






Management structure






Directors and Audit & Supervisory Board Members

10 Directors (including five Outside Directors)

(As of March 22, 2024)






The Directors marked with * also serve as Group Executive Officers

 <p>Mutsuo Iwai Chairperson of the Board Date of birth: October 29, 1960 Number of shares held: 43,200</p>	April 1983	Joined the Company (Previously, Japan Tobacco and Salt Public Corporation)	January 2016	Senior Vice President; and President, Tobacco Business
	June 2003	Vice President, Corporate Planning Division	March 2016	Representative Director and Executive Vice President; and President, Tobacco Business
	July 2004	Vice President, Corporate Strategy Division	January 2020	Member of the Board
	June 2005	Senior Vice President; and President, Food Business	March 2020	Deputy Chairperson of the Board
	June 2006	Member of the Board; Senior Vice President; and President, Food Business	June 2020	Outside Director, Benesse Holdings, Inc. (Current Position)
	June 2008	Senior Vice President; and Chief Strategy Officer	June 2021	Outside Director, TDK Corporation (Current Position)
	June 2010	Member of the Board; Senior Vice President; Chief Strategy Officer; and President, Food Business	March 2022	Chairperson of the Board (Current Position)
June 2011	Member of the Board, Japan Tobacco Inc. Executive Vice President, JT International S.A.	January 2023	Outside Director, &Capital Inc. (Current Position)	
June 2013	Senior Vice President; and Chief Strategy Officer		Significant Concurrent Positions Outside the Company Outside Director, Benesse Holdings, Inc. Outside Director, TDK Corporation Outside Director, &Capital Inc.	
 <p>Shigeaki Okamoto Deputy Chairperson of the Board Date of birth: February 20, 1961 Number of shares held: 700</p>	April 1983	Entered the Ministry of Finance (hereinafter the Ministry)		Head Office (Current Position) Outside Audit & Supervisory Board Member, The Yomiuri Shimbun Seibu Head Office (Current Position)
	July 2006	Director for the Budget Bureau, Planning and Administration Division of Budget Bureau, the Ministry	March 2022	Deputy Chairperson of the Board (Current Position)
	July 2009	Head of Secretariat Division, Minister's Secretariat, the Ministry	June 2022	Outside Audit & Supervisory Board Member, The Yomiuri Shimbun Tokyo Head Office (Current Position)
	August 2012	Deputy Director-General of the Budget Bureau, the Ministry		Significant Concurrent Positions Outside the Company Outside Audit & Supervisory Board Member, Yomiuri Land Co., Ltd.
	July 2015	Deputy Vice Minister, the Ministry		Outside Audit & Supervisory Board Member, The Yomiuri Shimbun Osaka Head Office
	July 2017	Director-General of the Budget Bureau, the Ministry		Outside Audit & Supervisory Board Member, The Yomiuri Shimbun Seibu Head Office
	July 2018	Administrative Vice Minister, the Ministry (Retired from the office in July 2020)		Outside Audit & Supervisory Board Member, The Yomiuri Shimbun Tokyo Head Office
	June 2021	Outside Audit & Supervisory Board Member, Yomiuri Land Co., Ltd. (Current Position)		
	December 2021	Outside Audit & Supervisory Board Member, The Yomiuri Shimbun Osaka		
 <p>Masamichi Terabatake* Representative Director and President, Chief Executive Officer Date of birth: November 26, 1965 Number of shares held: 259,117</p>	April 1989	Joined the Company	January 2018	President and Chief Executive Officer
	July 2005	Vice President, Secretary's Office	March 2018	Representative Director and President, Chief Executive Officer (Current Position)
	July 2008	Vice President, Corporate Strategy Division		Significant Concurrent Positions Outside the Company Chairman of Supervisory Board, JT International Holding B.V.
	June 2011	Senior Vice President; Chief Strategy Officer; and President, Food Business		
	June 2012	Senior Vice President; and Chief Strategy Officer		
	June 2013	Member of the Board, Japan Tobacco Inc.		
 <p>Kei Nakano* Representative Director and Executive Vice President Date of birth: March 1, 1968 Number of shares held: 49,878</p>	April 1991	Joined the Company	January 2022	Senior Vice President, Corporate Strategy of the Company
	April 2011	Vice President, M&S Strategy Department, Tobacco Business Development	January 2023	Representative Director and Executive Vice President, Finance, Corporate Communications, Business Development and D-LAB (Current Position)
	June 2014	President and Chief Executive Officer, TS Network Co., Ltd.		Significant Concurrent Positions Outside the Company Director, Japan Growth Investments Alliance, Inc.
	January 2016	Senior Vice President, Communications of the Company		
	October 2019	Senior Vice President, Corporate Strategy		
March 2020	Director, Japan Growth Investments Alliance, Inc. (Current Position)			
 <p>Koji Shimayoshi* Representative Director and Executive Vice President Date of birth: March 7, 1968 Number of shares held: 14,400</p>	April 1993	Joined the Company	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
	July 2008	Vice President, Tobacco Business Planning Division, Tobacco Business		
	July 2012	Vice President, Human Resources Division		
	July 2014	Vice President, Human Resources Division and Human Resources Planning Division		
	October 2015	Senior Vice President, Chief Human Resources Officer	March 2024	Representative Director and 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 (Current Position)
	January 2017	Senior Vice President, Head of Tobacco Business Planning Division, Tobacco Business		
	October 2017	Senior Vice President, JT International S.A.		
January 2018	Executive Vice President, JT International S.A.			

