Management structure

Directors and Audit & Supervisory Board Members

April 1983

June 2003

July 2004

June 2005

June 2006

June 2008

lune 2010

June 2011

June 2013

April 1983

July 2006

July 2009

July 2015

July 2017

July 2018

June 2021

August 2012

Joined the Company (Previously, Japan

Tobacco and Salt Public Corporation)

Vice President, Corporate Planning

Vice President, Corporate Strategy

Senior Vice President: and President.

Member of the Board; Senior Vice

Member of the Board-Senior Vice

President, Food Business

President; Chief Strategy Officer; and

Member of the Board, Japan Tobacco Inc.

Executive Vice President, JT Internation-

Senior Vice President; and Chief Strategy

Entered the Ministry of Finance (herein-

Director for the Budget Bureau, Planning

and Administration Division of Budget

Head of Secretariat Division, Minister's

Deputy Director-General of the Budget

Director-General of the Budget Bureau,

Administrative Vice Minister, the Minis-

Outside Audit & Supervisory Board

try (Retired from the office in July 2020)

Member, Yomiuri Land Co., Ltd. (Current

Deputy Vice Minister, the Ministry

President; and President, Food Business

Senior Vice President; and Chief Strategy

Food Business

Officer

al S.A.

Officer

after the Ministry)

Bureau, the Ministry

Bureau, the Ministry

the Ministry

Position)

Secretariat, the Ministry

10 Directors (including five Outside Directors) The Directors marked with * also serve as Group Executive Officers

Mutsuo Iwai

Chairperson of the Board

Date of birth: October 29, 1960

Number of shares held: 43,200

Deputy Chairperson of the

Masamichi Terabatake*

Representative Director and

President, Chief Executive

Date of birth: November 26, 1965

Representative Director and

Executive Vice President

Number of shares held: 49 878

Date of birth: March 1, 1968

Number of shares held: 259,117

Kei Nakano*

Officer

(As of March 22, 2024)

Representative Director and Executive

Vice President; and President, Tobacco

Outside Director, Benesse Holdings, Inc.

Deputy Chairperson of the Board

Outside Director, TDK Corporation

Chairperson of the Board (Current

January 2016 Senior Vice President: and President.

Tobacco Business

(Current Position)

(Current Position)

January 2023 Outside Director, & Capital Inc. (Current

Significant Concurrent Positions Outside the Company

Head Office (Current Position)

Head Office (Current Position)

Head Office (Current Position)

Significant Concurrent Positions Outside the Company

Outside Audit & Supervisory Board Member, Yomiuri

Outside Audit & Supervisory Board Member, The

Outside Audit & Supervisory Board Member. The

Outside Audit & Supervisory Board Member, The

Yomiuri Shimbun Osaka Head Office

Yomiuri Shimbun Seibu Head Office

(Current Position)

Deputy Chairperson of the Board

Outside Audit & Supervisory Board

Member, The Yomiuri Shimbun Tokvo

Outside Audit & Supervisory Board

Member, The Yomiuri Shimbun Seibu

Position)

Position)

Outside Director, Benesse Holdings, Inc.

Outside Director, TDK Corporation

Outside Director, &Capital Inc.

Business

January 2020 Member of the Board

March 2016

March 2020

June 2020

June 2021

March 2022

March 2022

June 2022

Land Co., Ltd.



Yukiko Nagashima Director (Independent Outside Director) Date of birth: April 4, 1961 Number of shares held: 0

April 2006 Corporate B January 2008 President a Recruit Sta October 2012 Corporate Holdings June 2016 Standing A Member F (Current Po April 2018 Standing A ber, Recruit

April 1985

April 1976



Masato Kitera Director (Independent Outside Director) Date of birth: October 10, 1952 Number of shares held: 0

Affairs Bur Secretary Internatio Developm July 2008 Director-G tion Burea January 2010 Deputy Vie September 2012 Assistant (November 2012 Ambassado tiary of Japa April 2016 Ambassad

January 2008 Director-G



Tetsuya Shoji Director (Independent Outside Director) Date of birth: February 28, 1954

Number of shares held: 0

Hiroko Yamashina

Director (Independent Out-

Date of birth: May 20, 1963

Number of shares held: 0

side Director)

	of the Pers
	graph and
2009	Senior Via
	General A
	Telephon
2012	Senior Ex
	Represen
	NTT Com
2015	President
	Member
	tions Cor
ober 2018	Representa
	Corporati



