

Effective on a day of June, 2020 when the Ordinary General Meeting of Shareholders will be held

Director

*Subject to the final approval at the Ordinary General Meeting of Shareholders to be held in June, 2020.

1. Director (Except Audit and Supervisory Committee Member)(June, 2020)

| Name | New title |
|--------------------|---|
| Kazushi Okawa | Representative Director,Chairman of the Board CEO/CWO |
| Masaji Santo | Representative Director,President COO/CSO |
| Koji Tarutani | Representative Director,Executive Vice President CFO Officer in charge of business process innovation |
| Tsunenori Kazama | Director |
| Aiichiro Matsunaga | Director |
| Nobuo Tanaka | Director |
| Hiroshi Yamaguchi | Director |

CEO: Chief Executive Officer

CWO: Chief Wellness Officer

COO: Chief Operating Officer

CSO: Chief Sustainability Officer

CFO: Chief Financial Officer

2. Director (Director, Audit and Supervisory Committee Member)(June, 2020)

* : Newly appointed

| Name | New title |
|-------------------|--|
| Takahiro Kitamoto | Director, Audit and Supervisory Committee Member |
| Mika Narahashi | Director, Audit and Supervisory Committee Member |
| * Hisashi Ito | Director, Audit and Supervisory Committee Member |

3. Retirement of Director, Audit and Supervisory Committee Member(June, 2020)

| Name | New title |
|-----------------|------------|
| Mikio Kobayashi | Retirement |