 <p>Yukiko Nagashima Director (Independent Outside Director) Date of birth: April 4, 1961 Number of shares held: 0</p>	April 1985	Joined Recruit Co., Ltd. (Currently, Recruit Holdings Co., Ltd.)	March 2019	Outside Director of the Company (Current Position)
	April 2006	Corporate Executive Officer, Recruit Co., Ltd.	June 2021	Outside Audit & Supervisory Board Member, Sumitomo Corporation (Current Position)
	January 2008	President and Representative Director, Recruit Staffing Co., Ltd.		Significant Concurrent Positions Outside the Company Standing Audit & Supervisory Board Member, Recruit Holdings Co., Ltd.
	October 2012	Corporate Executive Officer, Recruit Holdings Co., Ltd.		Standing Audit & Supervisory Board Member, Recruit Co., Ltd.
	June 2016	Standing Audit & Supervisory Board Member, Recruit Holdings Co., Ltd. (Current Position)	April 2018	Standing Audit & Supervisory Board Member, Recruit Co., Ltd. (Current Position)
 <p>Masato Kitera Director (Independent Outside Director) Date of birth: October 10, 1952 Number of shares held: 0</p>	April 1976	Entered the Ministry of Foreign Affairs (hereinafter the Ministry)	June 2016	Ambassador Extraordinary and Plenipotentiary of Japan to the French Republic, Principality of Andorra and Principality of Monaco (Retired from the position in December 2019)
	January 2008	Director-General for Sub-Saharan African Affairs, Middle Eastern and African Affairs Bureau, the Ministry	April 2020	Adviser of the Company
		Secretary General, Fourth Tokyo International Conference on African Development	June 2020	Outside Director, Marubeni Corporation (Current Position)
	July 2008	Director-General, International Cooperation Bureau, the Ministry		Outside Director, Nippon Steel Corporation (Current Position)
	January 2010	Deputy Vice-Minister, the Ministry	March 2021	Outside Director of the Company (Current Position)
	September 2012	Assistant Chief Cabinet Secretary		Significant Concurrent Positions Outside the Company Outside Director, Marubeni Corporation
	November 2012	Ambassador Extraordinary and Plenipotentiary of Japan to People's Republic of China		Outside Director, Nippon Steel Corporation
	April 2016	Ambassador Extraordinary and Plenipotentiary of Japan to the French Republic		
 <p>Tetsuya Shoji Director (Independent Outside Director) Date of birth: February 28, 1954 Number of shares held: 0</p>	April 1977	Joined Nippon Telegraph and Telephone Public Corporation	December 2020	Outside Director, circlace Inc. (Current Position)
	June 2006	Senior Vice President and General Manager of the Personnel Department, Nippon Telegraph and Telephone West Corporation	March 2021	Outside Director, Sapporo Holdings Limited (Current Position)
	June 2009	Senior Vice President and Head of General Affairs, Nippon Telegraph and Telephone Corporation	June 2021	Outside Director, Hitachi Zosen Corporation (Current Position)
	June 2012	Senior Executive Vice President and Representative Member of the Board, NTT Communications Corporation	March 2022	Outside Director of the Company (Current Position)
	June 2015	President & CEO and Representative Member of the Board, NTT Communications Corporation		Significant Concurrent Positions Outside the Company Corporate Advisor, NTT Communications Corporation
	October 2018	Representative Member of the Board, NTT, Inc.		Outside Director, Sapporo Holdings Limited
	June 2020	Corporate Advisor, NTT Communications Corporation (Current Position)		Outside Director, Hitachi Zosen Corporation Outside Director, Mitsubishi Logistics Corporation
 <p>Hiroko Yamashina Director (Independent Outside Director) Date of birth: May 20, 1963 Number of shares held: 0</p>	April 1986	Joined Orient Leasing Co., Ltd. (Currently, ORIX Corporation)	January 2021	Chairman, ORIX Credit Corporation (Current Position)
	March 2007	Head of Office of Internal Controls, ORIX Corporation	March 2023	Outside Audit & Supervisory Board Member of the Company
	May 2010	Executive Officer, ORIX Life Insurance Corporation	March 2024	Outside Director of the Company (Current Position)
	January 2013	Managing Executive Officer, ORIX Life Insurance Corporation		Significant Concurrent Positions Outside the Company Group Executive, ORIX Corporation
	January 2014	Corporate Officer, ORIX Corporation		Chairman, ORIX Credit Corporation
January 2016	Group Executive, ORIX Corporation (Current Position) President, ORIX Credit Corporation			
 <p>Kenji Asakura Director (Independent Outside Director) Date of birth: December 11, 1955 Number of shares held: 0</p>	April 1978	Joined Nagase & Co., Ltd.	April 2023	Representative Director and Chairman (Current Position)
	April 2009	Executive Officer and General Manager, Automotive Solutions Department	March 2024	Outside Director of the Company (Current Position)
	June 2013	Director and Executive Officer		Significant Concurrent Positions Outside the Company Representative Director and Chairman, Nagase & Co., Ltd.
	April 2015	Representative Director, President and CEO		