June 2015	Pres
	Mer
	tion
October 2018	Repr
June 2020	Corp
	tion
April 1986	Join

April 1977

June 2006

June

lune



Corporatio Executive Corporatio January 2013 Managing rate t Position) ent, ORIX Credit Corporation

anuary 2014 anuary 2016	
	(Current Po President,
pril 1978	Joined Na

i Asakura
or (Independen irector) birth: December 1 r of shares held: 0

Kenji	i Asakura
Directo side Dir	or (Independent Out-
	,
Date of b	pirth: December 11, 1955

April 2009 Executive Automotiv June 2013 Director ar April 2015 Represent CEO











	March 2020
Koji Shimayoshi*	April 1993 July 2008
Representative Director and Executive Vice President Date of birth: March 7, 1968 Number of shares held: 14,400	July 2012 July 2014
	October 20

December 2021 Outside Audit & Supervisory Board Member, The Yomiuri Shimbun Osaka		Yomiuri Shimbun Tokyo Head Office		
April 1989	Joined the Company		Executive Vice President, JT Internation-	
July 2005	Vice President, Secretary's Office		al S.A.	
July 2008	Vice President, Corporate Strategy Division	January 2018 March 2018	President and Chief Executive Officer Representative Director and President,	
June 2011	Senior Vice President; Chief Strategy Officer; and President, Food Business		Chief Executive Officer (Current Posi- tion)	
June 2012	Senior Vice President; and Chief Strategy Officer	 Significant Concurrent Positions Outside the Compa Chairman of Supervisory Board, JT International 		
June 2013	Member of the Board, Japan Tobacco Inc.	Holding B.V.		
April 1991	Joined the Company	January 2022	Senior Vice President, Corporate Strate-	
April 2011	Vice President, M&S Strategy Depart-		gy of the Company	
	ment, Tobacco Business Development	January 2023	Representative Director and Executive	
June 2014	President and Chief Executive Officer, TS		Vice President, Finance, Corporate Com-	
	Network Co., Ltd.		munications, Business Development	
January 2016	Senior Vice President, Communications		and D-LAB (Current Position)	
	of the Company	Significant Co	oncurrent Positions Outside the Company	
October 2019	Senior Vice President, Corporate	Director, Japa	n Growth Investments Alliance, Inc.	

October 2019 Senior Vice President, Corp. Strategy Director, Japan Growth Investments

March 2020 Alliance, Inc. (Current Position)

Joined the Company Vice President, Tobacco Business Planning Division, Tobacco Business Vice President, Human Resources Vice President, Human Resources Division and Human Resources Planning Division Ctober 2015 Senior Vice President, Chief Human Resources Officer January 2017 Senior Vice President, Head of Tobacco Busi-

March 2024 ness Planning Division, Tobacco Business October 2017 Senior Vice President, JT International S.A January 2018 Executive Vice President, JT International S.A. Business and Food Business of the Company (Current Position)

January 2024 Executive Vice President, Corporate Governance, Compliance, Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance Pharmaceutical Business and Food Business of the Company Representative Director and Executive Vice President, Corporate Governance, Compliance, Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance, Pharmaceutical

