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NEWS RELEASE



February 20, 2024
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 Officer of GMS,' will be created reporting to the Director, President, and Representative Executive Officer.

(2) To enhance the structure for promoting AEON Living Zone, a new position, 'AEON Living Zone Promotion Officer,' will be established.

(3) A new position, 'Risk Management Supervising Manager,' will be introduced under the Chief Human Resources and AEON Living Zone Promotion Officer. This role will oversee the Risk Management Control Department, General Affairs Department, Legal Department, and Customer Service Department.

2. Reassignment of Executive Officers (Effective March 1)

New position	Current position	Name
Executive Vice President and Executive Officer Chief Human Resources and AEON Living Zone Promotion Officer, Supervisor of Risk Management	Executive Vice President and Executive Officer Chief Human Resources and Administration Officer, Supervisor of Risk Management	Hiroyuki Watanabe
Executive Officer and Chief Officer of GMS and AEON Retail Co., Ltd. President and Representative Director	AEON Retail Co., Ltd. President and Representative Director	Takemi Ide (*)
Executive Officer and Chief Officer of Malaysia Business and AEON Malaysia President and Director	AEON Malaysia Vice President and Director	Naoya Okada (*)

(*) Newly promoted/appointed

3. Personnel Changes of Chief Manager (Effective March 1)

New position	Current position	Name
Chief Risk Management Officer	Risk management Supervising Manager	Koji Tsusue (*)

(Effective May 23)

New position	Current position	Name
Chief ASEAN Business Officer	AEON Mall Co., Ltd. President and Representative Director	Yasutsugu Iwamura (*)

(*) Newly promoted/appointed

4. Biographies of the New Executive Officers

Name: Takemi Ide

Date of Birth: April 4, 1962

March 1985: Joined JUSCO Co., Ltd. (now AEON CO., LTD.)
September 2001: General Manager of Fishery Product Development Department, SSM Merchandising Division, JUSCO Co., Ltd.
February 2003: General Manager of Sales Floor Development, Delicatessen Merchandising Division, JUSCO Co., Ltd.
March 2004: General Manager of Fishery Products Department, SSM Merchandising Division, JUSCO Co., Ltd.
September 2008: General Manager of Delicatessen Products Department, Food Merchandising Division, AEON Retail Co., Ltd.
May 2011: Director and Manager of Product Division, MaxValu Tohoku Co., Ltd.
May 2014: President and Representative Director, Sanyo Marunaka Co., Ltd.
April 2016: Director and Managing Executive Officer, AEON Retail Co., Ltd.
March 2017: Senior Managing Executive Officer and Minamikanto Company Branch President, AEON Retail Co., Ltd.
March 2018: Executive Officer, Director, Vice President and Chief Officer of Sales, AEON Retail Co., Ltd.
March 2019: President and Representative Director, AEON Retail Co., Ltd. (current position)

Name: Naoya Okada

Date of Birth: August 18, 1983

January 2015: Joined AEON Retail Co., Ltd.
November 2015: Organic Business Project Team, AEON CO., LTD.
November 2016: Division Manager, Bio c' Bon Japon Co., Ltd.
March 2019: Representative Director and President, Bio c' Bon Japon Co., Ltd.
January 2020: President and Representative Director, AEON SIGNA Sports United Co., Ltd.
July 2022: Director and Vice President, AEON Malaysia (current position)

5. Biographies of the New Chief Officers

Name: Yasutsugu Iwamura

Date of Birth: March 7, 1966

August 2005: Joined AEON Mall Co., Ltd.
August 2007: General Manager of Planning and Development Group 1, Planning and Development Department, AEON Mall Co., Ltd.
May 2009: General Manager of Kanto & Tohoku Development, Development Division, AEON Mall Co., Ltd.
April 2013: General Manager of Development, Development Division, AEON Mall Co., Ltd.
May 2016: General Director, AEONMALL VIETNAM CO., LTD.
May 2019: Director and Manager of Vietnam, AEON Mall Co., Ltd.
March 2020: Representative Director and President, AEON Mall Co., Ltd.
July 2020: Chairman, AEONMALL CHINA CO., LTD. (current position)
April 2021: Representative Director and President, and Overseas Business Division Manager, AEON Mall Co., Ltd.
April 2023: Representative Director and President, and Chief Officer of Overseas Business, AEON Mall Co., Ltd. (current position)

Name: Koji Tsusue

Date of Birth: January 17, 1963

March 1987: Joined Oita JUSCO Co., Ltd. (now AEON Kyushu, Co., Ltd.)

November 2002: Corporate Communication Department, AEON CO., LTD.

July 2013: General Manager of General Affairs Department, AEON CO., LTD.

March 2017: General Manager of General Affairs Department and Legal Department, AEON CO., LTD.

March 2021: General Manager of Risk Management Control, AEON CO., LTD. (current position)

6. Structure from March 1, 2024 onward

Executive Officer

Position	Manager	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 Officer of Digital Business	Yuki Habu
Executive Vice President and Executive Officer	Chief Human Resources and AEON Living Zone Promotion, Supervisor of Risk Management	Hiroyuki Watanabe
Executive Vice President and Executive Officer	Chief Merchandising Officer	Mitsuko Tsuchiya
Executive Officer	Chief Officer of Health & Wellness	Tadahisa Matsumoto
Executive Officer	Chief GMS Business	Takemi Ide (*)
Executive Officer	Chief Supermarket Business Officer	Kamio Keiji
Executive Officer	Chief Discount Store Business Officer	Manabu Oike
Executive Officer	Chief ASEAN Business Officer	Soichi Okazaki
Executive Officer	Chief Strategy Officer	Motoyuki Shikata
Executive Officer	Business Development and Branding Manager	Tsukasa Ojima
Executive Officer	Chief Financial Officer, Business Management	Hiroaki Egawa
Executive Officer	Chief Logistics Officer	Daisuke Tezuka
Executive Officer	Chief China Business Officer	Toshiya Goto
Executive Officer	Chief Vietnam Business Officer	Yasuyuki Furusawa
Executive Officer	Chief Malaysia Business Officer	Naoya Okada (*)

※Mr. Okazaki is scheduled to retire on May 29.

(*) Newly promoted/appointed

Chief Officer

Position	Manager	Name
Chief Officer	Chief ASEAN Business Officer	Yasutsugu Iwamura (*)
Chief Officer	Chief ICT Officer	Hirofumi Sakuraba
Chief Officer	Chief Officer of Services	Nobuyuki Fujiwara
Chief Officer	Chief Officer of Specialty Stores	Takashi Miura
Chief Officer	GX Manager	Akiko Nakarai
Chief Officer	Manager of Secretary's Office & Public Relations	Shuichi Kogo
Chief Officer	Chief Risk Management Officer	Koji Tsusue (*)

※Mr. Iwamura's term shall be effective from May 23.

(*) Newly promoted/appointed

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