

March 31, 2016

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

The POLA ORBIS Group hereby announces that it will implement the following personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries. The new directors at POLA ORBIS HOLDINGS' subsidiaries will assume office following approval by the Extraordinary General Meetings of Shareholders at each company, scheduled for March 31, 2016.

#### 1. Personnel changes at POLA ORBIS HOLDINGS INC.

##### Appointed as of April 1, 2016

New position	Name	Current position
Director and Vice President in charge of Management Planning, Accounting and Global Business Strategy, Global Headquarters Chief Global Officer	Naoki Kume	Director and Vice President in charge of Management Planning, Accounting and Global Business Strategy (continuing)
Corporate Officer in charge of Management Planning and Accounting, General Manager of Management Planning Division	Ken Horikawa	General Manager of Management Planning Division

##### Retiring as of March 31, 2016

Current position	Name	New position
Global Headquarters Chief Global Officer, Overseas Brand Division General Manager	Yutaka Den	Global Strategy Advisor

2. Personnel changes at subsidiaries

**POLA INC.**

Appointed as of April 1, 2016

New position	Name	Current position
Director in charge of International Business Management	Naoki Kume	Director and Vice President in charge of Management Planning, Accounting and Global Business Strategy at POLA ORBIS HOLDINGS INC. (continuing)

Naoki Kume also holds the post of Director and Vice President in charge of Management Planning, Accounting and Global Business Strategy as well as Global Headquarters Chief Global Officer at POLA ORBIS HOLDINGS INC.

Retiring as of March 31, 2016

Current position	Name	New position
Director in charge of International Business Management	Yutaka Den	Global Strategy Advisor at POLA ORBIS HOLDINGS INC.
Director in charge of Management Planning, Logistics, Information System and Liaison Officer	Shigeo Takatani	

**ORBIS INC.**

Appointed as of April 1, 2016

New position	Name	Current position
Director in charge of International Business Management	Naoki Kume	Director and Vice President in charge of Management Planning, Accounting and Global Business Strategy at POLA ORBIS HOLDINGS INC. (continuing)

Naoki Kume also holds the post of Director and Vice President in charge of Management Planning, Accounting and Global Business Strategy as well as Global Headquarters Chief Global Officer at POLA ORBIS HOLDINGS INC.

Retiring as of March 31, 2016

Current position	Name	New position
Director in charge of International Business Management	Yutaka Den	Global Strategy Advisor at POLA ORBIS HOLDINGS INC.