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Shigeaki Okamoto

Joined Recruit Co., Ltd. (Currently, Recruit Holdings Co., Ltd.) Corporate Executive Officer, Recruit Co., Ltd. 9 resident and Representative Director, Recruit Staffing Co., Ltd. 2 Corporate Executive Officer, Recruit Holdings Co., Ltd. Standing Audit & Supervisory Board Member, Recruit Holdings Co., Ltd. (Current Position) Standing Audit & Supervisory Board Mem- ber, Recruit Co., Ltd. (Current Position)	Significant Co Standing Aud Holdings Co. Standing Aud Co., Ltd.	Outside Director of the Company (Current Position) Outside Audit & Supervisory Board Member, Sumitomo Corporation (Cur- rent Position) oncurrent Positions Outside the Company dit & Supervisory Board Member, Recruit , Ltd. dit & Supervisory Board Member, Sumitomo
Entered the Ministry of Foreign Affairs (hereinafter the Ministry) 3 Director-General for Sub-Saharan Afri- can Affairs, Middle Eastern and African Affairs Bureau, the Ministry Secretary General, Fourth Tokyo International Conference on African Development Director-General, International Coopera-		Ambassador Extraordinary and Plenipoten- tiary of Japan to the French Republic, Princi- pality of Andorra and Principality of Monaco (Retired from the position in December 2019) Adviser of the Company Outside Director, Marubeni Corporation (Current Position) Outside Director, Nippon Steel Corpora- tion (Current Position)
tion Bureau, the Ministry Deputy Vice-Minister, the Ministry 12 Assistant Chief Cabinet Secretary 2 Ambassador Extraordinary and Plenipoten- tiary of Japan to People's Republic of China Ambassador Extraordinary and Plenipo- tentiary of Japan to the French Republic	Outside Dire	Outside Director of the Company (Current Position) oncurrent Positions Outside the Company ctor, Marubeni Corporation ctor, Nippon Steel Corporation

Joined Nippon Telegraph and Telephone Public Corporation Senior Vice President and General Manager rsonnel Department. Nippon Telend Telephone West Corporation ice President and Head of

Affairs, Nippon Telegraph and ne Corporation

xecutive Vice President and ntative Member of the Board mmunications Corporation

t & CEO and Representative r of the Board, NTT Communicarporation

tative Member of the Board, NTT, Inc. porate Advisor, NTT Communicaos Corporation (Current Position)

June 2021 Outside Director, Hitachi Zosen Corporation (Current Position) Outside Director, Mitsubishi Logistics Corporation (Current Position) March 2022 Outside Director of the Company (Current Position) Significant Concurrent Positions Outside the Company Corporate Advisor, NTT Communications Corporation Outside Director, circlace Inc. Outside Director, Sapporo Holdings Limited Outside Director, Hitachi Zosen Corporation Outside Director, Mitsubishi Logistics Corporation

December 2020 Outside Director, circlace Inc. (Current

Limited (Current Position)

Outside Director, Sapporo Holdings

Position)

March 2021

d Orient Leasing Co., Ltd. (Current- X Corporation)	January 2021	Chairman, ORIX Credit Corporation (Current Position)
of Office of Internal Controls, ORIX	March 2023	Outside Audit & Supervisory Board
ration		Member of the Company
tive Officer, ORIX Life Insurance	March 2024	Outside Director of the Company
ration		(Current Position)
ging Executive Officer, ORIX Life	Significant Co	ncurrent Positions Outside the Company
nce Corporation	Group Execut	ive, ORIX Corporation
rate Officer, ORIX Corporation	Chairman, OR	IX Credit Corporation
Executive, ORIX Corporation		

igase & Co., Ltd.	April 2023	Representative Director and Chairman
Officer and General Manager,		(Current Position)
ve Solutions Department	March 2024	Outside Director of the Company
nd Executive Officer		(Current Position)
tative Director, President and	Significant Co	oncurrent Positions Outside the Company
	Representativ	ve Director and Chairman, Nagase & Co.,
	Ltd.	

GOVERNANCE

BUSINESS

MESSAGE from the

CEC

IDENTITY

SUSTAINABILITY MANAGEMENT

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Five Audit & Supervisory Board Members (including three Outside Audit & Supervisory Board Members) (As of March 22, 2024)

April 1991

July 2012

April 1986



Standing Audit & Supervisory **Board Member** January 2017 Date of birth: February 28, 1969 Term of office: 4 years from March 2023 January 2019 Deputy Chief Financial Officer (Assistant Number of shares held: 12,128 Tsutomu Hashimoto

Hideaki Kashiwakura

Standing Audit & Supervisory

Term of office: 4 years from March 2023

Board Member

Date of birth: May 31, 1967

Number of shares held: 1,584

Shigeru Taniuchi

April 1991 Joined the Company March 2019 Vice President, Operational Review and Business Assurance

Entered the Ministry of Finance

Department, Tobacco Business Division

Manager, Hokkaido Branch, Tobacco

Joined the Company

October 2014 Vice President, M&S Management

Business Division

Controller

to CEO)

January 2021 President and Chief Executive Officer and JT BusinessCom Inc. March 2023 Standing Audit & Supervisory Board Member of the Company (Current

Director, Social Welfare and War Victims

Position)

- I: - £ D. . .

