

December 1, 2021

Company Name: POLA ORBIS HOLDINGS INC.
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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, 2022.

1. Personnel Changes at POLA ORBIS HOLDINGS INC. and its subsidiaries (January 1, 2022)

POLA ORBIS HOLDINGS INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of PR, IR, CSR and Sustainability General Manager of Corporate Communications Division	Naotaka Hashi	General Manager of Corporate Communications Division
Corporate Officer in charge of Legal & Administration General Manager of Administration Division	Takahiro Tabata	Management Planning Division

Naotaka Hashi will also hold the post of Director (Part-time) at ORBIS Inc.

Retiring

Current position	Name	New position
Corporate Officer in charge of Finance and Legal & Administration General Manager of Finance Division	Ken Horikawa	—

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Vice President in charge of Finance	Naoki Kume	Director and Vice President in charge of Management Planning, IT and HR
Director in charge of Legal & Administration , PR , IR ,CSR and Sustainability	Akira Fujii	Director in charge of Finance, Legal & Administration , PR , IR and CSR
Senior Corporate Officer in charge of Group Diversity	Miki Oikawa	Senior Corporate Officer
Corporate Officer in charge of Management Planning, IT, HR and Business Development	Koji Ogawa	Corporate Officer in charge of Management Planning, IT and HR

Akira Fujii will also hold the post of Corporate Auditor (Part-time) at POLA INC.

Miki Oikawa will also hold the post of Representative Director and President at POLA INC.

Koji Ogawa will also hold the post of Director (Part-time) at ORBIS Inc.

POLA INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of Domestic Marketing General Manager of Channel Strategy Division	Shinpei Yasuno	General Manager of Corporate Planning Division
Corporate Auditor (Part-time)	Akira Fujii	Director at POLA ORBIS HOLDINGS INC.
Corporate Auditor (Part-time)	Kenichi Akahane	Corporate Auditor at POLA CHEMICAL INDUSTRIES, INC.

Akira Fujii will also hold the post of Director at POLA ORBIS HOLDINGS INC.

Kenichi Akahane will also hold the post of Corporate Auditor at POLA CHEMICAL INDUSTRIES, INC.

Retiring

Current position	Name	New position
Corporate Officer in charge of Total Beauty Business	Akira Miyasugi	—
Corporate Auditor	Yoshifumi Abe	—

Akira Miyasugi will hold the post of General Manager of Total Beauty Business at POLA INC.

Corporate auditor will retire as of the General Meeting of Shareholders to be held in February 2022.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate Officer in charge of Corporate and Global Business	Seichi Takaya	Director and Corporate Officer in charge of Corporate and Total Beauty Business Management
Director and Corporate Officer in charge of Domestic Business and Brand Marketing	Akira Gogo	Director and Corporate Officer in charge of Brand Marketing, Prestige Stores Business, BtoB Business, and E-commerce Business
Corporate Officer in charge of Sales of Total Beauty Business	Yasuro Katamine	Corporate Officer in charge of Total Beauty Business Tokyo Metropolitan Area General Manager of Tokyo Metropolitan Area Branch
Corporate Officer in charge of Corporate Management	Tamotsu Sato	Corporate Officer in charge of Global Business General Manager of Global Business Division
Corporate Officer in charge of Total Beauty Business Tokyo Metropolitan Area General Manager of Tokyo Metropolitan Area Branch	Tomoko Kamiya	Corporate Officer in charge of Academic and Customer Service General Manager of Education Division
Corporate Officer in charge of Brand Planning and Development	Kazuko Watanabe	Corporate Officer in charge of Brand Development

ORBIS Inc.

Appointed

New position	Name	Current position
Director (Part-time)	Naotaka Hashi	General Manager of Corporate Communications Division at POLA ORBIS HOLDINGS INC.
Corporate Auditor (Part-time)	Kazuhiko Segaki	General Manager of Legal & Administration Division at POLA ORBIS HOLDINGS INC.

Naotaka Hashi will also hold the post of Corporate Officer at POLA ORBIS HOLDINGS INC.

Kazuhiko Segaki will also hold the post of General Manager of Legal Division at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name	New position
Corporate Auditor (Part-time)	Ken Horikawa	—

Corporate auditor will retire as of the General Meeting of Shareholders to be held in February 2022.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate Officer in charge of Business Strategy and Human Resources	Motoyuki Fukushima	Director and Corporate Officer in charge of Business Strategy
Corporate Officer in charge of CRM and Media Strategy General Manager of Customer Contact Center	Masaki Motoki	Corporate Officer in charge of CRM General Manager of CRM Division
Corporate Officer in charge of Brand Design and QCD General Manager of Brand Design Division	Emi Nishino	Corporate Officer in charge of Product and QCD General Manager of Product Planning Division

POLA CHEMICAL INDUSTRIES, INC.

Appointed

New position	Name	Current position
Corporate Auditor (Part-time)	Takashi Kuki	General Manager of Total Beauty Sales Administrative Division at POLA INC.

Takashi Kuki will also hold the post of General Manager of Finance Division at POLA ORBIS HOLDINGS INC.

2. Organizational and personnel changes at POLA ORBIS HOLDINGS INC. (January 1, 2022)

1) Organizational changes

(1) Establishment of Business Development Division

With the goal of expanding the Group's future business portfolio, the Company will newly establish the Business Development Division as a specialist organization with the function of developing and accelerating new businesses to promote the creation of new values and activities.

(2) Organizational reform of Legal & Administration Division

As part of upgrading and specializing the Company's corporate functions, it will reorganize the Legal & Administration Division and divide it into the Legal Division and the Administration Division, for both the legal and the administration functions to respond flexibly to changes in the business environment and deliver additional value contributing to its businesses.

2) Personnel changes

Appointed

New position	Name	Current position
General Manager of Finance Division	Takashi Kuki	General Manager of Total Beauty Sales Administrative Division at POLA INC.
General Manager of Business Development Division	Kensho Tsunoda	Management Planning Division
General Manager of Legal Division	Kazuhiko Segaki	General Manager of Legal & Administration Division
Corporate Officer in charge of Legal & Administration General Manager of Administration Division	Takahiro Tabata	Management Planning Division

APPENDIX

POLA ORBIS HOLDINGS INC. Organization Chart <Jan. 1, 2022>

