March 25, 2025

FOR IMMEDIATE RELEASE

Publicity Department
Oriental Land Co., Ltd

Changes in Representative Directors and Executive Directors (planned), Appointment, promotion and Resignation of Corporate Officers, and Changes in Responsibilities of Executives

URAYASU,CHIBA—Oriental Land Co., Ltd., following discussions by its Nomination/Remuneration Committee, resolved changes to its representative directors, effective April 1, 2025, and finalized its decision on changes to its executive directors (to be effective as of late June 2025) at its Board of Directors meeting held today. Appointment, promotion and resignation of corporate officers and changes in the responsibilities of executives, effective April 1, 2025, were also resolved at the Board of Directors meeting today as follows.

The appointment of executive directors will be officially resolved upon approval at the 65th Annual Meeting of Shareholders, which is scheduled for late June 2025.

1. Change in representative director (effective April 1, 2025)

Name	New	Current
Wataru Takahashi	Representative Director, President and COO, President Officer	Executive Director and Executive Officer, Director of Corporate Strategy Planning Division, In charge of Hotel Business
Kenji Yoshida	Executive Director	Representative Director, President and COO, President Officer

<Reasons of the changes>

Under the 2024 Medium-term Plan, which is soon to be completed with the end of the fiscal year in March 2025, the OLC Group has been taking on challenges for the future, upholding the goals of enhancing guest experience and restoring financial performance. The Group opened Fantasy Springs, its eighth theme port at Tokyo DisneySea®, in June 2024, and decided to enter into the Japan-based cruise business in July 2024, with preparations underway to commence cruises in FY2028.

Upon embarking on our new long-term management plan from FY2025, the Company has decided to change its representative director leadership to establish a new management framework with the aim of further enhancing the corporate value of the OLC Group.

<Reasons for nominating the new representative director>

He has profound insight and a broad perspective, with abundant experience and a track record at the OLC Group, and is well-equipped with the appropriate skills and character to embody the Company's corporate mission. The Company therefore resolved to appoint him as its Representative Director and COO at its Board of Directors meeting, following discussions at the Nomination/Remuneration Committee, judging that he is capable of assuming the overall management of the OLC Group in the new position.

[Major experience / track record]

・He has experience across extensive areas including administration, finance/accounting, and sales. He also served as the Representative Director and President of IKSPIARI Co., Ltd.

・As the Director of the Corporate Strategy Planning Division, He has leveraged his extensive experience and leadership to vigorously implement management strategies amid drastic changes in the management environment, thereby contributing to enhancing corporate value. Furthermore, he has played a central role in formulating the long-term management plan, which is aimed at contributing to achieving a sustainable society and long-term sustainable growth.

<Biography of the new representative director>

As shown in Attachment 1.

<Scheduled date of appointment>

April 1, 2025

2. Changes to executive directors

(to be resolved at the 65th Annual Meeting of Shareholders scheduled for late June 2025)

-Resignation*

Kenji Yoshida

Yuichi Katayama

* Kenji Yoshida and Yuichi Katayama will resign upon the conclusion of the 65th Annual Meeting of Shareholders scheduled for late June 2025 and take office as Special Advisor and Advisor, respectively.

3. Appointment, promotion and resignation of corporate officers (effective April 1, 2025)

-Appointment (Executive Officer)

Hirobumi Nakayama

Current: Group Operating Officer of Mizuho Financial Group, Inc.,
Managing Executive Officer of Mizuho Securities Co., Ltd.,
Executive Director of Paypay Securities Corporation

-Promotion

Name	New	Current
Daisuke Iwase	Executive Officer	Officer
Ryotaro Shiiba	Executive Officer	Officer
Kenji Horikawa	Executive Officer	Officer

-Resignation

Kenji Yoshida

Yuichi Katayama

4. Changes in the responsibilities of executives (effective April 1, 2025)

Note: Changes are underlined.