March 2023 Standing Audit & Supervisory Board Member of the Company (Current Position)

July 2018

	singera ramaem	July 2008	Director, Allowance Control and Mutual		Relief Bureau, Ministry of Health, Labour	
E.	Standing Audit & Supervisory	,	Assistance Insurance, Budget Bureau,		and Welfare	
2 11	Board Member		Ministry of Finance	August 2020	Director-General, Secretariat of Head-	
		July 2009	Director, Agriculture, Forestry and Fish-		guarters for Overcoming Population	
	(Independent Outside Audit &		eries Section, Budget Bureau, Ministry of		Decline and Vitalizing Local Economy in	
g- 100	Supervisory Board Member)		Finance		Japan, Cabinet Secretariat Director, So-	
	Date of birth: September 7, 1962	July 2010	Director, Treasury, Financial Bureau,		cial Security Reform, Cabinet Secretariat	
3 i	Term of office: 4 years from March 2023	July 2010	Ministry of Finance	February 2021	Concurrently serving as Director of	
	Number of shares held: 0	July 2011	Director, National Property Policy	TEDIUATY 202	Loneliness and Isolation Office, Cabinet	
	Number of shares field. 0	July 2011	Planning, Financial Bureau, Ministry of		Secretariat	
			Finance	New sectors 202		
		1.1.2012		November 202	1 Deputy Director-General, Secretariat of	
		July 2012	Director-General, Policy-Based Finance,		the Digital Garden City Initiative Panel,	
			Financial Bureau, Ministry of Finance		Cabinet Secretariat	
		June 2013	Director of Coordination Division,	December 202	1 Concurrently serving as Head of Prepa-	
			Financial Bureau, Ministry of Finance		ration Work Group for Bill of Establishing	
			(Retired from the office in July 2014)		Children and Families' Agency, Cabinet	
		July 2014	Deputy Director-General of Minister's		Secretariat	
			Secretariat, Social Welfare and War	June 2022	Concurrently serving as Head of Prepa-	
			Victims' Relief Bureau, Ministry of Health,		ration Work Group for Establishment of	
			Labour and Welfare		Children and Families' Agency, Cabinet	
		October 2015	Deputy Director-General of Minister's		Secretariat (Retired in June 2022)	
			Secretariat, Medical Insurance, Ministry	March 2023	Standing Outside Audit & Supervisory	
			of Health, Labour and Welfare		Board Member of the Company (Current	
		July 2017	Deputy Director-General of Minister's		Position)	
		,	Secretariat, Elderly Health Care, Ministry			
			of Health, Labour and Welfare			
	N. I. I. I.	April 1981	Appointed as Public Prosecutor	Octobor 2020	Registered as Attorney at Law (Current	
	Nobuo Inada		Deputy Vice-Minister of Justice, Ministry	October 2020	Position)	
-		OCLODEI 2008	of Justice	June 2021		
	Audit & Supervisory Board	August 2011		June 2021	Outside Director, Audit & Supervisory	
	Member (Independent	August 2011			Board Member, Nomura Securities Co.,	
de-	Outside Audit & Supervisory	2014	Bureau, Ministry of Justice	14 1 2022	Ltd. (Current Position)	
	Board Member)	January 2014	Vice-Minister of Justice, Ministry of	March 2023	Outside Audit & Supervisory Board	
	Date of birth: August 14, 1956	5 . I	Justice		Member of the Company (Current	
	Term of office: 4 years from March 2023	September 2016	Superintending Prosecutor, Sendai High	a. 10 . c	Position)	
	· · · · · · · · · · · · · · · · · · ·	G · 1 201	Public Prosecutors Office	-	oncurrent Positions Outside the Company	
	Number of shares held: 0	September 2017	⁷ Superintending Prosecutor, Tokyo High	Attorney at Law, Inada Law Firm		
			Public Prosecutors Office		tor, Audit & Supervisory Board Member,	
		July 2018	Prosecutor-General (Retired in July	Nomura Secu	rities Co., Ltd.	
			2020)			
	Emiko Takeishi	April 1982	Joined the Ministry of Labour	June 2023	Outside Audit & Supervisory Board	
		July 1992	Joined NLI Research Institute		Member, KAJIMA CORPORATION (Cur-	
100	Audit & Supervisory Board	April 2003	Assistant Professor, Institute of Social		rent Position)	
	Member (Independent		Science, The University of Tokyo	March 2024	Outside Audit & Supervisory Board	
2		April 2004	Research Fellow, NLI Research Institute		Member of the Company (Current	
	Outside Audit & Supervisory	April 2006	Assistant Professor, Faculty of Lifelong		Position)	
100	Board Member)		Learning and Career Studies, Hosei	Significant Co	oncurrent Positions Outside the Company	

