



FOR IMMEDIATE RELEASE

Tokyo, November 24, 2021

**JT Announces New Executive Appointments and
Partial Amendment to Its Articles of Incorporation**

Japan Tobacco Inc. (JT) (TSE:2914) announces that the Board of Directors has made resolutions concerning the Company's new executive appointments, and partial amendment to the Company's Articles of Incorporation.

1. Changes in Executive Appointments

(1) Changes in Members of the Board (Effective from March 23, 2022)

① Candidates for appointment as new Members of the Board

Name	Current Responsibilities
Shigeaki Okamoto	Former Administrative Vice Minister, Ministry of Finance
Tetsuya Shoji	Corporate Advisor, NTT Communications Outside Director, Sapporo Holdings Limited Outside Director, Hitachi Zosen Corporation Outside Director, Mitsubishi Logistics Corporation

Note: Mr. Shoji is a candidate for Outside Director, set out in Article 2, Item (xv) of the Companies Act of Japan.

② Resigning Member of the Board

Name	Current Responsibilities
Yasutake Tango	Chairperson of the Board

③ Proposed changes in Responsibilities of Members of the Board

Name	New Responsibilities	Current Responsibilities
Mutsuo Iwai	Chairperson of the Board	Deputy Chairperson of the Board
Shigeaki Okamoto	Deputy Chairperson of the Board	Former Administrative Vice Minister, Ministry of Finance

Note: The changes in Members of the Board are subject to ratification at the 37th Annual General Meeting of Shareholders, scheduled for March 23, 2022, and approval at the Company's Board of Directors' meeting, scheduled subsequently.

(2) Changes in Executive Officers (Effective from January 1, 2022)

① Newly appointed Executive Officers

Name	New Responsibilities
Nobuya Kato	Senior Vice President, Chief Financial Officer
Yoshiyuki Mishima	Senior Vice President, People & Culture

② Changes in Responsibilities

Name	New Responsibilities
Naohiro Minami	Executive Vice President, Finance and Corporate Communications
Kiyohide Hirowatari	Executive Vice President, Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance, Pharmaceutical Business and Food Business
Kazuhito Yamashita	Senior Vice President, Corporate Governance, Compliance
Junichi Fukuchi	Senior Vice President, Chief Executive Officer, Tobacco Business, Japan
Yuki Maeda	Senior Vice President, Chief Financial Officer, Tobacco Business, Japan
Eiichi Kiyokawa	Senior Vice President, Sales, Tobacco Business, Japan
Kenji Ogura	Senior Vice President, Corporate Affairs & Communications, Tobacco Business, Japan
Chigusa Ogawa	Senior Vice President, Leaf Procurement, Tobacco Business, Japan
Yasuhiro Nakajima	Senior Vice President, Head of RRP Japan Office, Tobacco Business, Japan
Shuichi Hirose	Senior Vice President, Marketing, Tobacco Business, Japan

Akihiro Koyanagi	Senior Vice President, Manufacturing, Tobacco Business, Japan
Daniel Torras	Senior Vice President, Performance & Integration, Tobacco Business, Japan
Kei Nakano	Senior Vice President, Corporate Strategy
Takehisa Shibayama	Senior Vice President, Information Technology
Hiroyuki Fukuda	Senior Vice President, Corporate Communications
Osamu Hirose	Senior Vice President, General Counsel
Hisato Imokawa	Senior Vice President, Chief Sustainability Officer

Note: JT revises its operational model of tobacco business effective January 1st, 2022, as announced earlier “JT Group Announces New Operating Model Company Aims to Strengthen its Tobacco Business” on February 9th, 2021. Further, the titles changes of Corporate executive officers reflect the organizational changes.

③ Resigning Executive Officers

Name	Current Responsibilities
Hiroyuki Miki ※	Senior Vice President, R&D Tobacco Business
Toru Hijikata ※	Senior Vice President, Quality Assurance
Toru Oguchi	Senior Vice President, Head of China Division
Takanori Kikuchi	Senior Vice President, General Affairs
Koichi Mori	Senior Vice President, Human Resources

Note: R&D and Quality Assurance functions of the tobacco business will be combined to be global functions. Effective from January 1st, 2022, Mr. Miki will focus on his role as Senior Vice President R&D of JTI SA and Mr. Hijikata will take office as Chief Quality Officer of JTI SA.

2. Partial Amendment to the Article of Incorporation (Effective from March 23, 2022)

(1) Purpose of the Amendment

The Company will amend an Article regarding the term of the Board of Directors to one year from the current stipulated two-year term in order to build a management foundation to address the changes in the business environment in a timely manner and to strengthen its corporate governance by clearly defining the responsibilities of the directors and enhance the trust with shareholders.

