

December 19, 2018

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, 2019.

1. Personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries (January 1, 2019)

POLA ORBIS HOLDINGS INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director in charge of Finance, Legal & Administration, PR, IR and CSR	Akira Fujii	Director in charge of Finance, Legal & Administration, PR, IR and CSR General Manager of Corporate Communication Division
Corporate Officer in charge of Group Research and Intellectual Property & Regulatory Affairs Chief of Multiple Intelligence Research Center	Noriko Fukuyama (Last name used within the company is Suenobu)	Corporate Officer in charge of Group Research and Regulatory Affairs Chief of Multiple Intelligence Research Center

Noriko Fukuyama also holds the posts of Director and Corporate Officer and Chief of Frontier Research Center at POLA CHEMICAL INDUSTRIES, INC.

POLA INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of Business Division, Total Beauty Sales Support General Manager of Total Beauty Sales Support Division	Yasuro Katamine	General Manager of Organization Development Division

Retiring

Current position	Name	New position
Corporate Officer in charge of Business Division, Total Beauty and Organization Development General Manager of Total Beauty Sales Support Division	Hiroshi Ishikawa	-

Corporate Auditor	Mamoru Eda	Corporate Auditor (full-time) at POLA CHEMICAL INDUSTRIES, INC.
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Hiroshi Ishikawa will hold the post of General Manager of Kinki Branch at POLA INC.

Mamoru Eda currently holds the post of Corporate Auditor (part-time) at POLA CHEMICAL INDUSTRIES, INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate Officer in charge of Human Resources, Corporate Planning and IT	Seiichi Takaya	Director and Corporate Officer in charge of Human Resources, Corporate Planning and IT General Manager of Corporate Planning Division
Corporate Officer in charge of Business Division, University	Tomoko Kamiya	Corporate Officer in charge of Business Division, Business Planning General Manager of Human Resource Development Division
Corporate Officer in charge of CRM, Market Contact and Store Strategy General Manager of Beauty Store Strategy Division	Toshiaki Miyazaki	Corporate Officer in charge of Market Contact and Store Strategy General Manager of Beauty Store Strategy Division
Corporate Officer in charge of Product, Advertising and Design General Manager of Product Planning Division	Hiroe Mori (Last name used within the group is Yamaguchi)	Corporate Officer in charge of Product Planning, Advertising and Design General Manager of Product Planning Division
Corporate Officer in charge of Business Division, Prestige Stores Business	Makoto Yuizonno	Corporate Officer in charge of Business Division, Prestige Stores, Overseas and BtoB Business General Manager of Prestige Business Division

ORBIS Inc.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate officer in charge of Business Strategy General Manager of Business Strategy Division	Motoyuki Fukushima	Director and Corporate officer in charge of Administration function
Corporate Officer in charge of Sales General Manager of Sales Division	Masaki Motoki	Corporate Officer in charge of Sales and Operation function General Manager of Sales Division
Corporate Officer in charge of ICT Business Development General Manager of ICT Strategy Division	Masaki Okawa	Corporate Officer in charge of Marketing function General Manager of Marketing Strategy Division

POLA CHEMICAL INDUSTRIES, INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of Corporate Planning and Human Resources General Manager of Human Resources Department	Yasuhiro Fukuda	General Manager of Human Resources Department

Retiring

Current position	Name
Corporate Auditor (full-time)	Satoru Okajima

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate Officer in charge of Quality Assurance and Procurement	Takayuki Katagiri	Director and Corporate Officer in charge of Manufacturing and Production Technology
Director and Corporate Officer in charge of Manufacturing Factory Manager of Fukuroi Factory	Tadahito Seto	Director and Corporate Officer in charge of Product Development and Procurement Chief of R&D Laboratories General Manager of Product Development Department
Corporate Officer in charge of Product Development General Manager of Product Development Department	Hiroki Tsuruoka	Corporate Officer in charge of Corporate Planning, Human Resources and Quality Assurance

2. Organizational and personnel changes at POLA ORBIS HOLDINGS INC. (January 1, 2019)

1) Organizational change

Establishment of Intellectual Property & Regulatory Affairs Center

The Company will integrate the intellectual property function into the current Regulatory Affairs Center and establish an intellectual property and pharmaceutical regulatory system that will contribute to the value creation of the entire Group.

2) Personnel changes at POLA ORBIS HOLDINGS INC. (January 1, 2019)

New position	Name	Current position
General Manager of Corporate Communication Division	Naotaka Hashi	Corporate Communication Division
Chief of Intellectual Property & Regulatory Affairs Center	Akira Toyoda	Chief of Regulatory Affairs Center