

(Press Memo – For Immediate Release)

February 18, 2021

JAL Group Announces Board of Directors and Executive Officers effective April 2021

The JAL Group today announced the company's board members and executive officers, effective April 1. Key appointments of select executives are subject to the approval of each group company's general meeting of shareholders and the relevant board of directors.

Under the leadership of the appointed executives, the JAL Group will strive to ensure the highest level of safety in flight operations, continue to improve the services offered to our valued customers, increase its corporate value, and contribute to the betterment of society.

1) Members of the Board of Directors

1. Effective April 1 through the General Meeting of Shareholders scheduled in June 2021

Name	Assignment	Notes
Yoshiharu Ueki	Director – Chairperson	Chair of Board Meetings
Yuji Akasaka	Representative Director - President	
Shinichiro Shimizu	Representative Director - Executive Vice President	
Hideki Kikuyama	Representative Director - Senior Managing Executive Officer	
Ryuzo Toyoshima	Director - Senior Managing Executive Officer	
Tadashi Fujita	<u>Director</u>	
Yuichi Kitada	<u>Director</u>	
Eizo Kobayashi	Outside Director	
Masatoshi Ito	Outside Director	
Sonoko Hatchoji	Outside Director	

※Current Director/Vice Chair Tadashi Fujita will retire from the position as Vice Chair during the stipulated period.

2. Planned after the General Meeting of Shareholders in June 2021

Name	Assignment	Notes
Yoshiharu Ueki	Director - Chairperson	Reappointment
Yuji Akasaka	Representative Director - President	Reappointment
Shinichiro Shimizu	Representative Director - Executive Vice President	Reappointment
Hideki Kikuyama	Representative Director - Senior Managing Executive Officer	Reappointment
Ryuzo Toyoshima	Director - Senior Managing Executive Officer	Reappointment
<u>Tadayuki Tsutsumi</u>	<u>Director - Managing Executive Officer</u>	<u>New Appointment</u>
Eizo Kobayashi	Outside Director	Reappointment
Sonoko Hatchoji	Outside Director	Reappointment
<u>Hiroyuki Yanagi</u>	<u>Outside Director</u>	<u>New Appointment</u>

※1 Assignments as Directors are subject to the approval at the general meeting of shareholders held in June 2021.

※2 Assignments as Representative Directors are subject to the approval at the general meeting of shareholders followed by the board of directors meeting held in June 2021.

※3 After the general meeting of shareholders in June 2021, Tadashi Fujita, Yuichi Kitada, and Masatoshi Ito will retire as members of the board.

2) Corporate Auditor

Planned after the General Meeting of Shareholders in June 2021

Upon the completion of the general meeting of shareholders in June 2021, one of the current corporate auditors will resign from the position. For the next term, the company will nominate the following individual as a replacement.

Name	Assignment	Notes
Yuichi Kitada	Corporate Auditor	New Appointment

※1 After the general meeting of shareholders in June 2021, Corporate Auditor Yasushi Suzuka will resign from the position.

※2 The position of Corporate Auditor is subject to the approval at the general meeting of shareholders in June 2021.

3) List of Executive Officers (effective April 1, 2021)

