

Company Name: POLA ORBIS HOLDINGS INC.
 Representative: Satoshi Suzuki, President & CEO
 TSE Code: 4927 (TSE 1st Section)
 Contact: Akira Fujii, Director in charge of PR & IR
 TEL: +81-3-3563-5517

Announcement Regarding Personnel Changes at POLA ORBIS HOLDINGS INC.

The POLA ORBIS Group hereby announces that it will implement the following establishments of new organizations and personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries as of January 1, 2016.

1. Establishment of new organizations as of January 1, 2016

1) Purpose of the establishment

In order to achieve the key business challenges of our Group that are the overseas business expansion, creation of synergies among our brands and reinforcement of management function, the Group will consolidate and reorganize Global Business Division, International Divisions at POLA and International Business Management Division at ORBIS. Global Headquarters will be newly established with the following three divisions.

- Global Strategy Div.
Dedicated to manage the overall overseas business of the Group, create mid-to-long-term business expansion strategies and synergies between each brand, reinforce overseas governance and plan and manage internal control of the overseas businesses.
- Global Business Div.
Dedicated to manage overseas businesses at POLA and ORBIS, support local offices in overseas markets, create and support executions of strategies for branding, marketing, sales and distribution.
- Overseas Brand Div.
Dedicated to manage overseas brands (Jurlique and H2O PLUS), and create and support executions of strategies for branding, marketing, sales and distribution.

2) Personnel changes following the establishment

New position	Name	Current position
Global Headquarters Chief Global Officer, Overseas Brand Div. General Manager	Yutaka Den	Global Business Division Chief Global Officer
Global Strategy Div. General Manager	Mitsuhiro Asano	Global Business Division
Global Business Div. General Manager	Naoki Mikami	ORBIS Inc. International Business Management Executive General Manager

2. Change in supervisory role of Directors at a subsidiary as of January 1, 2016

ORBIS Inc.

New supervisory role	Name	Current supervisory role
Director in charge of Product and Data Strategies	Toshifumi Iwanaga	Director in charge of Mail Order & Online Business Management
Corporate Officer in charge of Mail Order & Online Business Management, CRM & Customer Satisfaction Div. General Manager	Hiromi Kumamoto	Corporate Officer in charge of Product Planning Executive General Manager
Corporate Officer in charge of Brand Strategies (newly established) General Manager	Naoko Abe	Corporate Officer, Customer Information and Customer Relations Management Div. General Manager