Executive Officers

President

Masamichi Terabatake Chief Executive Officer³

Executive Vice Presidents

Kei Nakano Finance, Corporate Communications, Business Development and D-LAB

Koji Shimayoshi

Corporate Governance, Compliance, Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance, Pharmaceutical Business and Food Business

Senior Vice Presidents

Junichi Fukuchi Chief Executive Officer, Tobacco Business, Japan

> Makoto Kakutani Head of Central Pharmaceutical Research Institute, Pharmaceutical Business

Muneaki Fujimoto

Daniel Torras

Suguru Fujiwara

Nobuhiro Uezawa

Manufacturing, Tobacco Business, Japan

Marketing, Tobacco Business, Japan

President, Pharmaceutical Business

Sales, Tobacco Business, Japan

Business, Japan

lgor Dzaja

Kazuyuki Inui

Japan

Keisuke Nakagomi Food Business

JTI CEO / Executive Vice Presidents

Eddy Pirard President & CEO

Rob Stanworth Executive Vice President, Chief Consumer and Product Officer

Nobuya Kato Executive Vice President and Deputy CEO

Takehiko Tsutsui Executive Vice President, Reduced-Risk Products

Stefan Fitz

Executive Vice President, Chief Commercial Officer



Emiko Takeishi	April 1982	Joir
	July 1992	Joir
Audit & Supervisory Board	April 2003	Assi
Member (Independent		Scie
Outside Audit & Supervisory	April 2004	Res
Board Member)	April 2006	Assi Lea
Date of birth: February 16, 1960		Uni
Term of office: 3 years from March 2024	April 2007	Prof
Number of shares held: 0		and
		(Cui

	Joined the Ministry of Labour	J	une
	Joined NLI Research Institute		
	Assistant Professor, Institute of Social		
	Science, The University of Tokyo	N	lar
	Research Fellow, NLI Research Institute		
	Assistant Professor, Faculty of Lifelong		
	Learning and Career Studies, Hosei	S	ign
	University	Р	rof
	Professor, Faculty of Lifelong Learning	S	tuc
	and Career Studies, Hosei University	С)ut:
	(Current Position)	N	lari
15	Outside Corporate Auditor, Kewpie	С)ut:
	Corporation	C	OR
	Outside Audit & Supervisory Board		
	Member, Tokio Marine & Nichido Fire		

Insurance Co., Ltd. (Current Position)

nificant Concurrent Positions Outside the Company fessor, Faculty of Lifelong Learning and Career dies, Hosei University tside Audit & Supervisory Board Member, Tokio arine & Nichido Fire Insurance Co., Ltd. utside Audit & Supervisory Board Member, KAJIMA ORPORATION

Notes: 1. For reasons for appointment of the Directors and Audit & Supervisory Board Members, please refer to the Notice of Convocation of the 39th Ordinary General Meeting of Shareholders

2. We have established a set of independence criteria. For details, please refer to the JT Corporate Governance Policy

February 20

June 2015

(As of January 1, 2024)

Performance & Integration, Tobacco Business,

Corporate Affairs & Communications, Tobacco

Osamu Hirose General Counsel

Hiroyuki Fukuda Corporate Strategy and Business Development

Kenji Ogura Corporate Governance and Compliance

Hisato Imokawa Chief Sustainability Officer

Hiromasa Furukawa Chief Financial Officer and Corporate Communications

Yoshiyuki Mishima People & Culture

Hisashi Shimobayashi Information Technology

Yuki Otaki D-LAB

* Masamichi Terabatake concurrently serves as President of Tobacco Business

(As of April 1, 2024)

Vassilis Vovos Executive Vice President, Chief Financial Officer

Note: JTI Executive Committee members including the members above can be found on the JTI website

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