



March 26, 2021

Press Release

Company name: Laox Co., LTD.  
Representative: Kensaku Iida, Representative of  
Board Director  
(Code number: 8202 TSE2)  
Contact: Manabu Sato, Vice Division  
Director of Corporate Division  
(Tel: 03-5405-8859)

## **Notice of Organizational Changes, the Appointment of Executive Officers and Important Personnel Affairs**

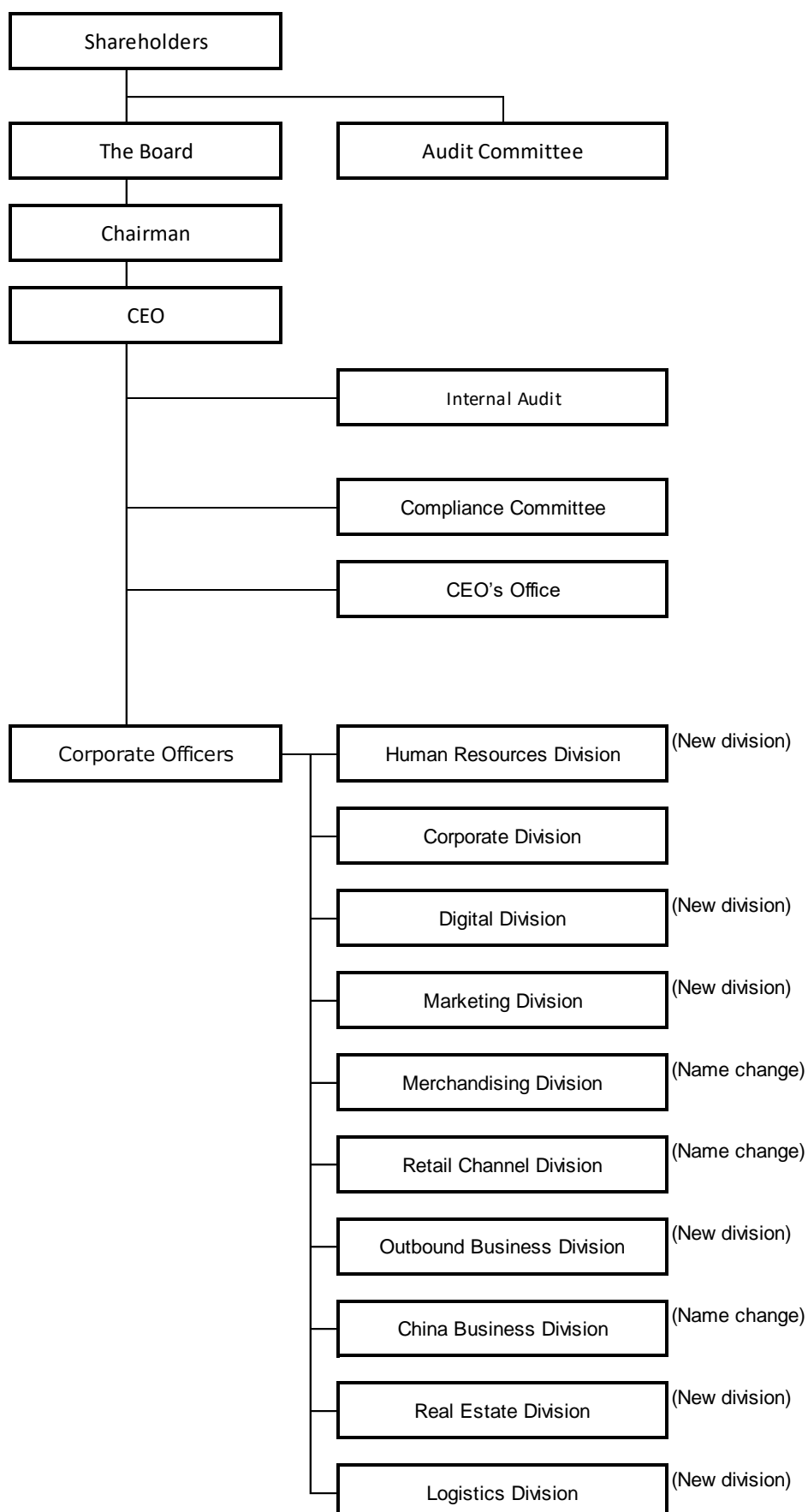
The Laox Group hereby announces that the Board of Directors of Laox Co., LTD. (the "Company") resolved at its meeting on March 26, 2021 to conduct organizational changes and the related appointment of Executive Officers on April 1, 2021. Details are as follows.