(2) Details of the Amendment

*Underline indicates amended portions

Current	Proposed Amendment
<p>Article 22. (Term of Office of Members of the Board)</p> <p>1. The term of office of a Member of the Board shall expire at the close of the ordinary General Meeting of Shareholders for the latest business year ending within <u>two years</u> after his/her election.</p> <p>2. The term of office of a Member of the Board who is elected to fill a vacancy or in addition to those already in office shall be conterminous with the remaining term of office of the other Members of the Board in office.</p>	<p>Article 22. (Term of Office of Members of the Board)</p> <p>1. The term of office of a Member of the Board shall expire at the close of the ordinary General Meeting of Shareholders for the latest business year ending within <u>one year</u> after his/her election.</p> <p>2. (remains unchanged)</p>

Note: The Amendment will be effective upon ratification at the 37th Annual General Meeting of Shareholders scheduled for March 23, 2022 and following the approval by the Minister of Finance in accordance with the Japan Tobacco Inc. Act.

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Japan Tobacco Inc. is a leading international tobacco company with operations in more than 130 countries. With approximately 58,000 employees, it manufactures and sells some of the world's best-known brands including Winston, Camel, MEVIUS and LD. The JT Group is committed to investing in Reduced-Risk Products (RRP) and currently markets its heated tobacco products under its Ploom brand and various e-cigarette products under its Logic brand. The Group is also present in the pharmaceutical and processed food businesses. For more information, visit <https://www.jt.com/>.

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JT's New Executive Appointments

Members of the Board

Proposed as of March 23, 2022.

Chairperson of the Board	Mutsuo Iwai
Deputy Chairperson of the Board	Shigeaki Okamoto
Representative Director	Masamichi Terabatake
Representative Director	Naohiro Minami
Representative Director	Kiyohide Hirowatari
Member of the Board	Kazuhito Yamashita
Member of the Board	Main Kohda
Member of the Board	Yukiko Nagashima
Member of the Board	Masato Kitera
Member of the Board	Tetsuya Shoji

Audit and Supervisory Board Members

Proposed as of March 23, 2022.

Standing Audit and Supervisory Board Member	Ryoko Nagata
Standing Audit and Supervisory Board Member	Hiroshi Yamamoto
Standing Audit and Supervisory Board Member	Toru Mimura
Audit and Supervisory Board Member	Hiroshi Obayashi
Audit and Supervisory Board Member	Koji Yoshikuni

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

Mr. Mimura, Mr. Obayashi and Mr. Yoshikuni are Outside Company Auditors, set out in Article 2, Item (xvi) of the Companies Act of Japan.

Please refer to JT Group website https://www.jt.com/media/news/2021/1124_01.html for more details on the skillset of 'Members of the Board' and 'Audit and Supervisory Board Members'

Executive Officers

As of January 1, 2022.