Title	Name	New	Current
Executive Director Executive Officer	Yuichi Kaneki	Director of Marketing Division and Entertainment Division	Director of Entertainment Division
Executive Officer	Daisuke Iwase	In charge of Sponsor Marketing Alliance Department and Theatrical Business Department	Director of Marketing Division, In charge of Theatrical Business Department
Executive Officer	Hirobumi Nakayama	Supervisor of Finance/Accounting Department, In charge of Special Assignment	—
Officer	Tomofumi Araya	Director of Corporate Strategy Planning Division, In charge of Hotel Business	Deputy Director of Corporate Strategy Planning Division

Please refer to Attachment 2 for the list of directors and corporate officers effective April 1, 2025.

End

Attachment 1

Name	Wataru Takahashi
Place of Birth	Chiba, Japan
Education	Kansai University, Faculty of Letters (graduated in March 1981)
Date of Birth	July 19, 1957
Biography	April 1981 Joined Oriental Land Co., Ltd. April 2007 Representative Director and President of Ikspiari Co., Ltd April 2009 Officer June 2017 Executive Director and Officer April 2019 Executive Director and Executive Officer June 2023 Executive Director and Executive Officer, Director of Corporate Strategy Planning Division (currently)
Number of shares of the Company held	87,381 shares (as of September 30, 2024)

End

Attachment 2

Directors and Corporate Officers as of April 1, 2025

Name	Board of Directors	Corporate Officers	Responsibilities
Toshio Kagami	Representative Director, Chair of the Board of Directors	—	—
Yumiko Takano	Representative Director, Chairperson and CEO	—	—
Wataru Takahashi	Representative Director, President and COO	President Officer	—
Yuichi Kaneki	Executive Director	Executive Officer	Director of Marketing Division and Entertainment Division
Rika Kanbara	Executive Director	Executive Officer	Director of Human Resources Division
Kenji Yoshida	Executive Director	—	—
Yuichi Katayama	Executive Director	—	—
Daisuke Iwase	—	Executive Officer	In charge of Sponsor Marketing Alliance Department and Theatrical Business Department
Ryotaro Shiiba	—	Executive Officer	Director of Operations Division, In charge of CS Enhancement Department
Kenji Horikawa	—	Executive Officer	In charge of General Affairs Department, Core Business Legal Affairs Department, Food Safety Control Department, Internal Auditing Department
Hirobumi Nakayama	—	Executive Officer	Supervisor of Finance/Accounting Department, In charge of Special Assignment
Junichi Onosato	—	Officer	Representative Director, President of MBM Co., Ltd.
Tomoyuki Shimoda	—	Officer	In charge of Finance/Accounting Department and Business Solution Department
Maki Asahata	—	Officer	In charge of Project Development Department and Corporate Venture Capital Business Segment
Yuichi Nakaya	—	Officer	Director of Digital Division
Takashi Sakurai	—	Officer	Director of Engineering Division
Takanori Shiraishi	—	Officer	In charge of Publicity Department and Social Activity Promotion Department
Futoshi Ebara	—	Officer	Director of Merchandise Division
Shinya Ishibashi	—	Officer	Director of Food Division
Yutaka Yokoyama	—	Officer	Deputy in charge of Cruise Business Planning Department
Tomofumi Araya	—	Officer	Deputy Director of Corporate Strategy Planning Division
Charles D. Besford	—	Officer	In charge of Cruise Business Planning Department, Representative Director, President of Milial Resort Hotels Co., Ltd.
Tsutomu Hanada	Executive Director (External)	—	Advisor to Keisei Electric Railway Co., Ltd.
Yuzaburo Mogi	Executive Director (External)	—	Honorary CEO and Chairman of the Board of Kikkoman Corporation
Kunio Tajiri	Executive Director (External)	—	Executive Officers (External) of The Zenitaka Corporation
Misao Kikuchi	Executive Director (External)	—	Chairman of the Board of Directors of Keiyo Gas Co., Ltd.
Koichiro Watanabe	Executive Director (External)	—	Special Advisor of The Dai-ichi Life Insurance Company, Limited.

※Concurrent positions of executive directors (external) are as of March 25, 2025.

Standing Corporate Auditor:	Shigeru Suzuki
Standing Corporate Auditor (External):	Yukihito Mashimo
Corporate Auditor (External):	Tatsuo Kainaka, Norio Saigusa