



JAPAN TOBACCO INC.
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FOR IMMEDIATE RELEASE

Tokyo, November 25, 2025

JT Announces New Executive Appointments

Japan Tobacco Inc. (JT) (TSE:2914) announces resolutions from the Board of Directors concerning the Company's new and revised executive appointments, including changes among its Representative Directors.

1. Changes in Representative Directors

(1) Purpose of the change

To drive sustainable profit growth and increase the JT Group's corporate value, the Company is revising the management structure and is implementing some changes.

(2) Details of the change (Effective from March 25, 2026)

Name	New Responsibility	Current Responsibility
Takehiko Tsutsui ^(*1)	President, Chief Executive Officer and Representative Director	Executive Vice President, JT International S.A.
Masamichi Terabatake ^(*2)	Deputy Chairperson of the Board	President, Chief Executive Officer and Representative Director

**1: Mr. Tsutsui will assume the office as President, Chief Executive Officer effective from January 1, 2026. The appointment as Representative Director is subject to the ratification at the 41st Annual General Meeting of Shareholders, scheduled for March 25, 2026, and approval at the Company's Board of Directors' meeting, scheduled subsequently.*

**2: Mr. Terabatake will assume a new position as Member of the Board without the right to represent the Company as of January 1, 2026. The appointment as Deputy Chairperson of the Board is subject to the ratification at the 41st Annual General Meeting of Shareholders, scheduled for March 25, 2026, and approval at the Company's Board of Directors' meeting, scheduled subsequently.*

(3) Biography of the Candidate to be appointed as Representative Director

Name/ Date of Birth	Biography	Number of JT shares held
Takehiko Tsutsui January 23, 1975	Apr. 2023 - to date, Executive Vice President, JT International S.A. Jan. 2020, Senior Vice President, JT International S.A. Jun. 2014, Senior Vice President, JT Mar. 2012, Vice President of Corporate Strategy Apr. 1997, Joined Japan Tobacco Inc.	41,500

2. Changes in Executive Appointments

(1) Changes in Members of the Board (Effective from March 25, 2026)

① Candidate for appointment as new Members of the Board

Name	New Responsibility	Current Responsibility
Yukiko Uchida	Member of the Board	Director (Professor) of Kyoto University Institute for the Future of Human Society

Note: The appointment of Member of the Board is subject to ratification at the 41st Annual General Meeting of Shareholders, scheduled for March 25, 2026. Ms. Uchida is Outside Directors, set out in Article 2, Item (xv) of the Companies Act of Japan.

② Resigning Member of the Board

Name	Current Responsibility
Mutsuo Iwai	Chairperson of the Board
Yukiko Nagashima	Member of the Board

Note: Above members will resign as Member of the Board upon the conclusion of the 41st Annual General Meeting of Shareholders, scheduled for March 25, 2026.

③ Proposed change in Responsibility of Member of the Board

Name	New Responsibility	Current Responsibility
Shigeaki Okamoto	Chairperson of the Board	Deputy Chairperson of the Board

Note: The change in Member of the Board is subject to ratification at the 41st Annual General Meeting of Shareholders, scheduled for March 25, 2026, and approval at the Company's Board of Directors' meeting, scheduled subsequently.

(2) Changes in Executive Officers (Effective from January 1, 2026)

① Newly appointed Executive Officer

Name	New Responsibility
Takehiko Tsutsui	President, Chief Executive Officer and President of Tobacco Business
Adam Vilalta	Senior Vice President, Marketing, Tobacco Business, Japan

② Change in Responsibility (Effective from January 1, 2026)

Name	New Responsibility	Current Responsibility
Hisashi Shimobayashi	Senior Vice President, Chief Technology & Information Security Officer	Senior Vice President, IT

Note: This change is intended to clarify roles and responsibilities in line with adjustments to the organizational management structure within the relevant areas of oversight.

③ Resigning Executive Officer (As of December 31, 2025)

Name	Current Responsibility
Masamichi Terabatake	President, Chief Executive Officer and President of Tobacco

	Business
Igor Dzaja	Senior Vice President, Marketing, Tobacco Business, Japan

Note: Mr. Dzaja is scheduled to assume the position of General Manager, Italy at JT International S.A.

(3) Changes in Executive Officers (Transfer of Responsibility Associated with the Succession of the Pharmaceutical Business to Shionogi & Co., Ltd.)

Note: The following changes were resolved at the Company's Board of Directors meeting held on October 30, 2025.

① Change in Responsibility (Effective from December 1, 2025)

Name	New Responsibility	Current Responsibility
Koji Shimayoshi	Executive Vice President, Corporate Governance, Compliance, Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance and Food Business	Executive Vice President, Corporate Governance, Compliance, Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance, Pharmaceutical Business and Food Business

② Resigning Executive Officer (As of November 30, 2025)

Name	Current Responsibility
Takayuki Yamaguchi	Senior Vice President, President, Pharmaceutical Business
Makoto Kakutani	Senior Vice President, Head of Central Pharmaceutical Research Institute, Pharmaceutical Business

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Japan Tobacco Inc. (JT) is a global company headquartered in Tokyo, Japan. It is listed on the primary section of the Tokyo Stock Exchange (ticker: 2914.T). JT Group has approximately 53,000 employees and 61 factories worldwide, operating in three business segments: tobacco, pharmaceutical, and processed food. Within the tobacco business, the largest segment, products are sold in over 130 markets and its flagship brands include Winston, Camel, MEVIUS, and LD. The Group is committed to investing in Reduced-Risk Products and markets its heated tobacco products under its Ploom brand. Consumers, shareholders, employees, and society are the four stakeholder groups (4S) at the heart of all of JT Group's activities. Inspired by its "Fulfilling Moments, Enriching Life" purpose, the Group aims to ensure sustainable and valuable contributions to its stakeholders over the long term. In addition to our three business segments, this goal is also supported by D-LAB, the JT Group's corporate R&D initiative, set up to search and create added-value business opportunities. For more information, visit <https://www.jt.com/>.

