

December 1, 2022

Company Name: POLA ORBIS HOLDINGS INC.
 Representative: Satoshi Suzuki,
 Representative Director and President
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Announcement Regarding Organizational and Personnel Changes at POLA ORBIS HOLDINGS INC. and its Subsidiaries

The POLA ORBIS Group (the “Group”) hereby announces that it will implement the following organizational and personnel changes at POLA ORBIS HOLDINGS INC. (the “Company”) and its subsidiaries as of January 1, 2023.

1. Personnel Changes at POLA ORBIS HOLDINGS INC. and its subsidiaries (January 1, 2023)

POLA ORBIS HOLDINGS INC.

Appointed

New position	Name	Current position
Representative Director and Chairman	Satoshi Suzuki	Representative Director and President
Representative Director and President	Yoshikazu Yokote	Director in charge of Group International Business General Manager of International Business Management Division
Corporate Officer in charge of Group QCD Management General Manager of QCD Management Division	Shinya Chiba	Corporate Officer in Charge of Procurement General Manager of Procurement Department at POLA CHEMICAL INDUSTRIES, INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Vice President in charge of Finance, Legal and Administration	Naoki Kume	Director and Vice President in charge of Finance
Corporate Officer in charge of Group International Business General Manager of International Business Management Division	Takahiro Tabata	Corporate Officer in charge of Legal & Administration General Manager of Administration Division

Takahiro Tabata will also hold the post of Director and CEO (Part-time) at POLA ORBIS Travel Retail Limited.

POLA INC.

Appointed

New position	Name	Current position
Director (Part-time)	Koji Ogawa	Director in charge of Management Planning, IT, HR and Business Development at POLA ORBIS HOLDINGS INC.
Corporate Auditor	Naoki Mikami	General Manager of Internal Audit Division at POLA ORBIS HOLDINGS INC.

Koji Ogawa will also hold the post of Director at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name	New position
Corporate Auditor	Akira Fujii	-
Corporate Auditor (Part-time)	Kenichi Akahane	Corporate Auditor at POLA CHEMICAL INDUSTRIES, INC. (continuing)
Corporate Officer in charge of Total Beauty Business Tokyo Metropolitan Area General Manager of Tokyo Metropolitan Area Branch	Tomoko Kamiya	General Manager of Total Beauty Business Central Japan Area Division
Corporate Officer in charge of Brand Planning and Development Brand Manager of APEX Brand Management Team Division	Kazuko Watanabe	General Manager of Brand Communication Division

Kenichi Akahane will be released from his concurrent duties.

Corporate Auditor will retire as of the General Meeting of Shareholders to be held in February 2023.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Representative Director and President Executive General Manager of Total Beauty Business	Miki Oikawa	Representative Director and President
Director and Corporate Officer in charge of Brand Marketing	Akira Gogo	Director and Corporate Officer in charge of Domestic Business and Brand Marketing
Director and Corporate Officer in charge of POLA and Corporate Group Global Business Restructuring Representative Director and President of Shanghai POLA Trading Co., Ltd.	Seichi Takaya	Director and Corporate Officer in charge of Corporate and Global Business
Director and Corporate Officer in charge of Human Resources, Supply Chain Management and Quality Assurance	Kazuhiro Nishikata	Director and Corporate Officer in charge of Supply Chain Management and Quality Assurance
Corporate Officer in charge of Corporate Planning, Sustainable Management and New Business	Tamotsu Sato	Corporate Officer in charge of Corporate Management
Corporate Officer in charge of Total Beauty Business Planning General Manager of Total Beauty Sales Planning Division	Yuko Shoji	Corporate Officer in charge of Human Resources General Manager of HR Strategy Division
Corporate Officer in charge of Prestige Stores Business, BtoB Business and E- commerce Business General Manager of E-commerce Division	Shimpei Yasuno	Corporate Officer in charge of Domestic Marketing General Manager of Channel Strategy Division

Miki Oikawa will also hold the post of Senior Corporate Officer at POLA ORBIS HOLDINGS INC.

ORBIS Inc.

Appointed

New position	Name	Current position
Director and Corporate Officer in charge of Business Strategy, Brand Design, and Product Development General Manager of Brand Design Division	Emi Nishino	Corporate Officer in charge of Brand Design and QCD General Manager of Brand Design Division
Corporate Officer in charge of CRM and Media Strategy General Manager of CRM and Media Strategy Division	Ryosuke Imai	General Manager of Global Strategy Division

Retiring

Current position	Name	New position
Director (Part-time)	Koji Ogawa	Director in charge of Management Planning, IT, HR and Business Development at POLA ORBIS HOLDINGS INC. (continuing)
Director and Corporate Officer in charge of Business Strategy and Human Resources	Motoyuki Fukushima	-

Koji Ogawa will be released from his concurrent duties, and will also hold the post of Director (Part-time) at POLA INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Corporate Officer in charge of Human Resources, Fulfillment, and BtoB Business General Manager of BtoB Business Division	Masaki Motoki	Corporate Officer in charge of CRM and Media Strategy General Manager of Customer Contact Center

POLA CHEMICAL INDUSTRIES, INC.

