

January 26, 2026

Notice Regarding Change of Directors and Board Members

TOKYO, January 26, 2026 - Based on the report of the Nomination and Remuneration Advisory Committee, Kirin Holdings Company, Limited (Kirin Holdings), at the meeting of the directors of the board held today, informally decided on changes in Kirin Holdings' officers. At the same time, Kirin Holdings also announces the informal appointments of the directors of its operating companies.

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

(1) Changes in Directors of the Board

- New Appointment

Name	New appointment	Current title
Kenichi Fujinawa	Kirin Holdings Company, Limited Independent Non-executive Director of the Board	Kirin Holdings Company, Limited Audit & Supervisory Board Member

- Retirement

Name	New appointment	Current title
Rod Eddington	Retirement	Kirin Holdings Company, Limited Independent Non-executive Director of the Board

- Reappointment

Name	New appointment/Current title
Yoshinori Isozaki	Representative Director of the Board & CEO , Kirin Holdings Company, Limited
Takeshi Minakata	Representative Director of the Board, President & COO, Kirin Holdings Company, Limited
Junko Tsuboi	Director of the Board, Senior Executive Vice President Kirin Holdings Company, Limited
Toru Yoshimura	Director of the Board, Senior Executive Officer, Kirin Holdings Company, Limited
Shinjiro Akieda	Director of the Board, Senior Executive Officer, Kirin Holdings Company, Limited
Hiroyuki Yanagi	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Noriko Shiono	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Shinya Katanozaka	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Yoshiko Ando	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited

Shingo Konomoto	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited
Naoko Mikami	Independent Non-executive Director of the Board, Kirin Holdings Company, Limited

(2) Changes in audit & supervisory board members

● New Appointment

Name	New appointment	Current title
Hajime Kobayashi	Kirin Holdings Company, Limited Standing Audit & Supervisory Board Member	Kyowa Kirin Company, Limited Outside Audit & Supervisory Board Member (Full-time)
Tim Lester	Kirin Holdings Company, Limited Audit & Supervisory Board Member	Jameson Boyce Partners Pty Ltd

* Mr. Hajime Kobayashi will step down from his position as Audit & Supervisory Board Member of Kyowa Kirin Co., Ltd. upon the conclusion of the 103rd Annual General Meeting of Shareholders scheduled for March 2026.

● Retirement

Name	New appointment	Current title
Shobu Nishitani	Retirement	Kirin Holdings Company, Limited Standing Audit & Supervisory Board Member
Kenichi Fujinawa	Kirin Holdings Company, Limited Independent Non-executive Director of the Board	Kirin Holdings Company, Limited Audit & Supervisory Board Member

● Retained

Name	New appointment/Current title
Toru Ishikura	Standing Audit & Supervisory Board Member, Kirin Holdings Company, Limited
Kaoru Kashima	Audit & Supervisory Board Member, Kirin Holdings Company, Limited
Yoko Dochi	Audit & Supervisory Board Member, Kirin Holdings Company, Limited

(3) Brief personal history of the new director of the board and Audit & Supervisory Board

See attached profiles below.

(4) Scheduled date of appointment of directors of the board and audit & supervisory board members

The appointment will be made by resolution at the Annual General Meeting of Shareholders to be held at the end of March 2026, and position, duties, etc. will be decided at the Directors of the Board meeting and the Audit & Supervisory Board meeting to be held thereafter.

2. Appointment of Executive Roles of Subsidiaries of Kirin Holdings

(1) Appointment of Executive Roles of subsidiaries of Kirin Holdings

Title	Name
President and CEO of Kirin Brewery Co., Ltd.	Hideki Horiguchi (reappointed)
President and CEO of Kirin Beverage Co., Ltd.	Kazuhiro Inoue (reappointed)
President and CEO of Mercian Corporation	Masamitsu Otsuka (reappointed)
President, Representative Director of FANCL CORPORATION	Hideki Mitsunashi (reappointed)
President and CEO of Kyowa Hakko Bio Co., Ltd.	Hiroshi Nagano (New Appointment)

(2) Changes in Representative Directors at Operating Companies

Name	New appointment	Current title
Hiroshi Nagano	President and CEO of Kyowa Hakko Bio Co., Ltd.	Kirin Holdings Company, Limited General Manager of the Health Science Department
Koji Fukada	Retirement	President and CEO of Kyowa Hakko Bio Co., Ltd.

(3) Scheduled date of assumption of office

The appointment will be made at each company's annual shareholders' meeting scheduled to be held at the end of March 2026.

*Attachment 1: Profile of Kenichi Fujinawa

*Attachment 2: Profile of Hajime Kobayashi

*Attachment 3: Profile of Tim Lester

*Attachment 4: Kirin Holdings Company, Limited List of Directors to be appointed (as of the end of March, 2026)

Press Contact
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About Kirin Holdings

Kirin Holdings Company, Limited is an international company that operates in the Food & Beverages domain (Food & Beverages businesses), Pharmaceuticals domain (Pharmaceuticals businesses), and Health Science domain (Health Science business), both in Japan and across the globe.

Kirin Holdings can trace its roots to **Japan Brewery** which was established in 1885. Japan Brewery became

Kirin Brewery in 1907. Since then, the company expanded its business with fermentation and biotechnology as its core technologies, and entered the pharmaceutical business in the 1980s, all of which continue to be global growth centers. In 2007, Kirin Holdings was established as a pure holding company and is currently focusing on boosting its Health Science domain.