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JT's New Executive Appointments

(Proposed as of January 1, 2026)

Members of the Board

Chairperson of the Board	Mutsuo Iwai
Deputy Chairperson of the Board	Shigeaki Okamoto
Member of the Board	Masamichi Terabatake
Representative Director	Koji Shimayoshi
Representative Director	Kei Nakano
Member of the Board	Yukiko Nagashima
Member of the Board	Masato Kitera
Member of the Board	Tetsuya Shoji
Member of the Board	Hiroko Yamashina
Member of the Board	Kenji Asakura

Audit and Supervisory Board Members

Standing Audit and Supervisory Board Member	Hideaki Kashiwakura
Standing Audit and Supervisory Board Member	Tsutomu Hashimoto
Standing Audit and Supervisory Board Member	Shigeru Taniuchi
Audit and Supervisory Board Member	Nobuo Inada
Audit and Supervisory Board Member	Emiko Takeishi

Notes: Ms. Nagashima, Mr. Kitera, Mr. Shoji, Ms. Yamashina and Mr. Asakura are Outside Directors, set out in Article 2, Item (xv) of the Companies Act of Japan.

Mr. Taniuchi, Mr. Inada and Ms. Takeishi are Outside Audit and Supervisory Board Members, set out in Article 2, Item (xvi) of the Companies Act of Japan.

Please refer to JT Group website <https://www.jt.com/about/officer/index.html> for more details on the skillset of 'Members of the Board' and 'Audit and Supervisory Board Members'.

JT's New Executive Appointments

(Proposed as of March 25, 2026)

Members of the Board

Chairperson of the Board	Shigeaki Okamoto
Deputy Chairperson of the Board	Masamichi Terabatake
Representative Director	Takehiko Tsutsui
Representative Director	Koji Shimayoshi
Representative Director	Kei Nakano
Member of the Board	Masato Kitera
Member of the Board	Tetsuya Shoji
Member of the Board	Hiroko Yamashina
Member of the Board	Kenji Asakura
Member of the Board	Yukiko Uchida

Audit and Supervisory Board Members

Standing Audit and Supervisory Board Member	Hideaki Kashiwakura
Standing Audit and Supervisory Board Member	Tsutomu Hashimoto
Standing Audit and Supervisory Board Member	Shigeru Taniuchi
Audit and Supervisory Board Member	Nobuo Inada
Audit and Supervisory Board Member	Emiko Takeishi

Notes: Mr. Kitera, Mr. Shoji, Ms. Yamashina, Mr. Asakura and Ms. Uchida are Outside Directors, set out in Article 2, Item (xv) of the Companies Act of Japan.

Mr. Taniuchi, Mr. Inada and Ms. Takeishi are Outside Audit and Supervisory Board Members, set out in Article 2, Item (xvi) of the Companies Act of Japan.

Please refer to JT Group website <https://www.jt.com/about/officer/index.html> for more details on the skillset of 'Members of the Board' and 'Audit and Supervisory Board Members'.

Executive Officers

As of January 1, 2026.

President	Chief Executive Officer and President of Tobacco Business ※1	Takehiko Tsutsui
Executive Vice President	Corporate Governance, Compliance, Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance and Food Business	Koji Shimayoshi
Executive Vice President	Finance, Corporate Communications, Business Development and D-LAB	Kei Nakano
Senior Vice President	Chief Executive Officer, Tobacco Business, Japan	Takashi Araki
Senior Vice President	Corporate Governance	Kenji Ogura
Senior Vice President	Corporate Affairs & Communications, Tobacco Business, Japan	Suguru Fujiwara
Senior Vice President	Manufacturing, Tobacco Business, Japan	Nobuhiro Uezawa
Senior Vice President	Marketing, Tobacco Business, Japan ※1	Adam Vilalta
Senior Vice President	Sales, Tobacco Business, Japan	Kazuyuki Inui
Senior Vice President	Food Business	Keisuke Nakagomi
Senior Vice President	General Counsel, Legal and Compliance	Osamu Hirose
Senior Vice President	Corporate Strategy and Business Development	Hiroyuki Fukuda
Senior Vice President	Chief Sustainability Officer	Hisato Imokawa
Senior Vice President	Chief Financial Officer and Corporate Communications	Hiromasa Furukawa

Senior Vice President	People & Culture	Yoshiyuki Mishima
Senior Vice President	Chief Technology & Information Security Officer ※2	Hisashi Shimobayashi
Senior Vice President	D-LAB	Yuki Otaki

Notes:

※1. *New appointment*

※2. *Change in Responsibility*