Business Operation Officer, and  
                     Group IT / Digital Business Operations Officer and Chief Group Strategy Officer, AEON CO., LTD.  
 Mar. 2011      Senior Managing Executive Officer, Chief Group Strategy Officer, and  
                     Group IT / Digital Business Operations Officer, AEON CO., LTD.  
 Mar. 2012      Senior Managing Executive Officer, President's Assistant, and  
                     Chief Group Strategy / Digital / IT Officer, AEON CO., LTD.  
 Mar. 2013      Senior Managing Executive Officer, President's Assistant, and  
                     Chief Group Strategy / Digital / IT / Marketing Officer, AEON CO., LTD.  
 Mar. 2014      Senior Managing Executive Officer, Chief Merchandising Officer, and  
                     Chief Digital Shift Promotion Officer, AEON CO., LTD.  
 Feb. 2015      Executive Officer, Chief Digital Business Officer, AEON CO., LTD.  
 Mar. 2016      Director, Vice President Executive Officer, Chief Omnichannel Officer of AEON Retail Co., Ltd., and  
                     Chief Overseas Affairs Officer of AEON CO., LTD.  
 Apr. 2017      Advisor, AEON CO., LTD. (current position)

### 5. Biographies of the New Chief Officers

Name: Kunihiko Hisaki

Date of Birth: Aug 22, 1954

Apr. 1977      Joined JUSCO Co., Ltd. (now AEON CO., LTD.)  
 Feb. 2000      General Manager of Health & Beauty Care Product Division, AEON CO., LTD.  
 May 2002      Director, AEON CO., LTD.  
 May 2003      Executive Officer, AEON CO., LTD.  
 May 2004      Managing Director, AEON CO., LTD.  
 May 2006      Senior Managing Director, Chief Merchandising Officer, and  
                     General Manager of Home Furnishing, AEON CO., LTD.  
 Aug. 2008      Executive Officer, Chief Group Merchandising Officer, AEON CO., LTD.  
 May 2013      Director, Senior Managing Executive Officer, Chief Merchandising Officer,  
                     AEON Retail Co., Ltd.  
 May 2014      Director, Vice President Executive Officer, Chief Merchandising Officer,  
                     AEON Retail Co., Ltd.  
 Mar. 2017      Director, Vice President Executive Officer, Officer in Charge of Special Missions,  
                     AEON Retail Co., Ltd.  
 Mar. 2020      Advisor, AEON CO., LTD. (current position)

Name: Yoshiyuki Sakurai  
Date of Birth: Jul. 8, 1971

Jul. 2013      Joined AEON CO., LTD.  
Jul. 2014      GMS Reform Strategic Promotion Project, AEON CO., LTD.  
Sep. 2015      Business Development Department, AEON CO., LTD.  
May 2018      Director, Vice President, AEON AGRI CREATE Co.,Ltd.  
Mar. 2019      President, Representative Director, AEON MARKETING CO., LTD. (current position)

Name: Yuko Watanabe  
Date of Birth: Feb. 23, 1975

Apr. 1995      Joined JUSCO Co., Ltd. (now AEON Co., Ltd.)  
Aug. 2014      AEON LakeTown Revitalization project, AEON MALL Co.,Ltd.  
Apr. 2015      Leasing Division, General Manager of North Kanto and Niigata Leasing,  
AEON MALL Co.,Ltd.  
Apr. 2016      Leasing Division, General Manager of Apparel Leasing, AEON MALL Co.,Ltd.  
Mar. 2018      General Manager of New Leasing Development, AEON MALL Co.,Ltd.  
Mar. 2021      President, Representative Director, OPA co.,Ltd (current position)

## 6. Structure from March 1, 2025 onward

### Executive Officers

Position	Job Title	Name
Director, Chairman and Representative Executive Officer		Motoya Okada
Director, President and Representative Executive Officer		Akio Yoshida
Director, Executive Vice President and Executive Officer	Chief China Business Officer	Yuki Habu
Director, Executive Vice President and Executive Officer	Chief Merchandising and Logistics Officer	Mitsuko Tsuchiya
Executive Vice President and Executive Officer	Chief Digital Officer	Jerry Black (*)
Executive Vice President and Executive Officer	Chief Human Resources and AEON Living Zone Promotion, Supervisor of Risk Management	Hiroyuki Watanabe
Executive Officer	Chief Supermarket Business Officer	Takemi Ide
Executive Officer	Chief General Merchandise Store Business Officer	Yasuyuki Furusawa
Executive Officer	Chief Discount Store Business Officer	Manabu Oike
Executive Officer	Chief Business Structure Transform Officer	Motoyuki Shikata
Executive Officer	Chief Business Development and Branding Officer	Tsukasa Ojima
Executive Officer	Chief Financial and Business Management Officer	Hiroaki Egawa
Executive Officer	Chief Malaysia Business Officer	Naoya Okada
Executive Officer	Chief Vietnam Business Officer	Daisuke Tezuka
Executive Officer	President of AEON (CHINA) CO., LTD.	Toshiya Goto

(\*) Newly promoted/appointed

Chief Officers

Position	Job Title	Name
Chief Officer	ASEAN Business Officer	Yasutsugu Iwamura
Chief Officer	Services Business Officer	Nobuyuki Fujiwara
Chief Officer	Specialty Stores Business Officer	Takashi Miura
Chief Officer	Business Management Officer	Shuichi Kogo
Chief Officer	Risk Management Officer	Koji Tsusue
Chief Officer	Health & Wellness Business Officer	Kunihiko Hisaki (*)
Chief Officer	Strategy Officer	Yoshiyuki Sakurai (*)
Chief Officer	GX Officer	Yuko Watanabe (*)

(\*) Newly promoted/appointed

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