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Dentsu Announces Global Management Team for 2027

Dentsu Group Inc. (Tokyo: 4324; ISIN: JP3551520004; Head Office: Minato-ku, Tokyo; President & Global CEO: Takeshi Sano; Capital: 74,609.81 million yen; Dentsu Group Inc. and its group companies are collectively referred to as "dentsu") today announced the composition of its Global Management Team for 2027, designed to ensure the steady execution of its updated Mid-Term Management Plan and drive sustainable growth. The new structure will take effect on January 1, 2027.

While maintaining the overall framework of the current management structure introduced in March 2026, dentsu will make several changes to support its growth strategy and further strengthen governance. To accelerate continued expansion in Sports & Entertainment, and in response to growing demand from brands, dentsu will make appointments to two new positions: Mitsuyuki Nakamura becomes Global Practice President - Sports & Entertainment, while Yoshiki Ishihara becomes Global Head of Sports & Entertainment Growth, concurrently serving in his existing role as Chief New Ventures Officer. In addition, to further strengthen governance, Koji Tsurumi will be appointed Global General Counsel.

Nakamura joined Dentsu Inc., the core operating company of dentsu's Japan business, accumulating 20 years of experience in the television and content sectors before holding a series of senior positions in dentsu's media business across APAC. In 2017, he was appointed Managing Director, Global Business Center, and in 2019, he relocated to London to serve as Global CEO of dentsu X. Since 2024, he has concurrently served as President - Media/Sports & Entertainment, dentsu Japan, and Managing Executive Officer (Media/Sports & Entertainment), Dentsu Inc. In his new role, Nakamura will oversee dentsu's global strategy and capabilities in Sports & Entertainment, including in Japan, and work in close partnership with Yoshiki Ishihara, who will concurrently serve as Global Head of Sports & Entertainment Growth, to enhance the value delivered to clients and drive business growth.

Tsurumi brings extensive experience spanning his work as a public prosecutor in Japan and as an attorney in Japan and overseas, as well as senior corporate legal and compliance roles at General Electric and Johnson & Johnson. He currently serves as Senior Vice President Law, Head of Legal Asia Pacific (APAC), Kenvue (formerly Johnson & Johnson Consumer Health), where he has broad responsibility for legal matters across the region. As Global General Counsel, Tsurumi will lead the development and execution of dentsu's legal and compliance strategy and advance governance across the Group globally.

Comment from Takeshi Sano, Director, Representative Executive Officer, President & Global CEO, dentsu:

"Clients want a growth partner with the scale to work across every market, along with the innovative thinking and agility to find new routes to audiences that did not exist a few years ago. We are taking the practical steps, as part of our updated Mid-Term Management Plan, to make these advantages a reality for our clients. Sports and entertainment is where culture is made today, and dentsu has a long track-record of helping brands go further than just buying space around it. We create unique

opportunities for brands and rights holders, bringing together content, IP and marketing to unlock new sources of growth. Our 2027 Global Management Team is built to deliver the commitments in our updated Mid-Term Management Plan, while further strengthening governance to support dentsu's sustainable growth. The leaders we announce today are central to that."

Global Management Team

The Global Management Team, consisting of the following 22 members, is responsible for managing the entire Group in approx. 120 countries, including the global headquarters, Dentsu Group Inc. Within this team, the members handling executive duties are referred to as "Global Executive Management."

Global Executive Management appointments (12 leaders)

(Effective from January 1, 2027)