Under the [Kirin Group Vision 2027](#) (KV 2027), a long-term management plan launched in 2019, the Kirin Group aims to become “A global leader in CSV* creating value across our world of Food & Beverages to Pharmaceuticals.” Going forward, the Kirin Group will continue to leverage its strengths to create both social and economic value through its businesses, with the aim of achieving sustainable growth in corporate value.

*Creating Shared Value. Combined added value for consumers as well as for society at large.

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Attachment 1

Profile of the candidates for the new Director of the Board (Kirin Holdings)

Kenichi Fujinawa

Date of birth February 18, 1955 (Age 70)

Brief personal record

April 1980 Admitted to the Bar Association
Joined Nagashima Ohno

October 1988 Partner at the same firm

January 2000 Nagashima Ohno & Tsunematsu Law Firm Partner

January 2004 Managing Partner, same firm

January 2015 Chairman of the same firm

January 2020 Senior Counsel, same firm

March 2022 Outside Auditor of the Company (Current Position)

January 2025 Fujinawa Law Office established Attorney at Law (current position)

Attachment 2

Profile of the candidates for the new Audit & Supervisory Board Member (Kirin Holdings)

Hajime Kobayashi

Date of birth July 5, 1965 (Age 60)

Brief personal record

April 1989 Joined Kirin Brewery Company, Limited

April 2011 Director, Planning Department, Interfood Co., Ltd.

March 2020 General Manager, Internal Audit Department, Kirin Holdings Company, Limited

March 2022 Executive Officer & General Manager, Internal Audit Department, Kirin Holdings

March 2024 Outside Audit & Supervisory Board Member (Full-time), Kyowa Kirin Co., Ltd. (to present)

Attachment 3

Profile of the candidates for the new Audit & Supervisory Board Member (Kirin Holdings)

Tim Lester

Date of birth August 9, 1968 (Age 57)

Brief personal record

September 1992 Joined Parker & Parker Law Firm (now Herbert Smith Freehills Kramer Law Firm)

August 1993 Registered as a lawyer in Western Australia

June 1995 Joined Hogan Lovells Law Firm

February 1996 Registered as a lawyer in England and Wales; registered as a lawyer in Hong Kong

March 2004 Managing Partner, Hogan Lovells (Tokyo Office)

March 2008 Joined Allens Law Firm
Corporate Finance and Japan Practice Partner at the same firm

March 2015 Hogan Lovells (Sydney & Perth Offices)
Managing Partner

April 2019 Established Jameson Boyce Partners Pty Ltd.
Chairman of the Board of Directors (to present)

April 2025 Director, Bia Energy Solutions Ltd (to present)

**Attachment 4 Kirin Holdings Company, Limited List of Directors to be appointed
(as of the end of March , 2026)**

Name	Title	Area of Responsibility, etc.
Yoshinori Isozaki	Representative Director of the Board & CEO	Group Management Control Internal Audit Member of the Nomination and Remuneration Advisory Committee
Takeshi Minakata	Representative Director of the Board, President & COO	Group Business Execution Control Member of the Nomination and Remuneration Advisory Committee
Junko Tsuboi	Director of the Board Senior Executive Vice President	Chief People Officer (Group Human Capital Management)
Toru Yoshimura	Director of the Board Senior Executive Officer	Health Science Strategy, President of Health Science Business Division, Business Alliance/Investment Strategies (Health Science domain)
Shinjiro Akieda	Director of the Board Senior Executive Officer	Chief Financial Officer (Financial Strategy, IR)
Mitsuharu Yamagata	Senior Executive Officer	Marketing, Corporate Brand Strategy Digital, Information Strategy Senior Executive Vice President of Kirin Brewery Co., Ltd.
Kazufumi Nagashima	Senior Executive Officer	SCM Strategy, Production Technology Strategy
Toshihito Hama	Senior Executive Officer	Chief Risk Management Officer, Public Relations Strategy Chief Legal Officer
Daisuke Fujiwara	Senior Executive Officer	R&D Strategy, President of R&D Division
*Yoshiyuki Yonetani	Senior Executive Officer	Chief Quality Assurance Officer
*Hiroaki Takaoka	Senior Executive Officer	General Manager, Corporate Strategy Department (Business Partnerships & Investment Strategy) CSV Strategy
Hideki Horiguchi	Senior Executive Officer	President and CEO of Kirin Brewery Co.,

		Ltd.
Kazuhiro Inoue	Senior Executive Officer	President and CEO of Kirin Beverage Co., Ltd.
Hideki Mitsuhashi	Senior Executive Officer	President, Representative Director of FANCL CORPORATION
*Alastair Symington	Senior Executive Officer	Chief Executive Officer & Managing Director, Blackmores Limited
Hiroyuki Yanagi	Non-executive Director	Chairperson of the Board
Noriko Shiono	Non-executive Director	Chairperson of the Nomination and Remuneration Advisory Committee
Shinya Katanozaka	Non-executive Director	Member of the Nomination and Remuneration Advisory Committee
Yoshiko Ando	Non-executive Director	Member of the Nomination and Remuneration Advisory Committee
Shingo Konomoto	Non-executive Director	
Naoko Mikami	Non-executive Director	
*Kenichi Fujinawa	Non-executive Director	
Toru Ishikura	Standing Audit & Supervisory Board Member	
*Hajime Kobayashi	Standing Audit & Supervisory Board Member	
Kaoru Kashima	Audit & Supervisory Board Member	
Yoko Dochi	Audit & Supervisory Board Member	
*Tim Lester	Audit & Supervisory Board Member	

* New Directors of the Board, new Senior Executive Officers and new Audit & Supervisory Board Member.