

November 14, 2024

DENTSU GROUP INC.

Hiroshi Igarashi, Representative Executive Officer, President & Global CEO  
(TSE Prime Market Securities Code: 4324)

## **DENTSU ANNOUNCES GLOBAL MANAGEMENT STRUCTURE FOR FY2025**

Dentsu (brand: dentsu; Head Office: Dentsu Group Inc.; Location: Tokyo; Representative: President & Global CEO; Hiroshi Igarashi) established a Group Management Team to accelerate the promotion of the “One dentsu” strategy from January 2023, and has since strengthened its competitiveness by integrating the capabilities of the entire Group. Since 2024, dentsu has been supporting the growth of its client under its new brand proposition, “Innovating to Impact.” From FY2025, dentsu will aim to further enhance its corporate value by strengthening competitiveness through activities in both the financial and non-financial domains while adapting to a rapidly changing business and global environment.

A key appointment within the Group Management Team for 2025 will be that of CEO, dentsu Japan Takeshi Sano, taking on the additional and newly established role of Deputy Global COO. In this role, Sano will support the global COO and contribute to the expansion of Japanese clients’ business outside Japan by building on the relationships of trust developed with clients in the Japanese market to enhance collaboration between domestic and overseas operations.

### **Comment from Hiroshi Igarashi, Director, Representative Executive Officer, President & Global CEO, dentsu:**

“In 2025 and beyond, we will continue to promote One dentsu through our new and further strengthened global management structure. By combining the creativity and innovation of each of dentsu’s 71,000 people, we will realize our vision “To be at the forefront of people-centered transformations that shape society.” Together with our clients and other stakeholders, we aim to realize a vibrant society where people enjoy a fulfilling life, and as a B2B2S (Business to Business to Society) company, we will continue to improve the value we provide to our clients and society as a whole.”

### **Group Management Team**

The Group Management Team, consisting of the following 26 members, is responsible for managing the entire dentsu Group made up of approx. 800 companies operating in approx. 120 countries, including the global headquarters, Dentsu Group Inc. Within this team, the members handling executive duties are referred to as “Group Executive Management.”

## Group Executive Management appointments (9 leaders)

(Effective from January 1, 2025)

Change in title	Position as of January 2025	Name	Current position
	Representative Executive Officer, President & Global CEO, dentsu	Hiroshi Igarashi	Representative Executive Officer, President & Global CEO, dentsu
	Representative Executive Officer, Executive Vice President, Global Chief Governance Officer & Global Chief Financial Officer, dentsu	Arinobu Soga	Representative Executive Officer, Executive Vice President, Global Chief Governance Officer & Global Chief Financial Officer, dentsu
	Executive Vice President, Global Chief Operating Officer & Chief Global Client Officer, dentsu	Giulio Malegori	Executive Vice President, Global Chief Operating Officer & Chief Global Client Officer, dentsu
1	CEO, dentsu Japan & Deputy Global Chief Operating Officer, dentsu	Takeshi Sano	CEO, dentsu Japan
	CEO, dentsu Americas & Global President - Data & Technology, dentsu	Michael Komaminski	CEO, dentsu Americas & Global President - Data & Technology, dentsu
	CEO, dentsu EMEA	Andre Andrade	CEO, dentsu EMEA
	Global President - Global Practices, dentsu	Jean Lin	Global President - Global Practices, dentsu
	Global Chief HR Officer, dentsu	Miho Tanimoto	Global Chief HR Officer, dentsu
2	Global Chief Strategy Officer & APAC Lead, dentsu	Yoshiki Ishihara	Global Chief Strategy Officer & Chief of Staff, dentsu

\*There will be no new appointments to the Group Executive Management.

\*As of January 1, 2025, Hiroshi Igarashi and Arinobu Soga will remain as Directors.

1: Takeshi Sano will concurrently assume the role of Deputy Global COO, dentsu.

2: Yoshiki Ishihara will leave his concurrent position as Chief of Staff and take on a new concurrent position as APAC Lead, in which he will oversee APAC on an interim basis.

## Group Management appointments (17 leaders)

(Effective from January 1, 2025)

Change in title	Position as of January 2025	Name	Current position
	Global Corporate Secretary & Deputy Global General Counsel, dentsu	Tadashi Nagae	Global Corporate Secretary & Deputy Global General Counsel, dentsu
	Chief Intelligence Officer, dentsu	Kimiya Satake	Chief Intelligence Officer, dentsu
1	Global Head of Internal Audit, dentsu	Hideo Hatano	Head of Internal Audit, dentsu
	Global General Counsel, dentsu	Alison Zoellner	Global General Counsel, dentsu
	Global Head of Internal Control & Risk, dentsu	So Aoki	Global Head of Internal Control & Risk, dentsu
	Global Chief Sustainability Officer, dentsu	Yuko Kitakaze	Global Chief Sustainability Officer, dentsu
	Global Chief Communications Officer, dentsu	Jeremy Miller	Global Chief Communications Officer, dentsu
	Global Chief Business Operations Officer, dentsu	Noritaka Omi	Global Chief Business Operations Officer, dentsu
	Global Chief Information Officer, dentsu	Alex Bedier	Global Chief Information Officer, dentsu
2	Chief Brand & Culture Officer, dentsu	Manus Wheeler	Chief Brand & Culture Officer & Deputy Chief of Staff, dentsu
	Global Practice President - Integrated Solutions, dentsu	Jeff Greenspoon	Global Practice President - Integrated Solutions, dentsu

	Global Practice President - Business Transformation, dentsu	Yuichi Toyoda	Global Practice President - Business Transformation, dentsu
	Global Practice President - Media, dentsu	Will Swayne	Global Practice President - Media, dentsu
	Global Chief Creative Officer, dentsu	Yasuharu Sasaki	Global Chief Creative Officer, dentsu
	Global Practice President - CXM, dentsu	Pete Stein	Global Practice President - CXM, dentsu
	Chief Data & Technology Officer, dentsu	Shirli Zelcer	Chief Data & Technology Officer, dentsu
	Global CFO Designate, dentsu	Shigeki Endo	Global CFO Designate, dentsu

\*There will be no new appointments to the Group Management.

1: "Global" will be added to the business title of Hideo Hatano

2: Manus Wheeler will leave the role of Deputy Chief of Staff.

## **Retirement of Group Management Members (as of December 31, 2024)**

As a part of today's announcement, dentsu confirms that the following executives will step down from the Group Management Team as of December 31, 2024: Haruhiko Hirate, Executive Vice President, Global Chief Corporate Affairs Officer, dentsu, and Masaya Nakamura, Global Client Partner, dentsu.

### Details of each new role :

- Deputy Global Chief Operating Officer, dentsu  
Deputy Global Chief Operating Officer supports the Global Chief Operating Officer and is responsible for promoting the expansion of business outside Japan, particularly for Japanese clients that are expanding their business globally.
- APAC Lead  
The APAC Lead will take on the role of overseeing the APAC region on an interim basis.

For further information, please refer to the following news releases by dentsu Japan and Dentsu Inc.

## Dentsu Japan Announces Operational Structure for 2025

—“Dentsu Japan Management Team” Formed to Enhance Management and Accelerate Business Innovation —

URL: <https://www.japan.dentsu.com/en/assets/pdf/news/2024019-1114en.pdf>

## Notice Regarding Dentsu Inc.’s Operational and Supervision Structure for 2025

URL: <https://www.dentsu.co.jp/en/news/item-cms/2024025-1114en.pdf>

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