Management structure

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

	<p>Hideaki Kashiwakura Standing Audit & Supervisory Board Member</p> <p>Date of birth: February 28, 1969 Term of office: 4 years from March 2023 Number of shares held: 12,128</p>	<p>April 1991: Joined the Company July 2012: Controller October 2014: Vice President, M&S Management Department, Tobacco Business Division January 2017: Manager, Hokkaido Branch, Tobacco Business Division January 2019: Deputy Chief Financial Officer (Assistant to CFO)</p>	<p>January 2021: President and Chief Executive Officer and JT BusinessCom Inc. March 2023: Standing Audit & Supervisory Board Member of the Company (Current Position)</p>
	<p>Tsutomu Hashimoto Standing Audit & Supervisory Board Member</p> <p>Date of birth: May 31, 1967 Term of office: 4 years from March 2023 Number of shares held: 1,584</p>	<p>April 1991: Joined the Company March 2019: Vice President, Operational Review and Business Assurance</p>	<p>March 2023: Standing Audit & Supervisory Board Member of the Company (Current Position)</p>
	<p>Shigeru Taniuchi Standing Audit & Supervisory Board Member (Independent Outside Audit & Supervisory Board Member)</p> <p>Date of birth: September 7, 1962 Term of office: 4 years from March 2023 Number of shares held: 0</p>	<p>April 1986: Entered the Ministry of Finance July 2008: Director, Allowance Control and Mutual Assistance Insurance, Budget Bureau, Ministry of Finance July 2009: Director, Agriculture, Forestry and Fisheries Section, Budget Bureau, Ministry of Finance July 2010: Director, Treasury, Financial Bureau, Ministry of Finance July 2011: Director, National Property Policy Planning, Financial Bureau, Ministry of Finance July 2012: Director-General, Policy-Based Finance, Financial Bureau, Ministry of Finance June 2013: Director of Coordination Division, Financial Bureau, Ministry of Finance (Retired from the office in July 2014) July 2014: Deputy Director-General of Minister's Secretariat, Social Welfare and War Victims' Relief Bureau, Ministry of Health, Labour and Welfare October 2015: Deputy Director-General of Minister's Secretariat, Medical Insurance, Ministry of Health, Labour and Welfare July 2017: Deputy Director-General of Minister's Secretariat, Elderly Health Care, Ministry of Health, Labour and Welfare</p>	<p>July 2018: Director, Social Welfare and War Victims' Relief Bureau, Ministry of Health, Labour and Welfare August 2020: Director-General, Secretariat of Headquarters for Overcoming Population Decline and Vitalizing Local Economy in Japan, Cabinet Secretariat Director, Social Security Reform, Cabinet Secretariat February 2021: Concurrently serving as Director of Loneliness and Isolation Office, Cabinet Secretariat November 2021: Deputy Director-General, Secretariat of the Digital Garden City Initiative Panel, Cabinet Secretariat December 2021: Concurrently serving as Head of Preparation Work Group for Bill of Establishing Children and Families' Agency, Cabinet Secretariat June 2022: Concurrently serving as Head of Preparation Work Group for Establishment of Children and Families' Agency, Cabinet Secretariat (Retired in June 2022) March 2023: Standing Outside Audit & Supervisory Board Member of the Company (Current Position)</p>