Change in title	Position as of January 1, 2027	Name	Current position
	Director, Representative Executive Officer, President & Global CEO, dentsu and CEO, dentsu Japan	Takeshi Sano	Director, Representative Executive Officer, President & Global CEO, dentsu CEO, dentsu Japan
	Director, Representative Executive Officer, Executive Vice President & Global Chief Corporate Affairs Officer, dentsu	Yoshimasa Watahiki	Director, Representative Executive Officer, Executive Vice President, Global Chief Corporate Affairs Officer, dentsu
	Director, Executive Officer, Global CFO, dentsu	Shigeki Endo	Director, Executive Officer, Global CFO, dentsu
	CEO, dentsu Americas and Chief Global Client Officer, dentsu	Beth Ann Kaminkow	CEO, dentsu Americas and Chief Global Client Officer, dentsu
	CEO, dentsu APAC	Yuichi Toyoda	CEO, dentsu APAC
	Global Practice President - Media & Integrated Solutions, dentsu	Will Swayne	Global Practice President - Media & Integrated Solutions, dentsu
	Global Chief Creative Officer, dentsu	Yasuharu Sasaki	Global Chief Creative Officer, dentsu
	Global Practice President - CXM, dentsu	Pete Stein	Global Practice President - CXM, dentsu
1	Global Practice President - Sports & Entertainment, dentsu	Mitsuyuki Nakamura	President - Media/Sports & Entertainment, dentsu Japan
	Global Chief HR Officer, dentsu	Miho Tanimoto	Global Chief HR Officer, dentsu
	Global Chief Transformation Officer, dentsu	Noritaka Omi	Global Chief Transformation Officer, dentsu
	Global Chief Brand Officer, dentsu	Jean Lin	Global Chief Brand Officer, dentsu

1: Mitsuyuki Nakamura will continue to hold his current position at dentsu Japan and is also scheduled to assume the role of Executive Vice President - Business, and Managing Executive Officer (Sports & Entertainment), Dentsu Inc. effective January 1, 2027. Please see the note below for details of the responsibilities of the newly established position.

Global Management appointments (10 leaders)

(Effective from January 1, 2027)

Change in title	Position as of January 1, 2027	Name	Current position
	Chief Intelligence Officer, dentsu	Kimiya Satake	Chief Intelligence Officer, dentsu
	Global Head of Internal Audit, dentsu	Hideo Hatano	Global Head of Internal Audit, dentsu
1	Global General Counsel, dentsu	Koji Tsurumi	Senior Vice President Law, Head of Legal Asia Pacific (APAC), Kenvue
	Global Chief Sustainability Officer, dentsu	Yuko Kitakaze	Global Chief Sustainability Officer, dentsu
	Global Head of Internal Control & Risk, dentsu	So Aoki	Global Head of Internal Control & Risk, dentsu
2	Corporate Secretary, dentsu	Tadashi Nagae	Corporate Secretary & Deputy General Counsel, dentsu
	Global Chief Information Officer, dentsu	Alex Bedier	Global Chief Information Officer, dentsu
	Chief of Staff and Global Chief Communications Officer, dentsu	Manus Wheeler	Global Chief Communications Officer & Chief of Staff, dentsu
	Chief Data & Technology Officer, dentsu	Shirli Zelcer	Chief Data & Technology Officer, dentsu
3	Chief New Ventures Officer and Global Head of Sports & Entertainment Growth, dentsu	Yoshiki Ishihara	Chief New Ventures Officer, dentsu

1: Koji Tsurumi is a newly appointed member of the Global Management Team.
2: Tadashi Nagae will relinquish his concurrent role as Deputy General Counsel.
3: Yoshiki Ishihara will concurrently serve as Global Head of Sports & Entertainment Growth. Please see the note below for details of the responsibilities of the newly established position.

Departures

Alison Zoellner, Global General Counsel, will step down from her position effective December 31, 2026.

Supplementary Information

Effective April 1, 2027, the Corporate Secretary position will no longer form part of the Global Management Team, while the position itself will remain.

Responsibilities of the newly established positions are as follows: ("dentsu" from each position is omitted.)

- Global Practice President - Sports & Entertainment
  Strengthens capabilities and delivery quality in Sports & Entertainment across the Group and builds an integrated global service delivery model.

- Global Head of Sports & Entertainment Growth
  Together with the Global Practice President - Sports & Entertainment, drives sustained growth through business development in Sports & Entertainment.

For further information, please refer to the following news releases on our website.
"Dentsu Japan Announces Operational Structure for 2027" (News release from dentsu Japan, November 16, 2026)
URL: https://www.japan.dentsu.com/en/news.html

"Notice Regarding Dentsu Inc.'s Operational and Supervision Structure for 2027" (News release from Dentsu Inc., November 16, 2026)
URL: https://www.dentsu.co.jp/en/news/

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