Title	Name	Assignments	Remarks
President	YUJI AKASAKA	Chair of Management Committee Chair of Group Safety Enhancement Committee Chair of Corporate Brand Promotion Committee Chair of JAL Philosophy Committee Chair of Risk Management Oversees Safety Oversees JAL SDGs	
Executive Vice President	SHINICHIRO SHIMIZU	Aide to the President <u>Chair of Tokyo 2020 Olympic & Paralympic Committee</u> <u>Chief Wellness Officer</u> <u>Chair of the JAL Wellness Promotion Committee</u>	Assignment Change
Senior Managing Executive Officer	HIDEKI KIKUYAMA	Senior VP - Finance & Accounting	
Senior Managing Executive Officer	RYUZO TOYOSHIMA	<u>Senior VP - Route Marketing</u>	Assignment Change
Managing Executive Officer	TADAO NISHIO	<u>Senior VP - Passenger Sales and Marketing</u> <u>President of JAL Sales Co., Ltd.</u>	Assignment Change (*1)
Managing Executive Officer	HIDETSUGU UEDA	Senior VP - General Affairs Chair of CSR Committee	
Managing Executive Officer	TOMOHIRO NISHIHATA	<u>Senior VP - Digital Innovation</u>	Assignment Naming Change
Managing Executive Officer	TADAYUKI TSUTSUMI	Senior VP - Corporate Safety & Security Family Assistance & Support	Promoted
Managing Executive Officer	YORIYUKI KASHIWAGI	Executive Secretariat Strategic Corporate Relations The Policy Management Center	Promoted
Managing Executive Officer	YUJI SAITO	<u>Senior VP - Corporate Planning</u> Senior VP - Corporate Control	Promoted Assignment Change
Executive Officer	TOSHIKI OKA	Senior VP - IT Planning	
Executive Officer	HOSHIKO NAKANO	<u>Deputy Senior VP - Passenger Sales and Marketing</u> Senior VP - Eastern Japan	Assignment Change
Executive Officer	TAKAHIRO ABE	Senior VP - Operations	
Executive Officer	ERI ABE	<u>Deputy Senior VP - Regional Vitalization</u>	Assignment Change
Executive Officer	KAZUKO YASHIKI	Senior VP - Tokyo Haneda Airport President of JAL Sky Co., Ltd.	(*2)
Executive Officer	HIROO IWAKOSHI	Senior VP - Cargo & Mail	
Executive Officer	ATSUSHI MAEDA	Senior VP - Airport Operations	
Executive Officer	YASUYUKI SATO	<u>Senior VP - China Region</u>	Assignment Change
Executive Officer	SHUNSUKE HONDA	Senior VP - Regional Vitalization (*3)	Assignment Change
Executive Officer	YUKIO SHISHIKURA	President of J-AIR Co., Ltd.	(*4)

Title	Name	Assignments	Remarks
Executive Officer	NAOHITO SAEDA	<u>Senior VP - Human Resources</u>	Assignment Change
Executive Officer	RYO TAMURA	<u>Senior VP - Engineering & Maintenance</u> <u>President of JAL Engineering Co., Ltd.</u>	Assignment Change (*5)
Executive Officer	NORIYUKI AOKI	President of Japan Transocean Air Co., Ltd. Oversees Okinawa Region	(*6)
Executive Officer	KENICHIRO OCHI	President of Japan Air Commuter Co., Ltd.	(*7)
Executive Officer	MITSUKO TOTTORI	Senior VP - Cabin Attendants Division	
Executive Officer	SHINGO TAKEI	Senior VP - Western Japan	
Executive Officer	MUNEKAZU TACHIBANA	Senior VP - Flight Operations	
Executive Officer	ROSS LEGGETT	<u>Deputy Senior VP – Route Marketing</u> <u>International Relations & Alliances</u>	New Assignment
Executive Officer	YASUSHI OMORI	<u>Senior VP – Mileage and Lifestyle Business</u>	New Assignment
Executive Officer	KEISUKE SUZUKI	<u>Senior VP – Customer Experience</u> <u>Deputy Chair of Tokyo 2020 Olympic & Paralympic Committee</u>	New Assignment
Executive Officer	TETSU OHORI	<u>Deputy Senior VP – Human Resources / Education</u>	New Assignment
Executive Officer	YUKIO NAKAGAWA	<u>Senior VP – Procurement</u>	New Assignment

(*1) The appointment of the current President of JAL Sales Co., Ltd. is subject to the approval of both its general meeting of shareholders and meeting of the board of directors.

(*2) The appointment of the current President of JAL Sky Co., Ltd. is subject to the approval of both its general meeting of shareholders and meeting of the board of directors.

(*3) Dedicated assignment as Regional Vitalization Division

(*4) The appointment of the current President of J-AIR Co., Ltd. is subject to the approval of both its general meeting of shareholders and meeting of the board of directors.

(*5) The appointment of the current President of JAL Engineering Co., Ltd. is subject to the approval of both its general meeting of shareholders and meeting of the board of directors.

(*6) The appointment of the current President of Japan Transocean Air Co., Ltd. is subject to the approval of both its general meeting of shareholders and meeting of the board of directors.

(*7) The appointment of the current President of Japan Air Commuter Co., Ltd. is subject to the approval of both its general meeting of shareholders and meeting of the board of directors.

Retirement of Executive Officers (as of March 31, 2021)

- Managing Executive Officer Hideo Ninomiya
- Managing Executive Officer Tetsuya Onuki
- Executive Officer Akira Yonezawa
- Executive Officer Hideki Oshima
- Executive Officer Takuya Oda

As of March 31, 2021, Yuichi Kitada will retire from the position as Managing Executive Officer. Upon the approval of the general meeting of shareholders in June 2021, Yuichi Kitada is scheduled to be appointed as a corporate auditor.