

Release

## **SATO Appoints Hiroyuki Konuma as President and CEO**

Jan 17, 2023

SATO Holdings Corporation announced changes to its corporate leadership effective April 1, 2023, following a resolution at the board of directors meeting held today. Hiroyuki Konuma was appointed President and CEO to replace current President and CEO Ryutaro Kotaki. Also announced were candidates for Directors and Audit & Supervisory Board members to be nominated for a resolution at the annual General Meeting of Shareholders slated for June 20, 2023.

Ryutaro Kotaki will retire from the Director position following the closure of the said General Meeting of Shareholders.

“Since assuming the post of President and CEO in April 2018, I had concentrated on instilling SATO Values and setting our business to focus on and expand DCS & Labeling (auto-ID solutions business), all the while executing the medium-term management plan toward achieving our goals,” said Kotaki. “SATO celebrated its 80th anniversary two years ago and the 60th anniversary of selling its first hand labeler last year. For us to continue creating new customer value and contributing toward a better world into our 100th and 150th years, we must keep changing. We must continue to practice SATO Values and transform our diverse employee mix into collective strength to propel advanced growth strategies with greater speed.”

He continued, “That’s why I have decided to pass the reins over to Konuma, who, with his strong drive for change and action, shall steer our business flexibly yet boldly into the next era with a new management team. I’m confident that he and his new team will bring greater growth for SATO. I offer my sincere gratitude for all the support that was given to me, and wish the same for Konuma as well.”

Reference:

### 1. Leadership changes at SATO Holdings (effective April 1, 2023)

Name	Current position	New position
Hiroyuki Konuma	Director, Vice President	Representative Director, President and CEO
Ryutaro Kotaki	Representative Director, President and CEO	Director
Yoichi Abe	Representative Director, Vice President	Director

\*Ryutaro Kotaki and Yoichi Abe are due to retire from director as of the closure of the General Meeting of Shareholders scheduled to be held on June 20 this year.

## Background of Hiroyuki Konuma

Date of birth	Background
March 14, 1973	<p>Jul 2000: Joined SATO</p> <p>Apr 2010: General Manager of Medical Dept., Tokyo Division, Japan Sales Headquarters</p> <p>Apr 2013: President for health care business, SATO Corporation</p> <p>Apr 2014: President, SATO Healthcare Co., Ltd.</p> <p>Jul 2015: Executive Officer and Chief Wellness Officer</p> <p>Apr 2019: Vice President; President and Head of RFID business, SATO Corporation</p> <p>Apr 2020: Vice President; President, oversees global business, SATO Corporation</p> <p>Jun 2020: Director</p> <p>Apr 2021: Director and Vice President, oversees Japan business; President, SATO Corporation</p>

## 2. Board of directors

### Candidates for reappointment

Name	Current position
Hiroyuki Konuma	Director, Vice President (to be appointed Representative Director, President and CEO effective April 1, 2023)
Tatsuo Narumi	Director
Yuko Tanaka	Director (External), Chair of Nomination Advisory Committee
Ryoji Itoh	Director (External)
Hideo Yamada	Director (External), Chair of the Board
Sadayoshi Fujishige	Director (External), Chair of Remuneration Advisory Committee
Yoshiko Nonogaki	Director (External)

### Candidate for new appointment

Name	Background
Yoshinori Sasahara	<p>Apr 1987: Joined SATO</p> <p>Apr 2001: Manager of Section IV, Industrial System Sales Dept., Tokyo Metropolitan Branch, Sales Headquarters, SATO Corporation</p> <p>Apr 2005: Senior Manager of Sales Dept. II, Tokyo Metropolitan Branch, Sales Headquarters, SATO Corporation</p> <p>Oct 2005: General Manager of Hachioji Branch, Sales Headquarters, SATO Corporation</p> <p>Apr 2010: General Manager of Manufacturing Dept., Tokyo Division, Japan Sales Headquarters, SATO Corporation</p> <p>Jul 2012: Executive Officer; Head of Tokyo Business, Japan Sales Headquarters, SATO Corporation</p> <p>Apr 2014: Executive Officer; Head of Sales Unit, SATO Corporation</p> <p>Apr 2016: Executive Officer; Vice President, SATO Corporation</p> <p>Apr 2019: Vice President; Executive Officer and Chief Wellness Officer (CWO); Director and Vice President, SATO Corporation; General Manager of Production</p> <p>Apr 2022: Vice President; Executive Officer and CWO; Director and Vice President, SATO Corporation; General Manager of Production and RFID Business (Current)</p>

### 3. Audit & Supervisory Board

Candidate for reappointment as substitute external Audit & Supervisory Board member: Shikou Yun

Candidate for new appointment as substitute internal Audit & Supervisory Board member

Name	Background
Yoshifumi Kiyohara	Apr 1986: Joined SATO Mar 1991: Supervisor, Secretary's Office, SATO Corporation Feb 1995: Manager, Nagoya Branch, SATO Corporation Feb 1998: TC Promotion Dept., SATO Corporation Jul 2004: Senior Manager, TC Promotion Dept., Sales Headquarters, SATO Corporation Jul 2006: Executive Officer, TC Promotion Dept., Sales Headquarters, SATO Corporation Oct 2011: Senior Executive Officer; President, SATO Logistics Co., Ltd. Apr 2014: Senior Manager, Auditor Office Apr 2022: Senior Manager, Audit Dept. (Japan) (Current)

Internal Audit & Supervisory Board member to retire: Junichi Nagakura

### 4. Executive Officers (effective April 1, 2023)

Name	Executive title	Responsibilities
Hiroyuki Konuma	Representative Director	President and CEO
Yoshinori Sasahara*	Vice President	Oversees Japan business and internal IT platforms President, SATO Corporation
Hayato Shindo	Vice President	Oversees global business Regional Operations Officer for Europe and Oceania
Kenji Ushiki	Executive Officer	Director, SATO Corporation General Manager of Value Creation (R&D)
Maria Olcese	Executive Officer	Head of South America General Manager, Achemar S.A.
Hironori Onishi	Executive Officer	Regional Operations Officer for Asia
Goro Yumiba	Executive Officer	Global Operations Officer Regional Operations Officer for North and Central Americas and India
Fusaaki Matsumoto	Executive Officer	CFO and Chief Compliance Officer
Hiroataka Wada	Executive Officer	General Manager of Production and RFID Business, SATO Corporation
Hideyuki Hashimoto	Executive Officer	Regional Operations Officer for Argox, PJM and global primary labels businesses
Miki Takei	Executive Officer	Global Marketing Officer
Naomi Maze	Executive Officer	Global Human Resources Officer and Chief Wellness Officer
Yuji Shimizu	Executive Officer	Global Operations Officer (Business Management)
Takeshi Okamoto	Executive Officer	General Manager of Sales, SATO Corporation

\*Yoshinori Sasahara is a candidate for director at the General Meeting of Shareholders scheduled to be held on June 20 this year.

5. Leadership changes at group company (effective April 1, 2023)

Name	New position
Shinichiro Sakamoto	President, SATO Healthcare Co., Ltd.