	<p>Nobuo Inada Audit & Supervisory Board Member (Independent Outside Audit & Supervisory Board Member)</p> <p>Date of birth: August 14, 1956 Term of office: 4 years from March 2023 Number of shares held: 0</p>	<p>April 1981: Appointed as Public Prosecutor October 2008: Deputy Vice-Minister of Justice, Ministry of Justice August 2011: Director-General, Criminal Affairs Bureau, Ministry of Justice January 2014: Vice-Minister of Justice, Ministry of Justice September 2016: Superintending Prosecutor, Sendai High Public Prosecutors Office September 2017: Superintending Prosecutor, Tokyo High Public Prosecutors Office July 2018: Prosecutor-General (Retired in July 2020)</p>	<p>October 2020: Registered as Attorney at Law (Current Position) June 2021: Outside Director, Audit & Supervisory Board Member, Nomura Securities Co., Ltd. (Current Position) March 2023: Outside Audit & Supervisory Board Member of the Company (Current Position)</p> <p>Significant Concurrent Positions Outside the Company Attorney at Law, Inada Law Firm Outside Director, Audit & Supervisory Board Member, Nomura Securities Co., Ltd.</p>
	<p>Emiko Takeishi Audit & Supervisory Board Member (Independent Outside Audit & Supervisory Board Member)</p> <p>Date of birth: February 16, 1960 Term of office: 3 years from March 2024 Number of shares held: 0</p>	<p>April 1982: Joined the Ministry of Labour July 1992: Joined NLI Research Institute April 2003: Assistant Professor, Institute of Social Science, The University of Tokyo April 2004: Research Fellow, NLI Research Institute April 2006: Assistant Professor, Faculty of Lifelong Learning and Career Studies, Hosei University April 2007: Professor, Faculty of Lifelong Learning and Career Studies, Hosei University (Current Position) February 2015: Outside Corporate Auditor, Kewpie Corporation June 2015: Outside Audit & Supervisory Board Member, Tokio Marine & Nichido Fire Insurance Co., Ltd. (Current Position)</p>	<p>June 2023: Outside Audit & Supervisory Board Member, KAJIMA CORPORATION (Current Position) March 2024: Outside Audit & Supervisory Board Member of the Company (Current Position)</p> <p>Significant Concurrent Positions Outside the Company Professor, Faculty of Lifelong Learning and Career Studies, Hosei University Outside Audit & Supervisory Board Member, Tokio Marine & Nichido Fire Insurance Co., Ltd. Outside Audit & Supervisory Board Member, KAJIMA CORPORATION</p>

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

Executive Officers

(As of January 1, 2024)

President

Masamichi Terabatake
Chief Executive Officer*

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

Daniel Torras

Performance & Integration, Tobacco Business, Japan

Suguru Fujiwara

Corporate Affairs & Communications, Tobacco Business, Japan

Nobuhiro Uezawa

Manufacturing, Tobacco Business, Japan

Igor Dzaja

Marketing, Tobacco Business, Japan

Kazuyuki Inui

Sales, Tobacco Business, Japan

Muneaki Fujimoto

President, Pharmaceutical Business

Makoto Kakutani

Head of Central Pharmaceutical Research Institute, Pharmaceutical Business

Keisuke Nakagomi

Food Business

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

JTI CEO / Executive Vice Presidents

(As of April 1, 2024)

Eddy Pirard

President & CEO

Nobuya Kato

Executive Vice President and Deputy CEO

Stefan Fitz

Executive Vice President, Chief Commercial Officer

Rob Stanworth

Executive Vice President, Chief Consumer and Product Officer

Takehiko Tsutsui

Executive Vice President, Reduced-Risk Products

Vassilis Vovos

Executive Vice President, Chief Financial Officer

Note: JTI Executive Committee members including the members above can be found on the [JTI website](#)