



February 14, 2020

To Whom It May Concern:

Company Name: KIRIN HOLDINGS COMPANY, LIMITED

Name and Title of Representative: Yoshinori Isozaki, President & CEO

Code Number: 2503

Head Office: 4-10-2, Nakano-ku, Tokyo 164-0001, Japan

Name and Title of Contact Person:

Nobuhiko Hori

General Manager of Corporate Communications

Department

Telephone Number: (03) 6837-7015

Change of Directors and Board Members

Kirin Holdings Company, Limited (“Kirin Holdings”) hereby announces the change of Directors of the Board, Audit & Supervisory Board Members and senior executive officer who were unofficially appointed at the Board Meeting held today, as well as the unofficial appointment of executive roles of its subsidiaries.

1. Change of Directors of the Board and Audit & Supervisory Board Members of Kirin Holdings

(1) Change of Directors of the Board

- New Directors of the Board

Chieko Matsuda Non-executive Director of the Board of Kirin Holdings
current: Audit & Supervisory Board Member of Kirin Holdings

Noriko Shiono Non-executive Director of the Board of Kirin Holdings
current: Strategic Advisor of Kirin Holdings

Rod Eddington Non-executive Director of the Board of Kirin Holdings
current: Chairman, Independent Non-Executive Director of Lion Pty Ltd

George Olcott Non-executive Director of the Board of Kirin Holdings
current: Guest Professor, Faculty of Business and Commerce, Keio University

- Retiring Director of the Board

Katsunori Nagayasu
current: Non-executive Director of the Board of Kirin Holdings

- Remaining-in-office Directors of the Board

Yoshinori Isozaki	President & CEO of Kirin Holdings
Keisuke Nishimura	Representative Director of the Board, Senior Executive Vice President of Kirin Holdings
Toshiya Miyoshi	Director of the Board, Senior Executive Officer of Kirin Holdings
Noriya Yokota	Director of the Board, Senior Executive Officer of Kirin Holdings
Noriaki Kobayashi	Director of the Board, Senior Executive Officer of Kirin Holdings
Shoshi Arakawa	Non-executive Director of the Board of Kirin Holdings
Masakatsu Mori	Non-executive Director of the Board of Kirin Holdings
Hiroyuki Yanagi	Non-executive Director of the Board of Kirin Holdings

(2) Change of Audit & Supervisory Board Members

- New Audit & Supervisory Board Member

Kaoru Kashima	Audit & Supervisory Board Member of Kirin Holdings
current:	Former Managing Director, ShinNihon & Co. (currently Ernst & Young ShinNihon LLC)

- Retiring Audit & Supervisory Board Members

Chieko Matsuda	Non-executive Director of the Board of Kirin Holdings
current:	Audit & Supervisory Board Member of Kirin Holdings

- Remaining-in-office Audit & Supervisory Board Members

Akihiro Ito	Standing Audit & Supervisory Board Member of Kirin Holdings
Keiji Kuwata	Standing Audit & Supervisory Board Member of Kirin Holdings
Nobuo Nakata	Audit & Supervisory Board Member of Kirin Holdings
Yoshiko Ando	Audit & Supervisory Board Member of Kirin Holdings

(3) The Profile of candidates of new Director of the Board and Audit & Supervisory Board Member

Attached at the end.

(4) The Date of Appointment

The official appointments are subject to the approval at the Ordinary General Meeting of Shareholders which planned to be held on March 27, 2020, and the titles and responsibilities of candidates are determined at the Board meetings and Audit & Supervisory Board meeting following the Ordinary General Meeting of Shareholders.

2. Appointment of Executive Roles of subsidiaries of Kirin Holdings

(1) Unofficial appointment of President & CEO and Standing Audit & Supervisory Board

	President & CEO	Standing Audit & Supervisory Board Member
Kirin Brewery	Takayuki Fuse (Re-appointment)	Hiroshi Tokano (Newly appointed)
Kirin Beverage	Hideki Horiguchi (Re-appointment)	Fumio Miki (Re-appointment)
Mercian	Michio Nagabayashi (Re-appointment)	Yoshiaki Okuda (Re-appointment)
Kyowa Hakko Bio	Takeshi Minakata (Re-appointment)	Osamu Harano (Newly appointed)

(2) The Date of Appointment

The official appointments are subject to the approval at the Ordinary General Meeting of Shareholders of each subsidiary which planned to be held on March 27, 2020.

END

The Profile of candidate of new Non-executive Director of the Board
(Kirin Holdings)

Chieko Matsuda

Date of birth:	November 18, 1964
Experience:	
Jun 2016-present	External Director, SATO HOLDINGS CORPORATION
Mar 2016-present	Audit & Supervisory Board Member, Kirin Holdings
Jun 2015-present	Outside Independent Director, Foster Electric Company, Limited
Jun 2013-present	Outside Independent Director, Hitachi Chemical Company, Ltd.
Apr 2011-present	Professor, School of Business Administration, Faculty of Urban Liberal Arts (Currently Faculty of Economics and Business Administration) at Tokyo Metropolitan University Professor, Department of Business Administration, Graduate School of Social Sciences (Currently Graduate School of Management) at Tokyo Metropolitan University
Oct 2006	Vice President (Partner), Booz and Company, Inc.
May 2005	Representative Director, Matrix, Inc.
Sep 2001	Joined Corporate Directions, Inc.
Oct 1998	Joined Moody's Japan K.K.
Apr 1987	Joined The Long-Term Credit Bank of Japan, Limited

The Profile of candidate of new Non-executive Director of the Board
(Kirin Holdings)

Noriko Shiono

Date of birth:	October 18, 1960
Experience:	
Mar 2019-present	Strategic Advisor, Kirin Holdings
Mar 2018	Non-executive Director, Kirin Company, Limited
Oct 2017-present	President, Widex Japan
May 2016	Chairman, Director, Konami Sports Club Co., Ltd.
Jan 2014	President and Corporate Officer, Konami Sports & Life Co., Ltd. (Currently Konami Sports Co., Ltd.)
Mar 2010	Representative Director, Present, SSP Co., Ltd.
Aug 1983	Joined Japan New Media Co., Ltd.