### **1. Organizational changes**

As announced in the "Notice of Changes in Representative Directors (Additional Appointment)" released on March 26, 2021, the Company has decided to conduct organizational changes on April 1, 2021 for the purpose of further accelerating its management and determinedly promoting transformation under the new management setup.

| Division name              | Supervising operations  |
|----------------------------|---|
| Human Resources Division   | Matters concerning personnel affairs at the Company and the Group companies   |
| Corporate Division         | Matters concerning the control and administration of the Company and Group companies                                |
| Digital Division           | Matters concerning the IT and systems of the Company and Group companies  |
| Marketing Division         | Matters concerning the marketing of the Company   |
| Merchandising Division     | Matters concerning merchandise purchasing, merchandise development and inventory management of the Company          |
| Retail Channel Division    | Matters concerning domestic store operations and domestic e-commerce  |
| Outbound Business Division | Matters concerning solution sales to domestic manufacturers and overseas transactions                               |
| China Business Division    | Matters concerning China business   |
| Real Estate Division       | Matters concerning the operation and management of the Company's real estate business                               |
| Logistics Division         | Matters concerning domestic logistics, import, export and cross-border logistics of the Company and Group companies |

# Organizational Chart (April 1, 2021)



## 2. Appointment of Executive Officers

As announced in the Notice of Appointment of Executive Officers released on December 25, 2020, the Company disclosed its Executive Officers and the operations they are in charge of as of January 1, 2021. However, the Company has newly appointed Executive Officers as described below associated with the organizational changes on April 1. The Company will further strengthen its management setup and accelerate the improvement and growth of the business of the entire Group by adding two new Executive Officers to be responsible for major Laox Co., LTD. business divisions.

| Executive Officers                 | Name              | Area of authority  |
|------------------------------------|-------------------|--|
| President, Chief Executive Officer | Kensaku Iida      | Representative of Board Director   |
| Executive Officer                  | Teruji Yano       | Board Director<br>Deputy Division Director of the Corporate Division   |
| Executive Officer                  | Tomoyuki Ase      | Human Resources Division, CHRO   |
| Executive Officer                  | Luyong Fu         | China Business Division, CCBO  |
| Executive Officer                  | Toshiya Tanaka    | Outbound Business Division, COBO   |
| Executive Officer                  | Kazuhiro Nakatani | Real Estate Division, CREO<br>(concurrently) Representative of Board Director of Laox Real Estate Co., LTD.* |
| Executive Officer                  | Yukinari Hamano   | Logistics Division, CLO<br>(concurrently) Representative of Board Director of Laox Logistics Co., LTD.*      |
| Executive Officer                  | Hong Dong         | Office Director of the CEO's Office  |

## 3. Important personnel affairs

Personnel affairs after April 1 at the Company and important subsidiaries in the Group are as follows.

| Name              | New position  | Current position   |
|-------------------|---|--|
| Kensaku Iida      | President, Chief Executive Officer<br>(concurrently) Digital Division, CDO<br>(concurrently) Marketing Division, CMO<br>(concurrently) Merchandising Division, CMO<br>(concurrently) Representative of Board Director of Laox Digital Co., LTD. | Executive Director, Vice President   |
| Teruji Yano       | Board Director, Executive Officer<br>Deputy Division Director of the Corporate Division   | Board Director, Executive Officer<br>Division Director of the Business Administration Division |
| Tomoyuki Ase      | Executive Officer<br>Human Resources Division, CHRO   | * Joining the Company on April 1, 2021.  |
| Luyong Fu         | Executive Officer<br>China Business Division, CCBO  | Executive Officer<br>Division Director of the Overseas Business Division                       |
| Toshiya Tanaka    | Executive Officer<br>Outbound Business Division, COBO   | Executive Officer<br>Division Director of the Business Strategy Division                       |
| Kazuhiro Nakatani | Executive Officer<br>Real Estate Division, CREO<br>(concurrently) Representative of Board Director of Laox Logistics Co., LTD.*   | Executive Officer<br>Representative of Board Director of Laox SCD Co., LTD.                    |

|                 |  |  |
|-----------------|--|--|
| Yukinari Hamano | Executive Officer<br>Logistics Division,CLO<br>(concurrently) Representative of Board Director of<br>Laos Logistics Co., LTD.* | Department Director of the IT<br>Management Department<br>(concurrently) Representative of<br>Board Director of Three Heart<br>Corporation Co., LTD. |
| Hong Dong       | Executive Officer<br>Office Director of the CEO's Office   | Executive Officer<br>Assistant to the President  |
| Jin Xuezhu      | Retail Channel Division,CRO  | Division Director of the<br>Domestic Retail Business<br>Division   |

\* Laos SCD Co., LTD. and Three Heart Corporation Co., LTD. changed their trade names to Laos Real Estate Co., LTD. and Laos Logistics Co., LTD. on April 1, 2021.

End