

Company name: Pigeon Corporation  
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(President and CEO)  
(Stock code: 7956, Prime Market, Tokyo Stock Exchange)  
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## Notice Regarding Partial Organizational Changes and Personnel Changes

This is to inform you that the Board of Directors, at a meeting held on December 13, 2022, passed a resolution to make the following personnel changes, effective from December 16, 2022. Details are listed below. At the same time, some organizational changes will be made. An overview of those organizational changes precedes the summaries of the personnel changes.

### 1. Overview of Organizational Changes

In Pigeon's Eighth Medium-Term Business Plan, to be announced in February 2023, of which the coming fiscal year (fiscal year ending December 31, 2023) constitutes the first year, the Company will put into effect a number of organizational changes as described below, with the aim of achieving more effective implementation of its strategy, primarily in the Japan Business. In order to control and optimize the entire supply chain, logistics divisions and functions will be transferred from the Baby Care Business Division to the Supply Chain & Quality Management Division, which will be renamed the SCM Division. The Customer Communication Division will be reorganized as a department, but will be under the direct control of the Head of Japan Operations to further improve customer satisfaction. The Administrative Division will be divided into the Human Resources & General Affairs Division, which will focus on strategic planning and execution to maximize the value of human resources and improve productivity, and the Related Business Division, which will oversee the three operating subsidiaries, with each division operating with a sense of speed.

### 2. Executive Officers

Name	New Position	Former Position
Tadashi Itakura	Head of Global Head Office.	Head of Global Head Office, Accounting & Finance Division Manager

### 3. Managing Officers

Name	New Position	Former Position
Zenzou Yamaguchi	Senior Managing Officer, Deputy Head of Japan Operations, Baby Care Business Division Manager	Representative Director of PIGEON INDIA PVT.LTD.

Name	New Position	Former Position
Yusuke Nakata	Senior Managing Officer, Singapore Business Division Manager, Representative Director of PIGEON SINGAPORE PTE. LTD.	Senior Managing Officer, Singapore Business Division Manager, Chairman of the Board of PIGEON SINGAPORE PTE. LTD.
Takashi Arai	Managing Officer, Accounting & Finance Division Manager, Senior Manager, International Tax Dept.	Senior Manager, International Tax Dept.
Kazuyuki Tajima	Managing Officer, SCM Division Manager	Managing Officer, Supply Chain & Quality Management Division Manager
Takatoshi Urakari	Managing Officer, Human Resources & General Affairs Division Manager	Managing Officer, Baby Care Business Division Manager
Takanori Tsuru	Managing Officer, Related Business Division Manager	Managing Officer, Administration Division Manager
Yuko Ohara	Managing Officer, Assistant to the Head of Japan Operations	Managing Officer, Customer Communication Division Manager

#### 4. Date of Proclamation

December 16, 2022