

April 4, 2016

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 a Subsidiary

POLA ORBIS HOLDINGS INC. hereby announces that it has implemented the following personnel changes at a subsidiary.

1. Personnel changes at a Subsidiary

Jurlique International Pty. Ltd. (Australia)

Appointed as of April 1, 2016

New position	Name	Current position
Chairman & CEO	Toru Yamamoto ^{*1}	COO
President & Deputy CEO	Laurence Crussol ^{*2}	CCO (Chief Commercial Officer)
Managing Director Supply Chain (Board of Director)	Jon Westover ^{*3}	Managing Director (Global Operations)

Retiring

Current position	Name
President & CEO	Mark Whyman

Note:

***1 Profile of Toru Yamamoto**

Toru Yamamoto has experience at an overseas subsidiary of a trading company, as well as at a listed company as a CFO. Toru joined POLA ORBIS HOLDINGS INC. in 2013 and engaged in management of acquired overseas brands at Management Planning Division. Toru has been seconded to Jurlique International Pty. Ltd (Australia) since April 2014 as Managing Director and then promoted to COO in charge of Strategy, Finance and IT division in September 2014.

***2 Profile of Laurence Crussol**

Laurence Crussol has twenty years of experience in cosmetics in France and Australia. Laurence had been General Manager at a major global cosmetic company in Australia, having many leading luxury brands under her portfolio. With her strong commercial, marketing and people management expertise, Laurence has been successful in bringing Jurlique to Australia's the number-one premium skincare brand and increasing its leading position. Laurence Joined Jurlique in 2011 as General Manager for Australia and New Zealand.

***3 Profile of Jon Westover**

Jon Westover is an international executive with thirty years of experience in leading high (FMCG) and low volume (be-spoke) operations, in a wide-range of manufacturing and supply chain organizations. Jon has strong transformational operational leadership in various specialized field such as development of leadership teams and key staff across countries and cultures, as well as restructuring and reconfiguration of operational business units. Jon also has strong background in R&D and commercialization of new processes and technology. Jon joined Jurlique in 2009.