The Profile of candidate of new Non-executive Director of the Board
(Kirin Holdings)

Sir Rod Eddington

Date of birth:	January 2, 1950
Experience:	
Mar 2012-present	Chairman, Independent Non-Executive Director, Lion Pty Ltd
Mar 2011	Independent Non-Executive Director, Lion Pty Ltd
Feb 2006-present	Outside Director, CLP Holdings Limited
Apr 2000	Chief Executive Officer, British Airways plc
Jan 1997-present	Outside Director, John Swire & Sons (Australia) Pty Ltd.
Apr 1992	Managing Director, Cathay Pacific Airways Limited
Sep 1979	Joined John Swire & Sons (H.K.) Ltd.

The Profile of candidate of new Non-executive Director of the Board

(Kirin Holdings)

George Olcott

Date of birth:	May 7, 1955
Experience:	
Oct 2016-present	Outside Director, Dai-ichi Life Holdings, Inc.
Jun 2014-present	Outside Director, Hitachi Chemical Co., Ltd. Outside Director, DENSO CORPORATION
Apr 2014-present	Guest Professor, Keio University, Faculty of Business and Commerce
Mar 2008	Senior Fellow, Judge Business School, University of Cambridge
Mar 2005	FME Teaching Fellow, Judge Business School, University of Cambridge
Sep 2001	Judge Business School, University of Cambridge
Jun 2000	Managing Director, Equity Capital Market, UBS Warburg Tokyo
Feb 1999	President, UBS Asset Management (Japan) President, Japan UBS Brinson Group
Jul 1986	Joined S.G. Warburg & Co., Ltd.

The Profile of candidate of new Audit & Supervisory Board Member
(Kirin Holdings)

Kaoru Kashima

Date of birth:	January 20, 1958
Experience:	
Jun 2019-present	Audit & Supervisory Board Member, Nippon Telegraph and Telephone Corporation External Director, Sumitomo Mitsui Trust Bank, Limited
Jul 2013	Representative Director, Ernst & Young Institute Co., Ltd.
Jul 2012	Managing Director, General Manager of Knowledge Headquarters, Ernst & Young ShinNihon LLC
Sep 2010	Managing Director, Ernst & Young ShinNihon LLC In charge of Corporate Culture Promotion Office, Public Relations Office
Jul 2006	In charge of personnel of HR Development Headquarters, ShinNihon & Co.
Jun 2002	Senior Partner, ShinNihon & Co. (currently Ernst & Young ShinNihon LLC)
Jun 1996	Partner, Showa Ota & Co. (currently Ernst & Young ShinNihon LLC)
Apr 1985	Registered as a certified public accountant
Nov 1981	Joined Showa Audit Corporation (currently Ernst & Young ShinNihon LLC)

[Reference] Kirin Holdings (As of March 27, 2020)

	Name	Area of Responsibility
President & CEO	Yoshinori Isozaki	Member of the Nomination and Remuneration Advisory Committee
Representative Director of the board, Senior Executive Vice President	Keisuke Nishimura	Investment Strategy, Overseas Business, Global Craft Beer
Director of the Board and Senior Executive Officer	Toshiya Miyoshi	HR and General Affairs Member of the Nomination and Remuneration Advisory Committee
Director of the Board and Senior Executive Officer	Noriya Yokota	Chief Financial Officer, IR, IT, Business Transformation
Director of the Board and Senior Executive Officer	Noriaki Kobayashi	R&D, Quality Assurance
Senior Executive Vice President	Hiroshi Ogawa	Public Relations, Risk Management, Legal
Senior Executive Officer	Ryosuke Mizouchi	CSV, North America Beer Business
Senior Executive Officer	Toru Yoshimura	General Manager of Corporate Planning Department, Health Strategy, Digital Strategy
Senior Executive Officer	Junko Tsuboi	General Manager of Strategic Branding Department, Marketing, Corporate Brand Strategy,
Senior Executive Officer	Masao Maehara	Supply Chain Management (Production, Logistics, and Procurement)
Senior Executive Officer	Takayuki Fuse	President & CEO of Kirin Brewery
Senior Executive Officer	Hideki Horiguchi	President & CEO of Kirin Beverage
Senior Executive Officer**	Takeshi Minakata	President & CEO of Kyowa Hakko Bio
Non-executive Director of the Board	Shoshi Arakawa	Chairman of the Nomination and Remuneration Advisory Committee
Non-executive Director of the Board	Masakatsu Mori	Chairman of the Board
Non-executive Director of the Board	Hiroyuki Yanagi	Member of the Nomination and Remuneration Advisory Committee
Non-executive Director of the Board*	Chieko Matsuda	Member of the Nomination and Remuneration Advisory Committee
Non-executive Director of the Board*	Noriko Shiono	
Non-executive Director of the Board*	Rod Eddington	
Non-executive Director of the Board*	George Olcott	

Standing Audit & Supervisory Board Member	Akihiro Ito	
Standing Audit & Supervisory Board Member	Keiji Kuwata	
Audit & Supervisory Board Member	Nobuo Nakata	
Audit & Supervisory Board Member	Yoshiko Ando	
Audit & Supervisory Board Member*	Kaoru Kashima	

*: New Director of the Board / Audit & Supervisory Board Member

** : New Executive Officer

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