

October 16, 2023

Company Name: POLA ORBIS HOLDINGS INC.
 Representative: Yoshikazu Yokote,
 Representative Director and President
 TSE Code: 4927 (Prime Market)
 Contact: Naotaka Hashi, Corporate Officer,
 General Manager, Corporate
 Communications Div.
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Announcement Regarding Personnel Changes at POLA ORBIS HOLDINGS INC. and its Subsidiary

POLA ORBIS HOLDINGS INC. hereby announces that it will implement the following personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiary as of October 16, 2023.

1. Personnel Changes at POLA ORBIS HOLDINGS INC. and its subsidiary (October 16, 2023)

POLA ORBIS HOLDINGS INC.

Appointed

New position	Name	Current position
Senior Corporate Officer (Part-time)	Takayuki Katagiri	Director and Corporate Officer in charge of Human Resources and Human Capital Development Academy Project Manager of Human Capital Development Academy Project at POLA CHEMICAL INDUSTRIES, INC.

Takayuki Katagiri will also hold the post of Representative Director and President at POLA CHEMICAL INDUSTRIES, INC.

Retiring

Current position	Name	New position
Senior Corporate Officer (Part-time)	Kazuya Kugimaru	-

POLA CHEMICAL INDUSTRIES, INC.

Appointed

New position	Name	Current position
Representative Director and President	Takayuki Katagiri	Director and Corporate Officer in charge of Human Resources and Human Capital Development Academy Project Manager of Human Capital Development Academy Project
Director (Part-time)	Naoki Kume	Director and Vice President in charge of Finance, Legal and Administration at POLA ORBIS HOLDINGS INC.

Takayuki Katagiri will also hold the post of Senior Corporate Officer (Part-time) at POLA ORBIS HOLDINGS INC.

Naoki Kume will also hold the post of Director and Vice President at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name	New position
Representative Director and President	Kazuya Kugimaru	-

Brief Personal History of New Representative Director and President

POLA CHEMICAL INDUSTRIES, INC.

Name: Takayuki Katagiri
Birth: Born on October 9, 1963 (age 60) in Okayama
Education: Graduate School of Agrochemical Bioscience, Okayama University

Career Summary:

1989 Joined POLA CHEMICAL INDUSTRIES, INC.
2004 Head of Cutaneous Drug Research Laboratories, POLA CHEMICAL INDUSTRIES, INC.
2010 Corporate Officer in charge of Responsible for Cutaneous Drug Research, Health Science R&D, and Quality Research, POLA CHEMICAL INDUSTRIES, INC.
2012 Director in charge of R&D Laboratories, POLA CHEMICAL INDUSTRIES, INC.
2015 Director in charge of Production Technology and Quality Assurance, POLA CHEMICAL INDUSTRIES, INC.
2018 Director and Corporate Officer in charge of Manufacturing and Production Technology, POLA CHEMICAL INDUSTRIES, INC.
2019 Director and Corporate Officer in charge of Quality Assurance and Procurement, POLA CHEMICAL INDUSTRIES, INC.
2020 Director and Corporate Officer in charge of Human Resources
General Manager of Human Resources Department, POLA CHEMICAL INDUSTRIES, INC.
2023 Director and Corporate Officer in charge of Human Resources and Human Capital Development Academy Project
Manager of Human Capital Development Academy Project, POLA CHEMICAL INDUSTRIES, INC.