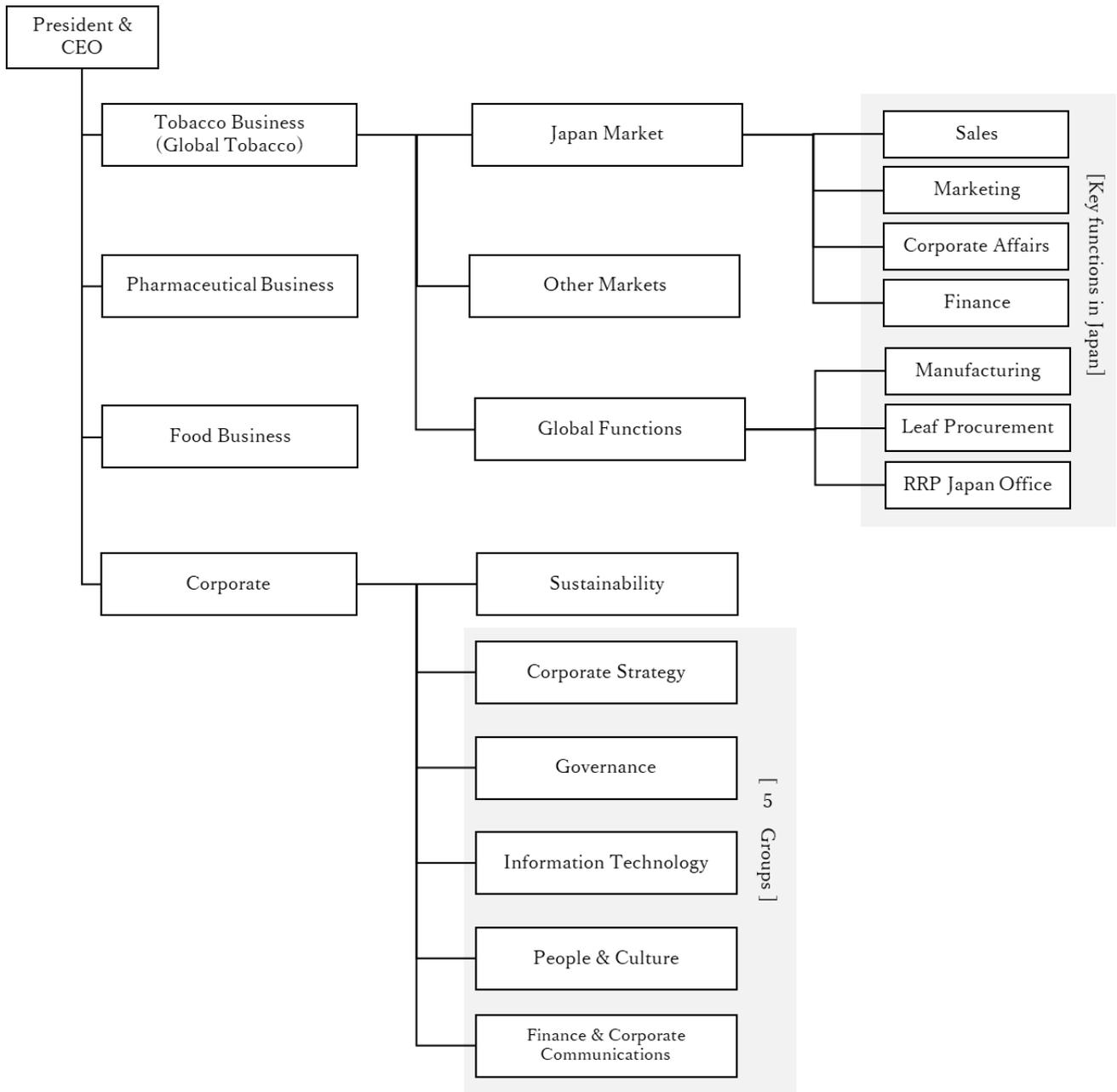
President	Chief Executive Officer ※1	Masamichi Terabatake
Executive Vice President	Finance and Corporate Communications ※2	Naohiro Minami
Executive Vice President	Corporate Strategy, Sustainability, People & Culture, Information Technology, Legal, Operation Review & Business Assurance, Pharmaceutical Business and Food Business ※2	Kiyohide Hirowatari
Senior Vice President	Corporate Governance, Compliance ※2	Kazuhito Yamashita
Senior Vice President	Chief Executive Officer, Tobacco Business, Japan ※2	Junichi Fukuchi
Senior Vice President	Chief Financial Officer, Tobacco Business, Japan ※2	Yuki Maeda
Senior Vice President	Sales, Tobacco Business, Japan ※2	Eiichi Kiyokawa
Senior Vice President	Corporate Affairs & Communications, Tobacco Business, Japan ※2	Kenji Ogura
Senior Vice President	Leaf Procurement, Tobacco Business, Japan ※2	Chigusa Ogawa
Senior Vice President	Head of RRP Japan Office, Tobacco Business, Japan ※2	Yasuhiro Nakajima
Senior Vice President	Marketing, Tobacco Business, Japan ※2	Shuichi Hirose
Senior Vice President	Manufacturing, Tobacco Business, Japan ※2	Akihiro Koyanagi
Senior Vice President	Performance & Integration, Tobacco Business, Japan ※2	Daniel Torras

Senior Vice President	President, Pharmaceutical Business	Muneaki Fujimoto
Senior Vice President	Head of Central Pharmaceutical Research Institute, Pharmaceutical Business	Shigenori Ohkawa
Senior Vice President	Food Business	Hiromasa Furukawa
Senior Vice President	Corporate Strategy ※2	Kei Nakano
Senior Vice President	Information Technology ※2	Takehisa Shibayama
Senior Vice President	Corporate Communications ※2	Hiroyuki Fukuda
Senior Vice President	General Counsel※2	Osamu Hirose
Senior Vice President	Chief Sustainability Officer ※2	Hisato Imokawa
Senior Vice President	Chief Financial Officer ※3	Nobuya Kato
Senior Vice President	People & Culture ※3	Yoshiyuki Mishima

Notes:

- ※ 1. Mr. Terabatake, Chief Executive Officer, will also serve as President of Tobacco Business.
- ※ 2. Responsibility/Title changes
- ※ 3 New appointments

Organization Chart (Effective from January 1st, 2022)



Note: JT revises its operating model of tobacco business effective January 1st, 2022, as announced earlier “JT Group Announces New Operating Model - Company Aims to Strengthen its Tobacco Business” on February 9th, 2021. Tobacco business headquarters function will be combined with Global Tobacco (headquartered in Geneva) and Japan market will be also be managed under the global operating model as one of the key markets. The Corporate function will be reorganized into five groups, which will house the concerned departments, further organization structure will be changed to include Sustainability, Audit division and Audit & Supervisory Board.