Appointed

New position	Name	Current position
Corporate Officer in Charge of Sales and Procurement General Manager of Sales Department	Hiroki Tsuruoka	Director and Corporate Officer at ACRO INC.

Retiring

Current position	Name	New position
Corporate Officer in Charge of Procurement General Manager of Procurement Department	Shinya Chiba	Corporate Officer in charge of Group QCD Management General Manager of QCD Management Division at POLA ORBIS HOLDINGS INC.
Corporate Auditor (Part-time)	Takashi Kuki	General Manager of Group Finance & Accounting Division at POLA ORBIS HOLDINGS INC.

Takashi Kuki will be released from his concurrent duties.

Corporate Auditor will retire as of the General Meeting of Shareholders to be held in February 2023.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate Officer in Charge of Human Resources and Human Capital Development Academy Project Manager of Human Capital Development Academy Project	Takayuki Katagiri	Director and Corporate Officer in charge of Human Resources General Manager of Human Resources Department

H2O PLUS HOLDINGS, INC.

Appointed

New position	Name	Current position
Director Chief Executive Officer and President	Kenichi Sato	Director Executive Vice President

Retiring

Current position	Name	New position
Director Chief Executive Officer and President	Junko Gomi	Management Planning Division at POLA ORBIS HOLDINGS INC.

The dissolution and liquidation of H2O PLUS were decided effective April 28, 2022.

POLA ORBIS Travel Retail Limited

Appointed

New position	Name	Current position
Director and CEO (Part-time)	Takahiro Tabata	Corporate Officer in charge of Legal & Administration General Manager of Administration Division at POLA ORBIS HOLDINGS INC.

Takahiro Tabata will also hold the post of Corporate Officer at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name	New position
Director and CEO (Part-time)	Yoshikazu Yokote	Representative Director and President at POLA ORBIS HOLDINGS INC.

Yoshikazu Yokote will be released from his concurrent duties.

2. Organizational changes and personnel changes at the Company (January 1, 2023)

1) Organizational changes

(1) Establishment of the Group Finance & Accounting Division

To promote further streamlining and standardization of the POLA ORBIS Group's finance and accounting functions, we will reorganize functions according to the roles of the Company and the Group subsidiaries. Furthermore, we will establish the Group Finance & Accounting Division to transfer and integrate the finance and accounting functions of each Group subsidiary to the Company.

(2) Reorganization of the POLA ORBIS Group's overseas business structure

In preparation to leap forward with our global expansion, we must establish a local implementation structure that maximizes use of our strength in multi-branding and local resources. In order to do so, we will move forward with reorganization from our current structure in which each brand develops its own overseas local business to a locally led Group structure. To that end, the Global Business Divisions of both POLA and ORBIS will be transferred to the Company. After that, we will continue with our organizational restructuring for the structural shift.

(3) Establishment of the QCD Management Division

Aiming to increase the synergy effect of the Group and promote QCD (quality, cost, and delivery) optimization of the Group's products, we will establish the QCD Management Division to oversee and manage Group QCD.

2) Personnel changes

Appointed

New position	Name	Current position
General Manager of Internal Audit Division	Yuta Miyamae	Internal Audit Division
General Manager of Administration Division	Hiromi Kumamoto	Administration Division
General Manager of Group Finance & Accounting Division	Takashi Kuki	General Manager of Finance Division
Corporate Officer in charge of Group International Business General Manager of International Business Management Division	Takahiro Tabata	Corporate Officer in charge of Legal & Administration General Manager of Administration Division
General Manager of POLA Global Business Division	Jotaro Wachi	General Manager of Global Business Division at POLA INC.
General Manager of ORBIS Global Business Division	Takafumi Sekimoto	International Business Management Division
Corporate Officer in charge of Group QCD Management General Manager of QCD Management Division	Shinya Chiba	Corporate Officer in Charge of Procurement General Manager of Procurement Department at POLA CHEMICAL INDUSTRIES, INC.

APPENDIX

POLA ORBIS HOLDINGS INC. Organization Chart <Jan. 1, 2023>

