

December 7, 2016

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 personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries as of January 1, 2017. The new directors and corporate auditors at POLA ORBIS HOLDINGS’ subsidiaries will assume office following approval by the Extraordinary General Meetings of Shareholders at each company, scheduled for December 29, 2016.

1. Personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries (January 1, 2017)

POLA ORBIS HOLDINGS INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of Management Planning and IT	Koji Ogawa	General Manager of Legal & Administration Division

Retiring

Current position	Name	New position
Corporate Officer General Manager of CSR Promotion Division	Nobuo Shimizu	Director and Vice President of P.O. REAL ESTATE INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Vice President in charge of Management Planning, IT and Global Business	Naoki Kume	Director and Vice President in charge of Management Planning, Accounting and Global Business
Director in charge of Finance, Legal & Administration, PR, IR and CSR	Akira Fujii	Director in charge of Legal & Administration, PR, IR and CSR
Corporate Officer in charge of Human Resources	Keiji Watanabe	Corporate Officer in charge of HR and Information Management
Corporate Officer in charge of Finance and Legal & Administration	Ken Horikawa	Corporate Officer in charge of Management Planning and Accounting

POLA INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of Accounting and Quality Assurance General Manager of Accounting Division	Hideki Komoto	General Manager of Accounting Division at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name	New position
Corporate Officer in charge of Accounting and Quality Assurance General Manager of Accounting Division	Tadashi Motohashi	Corporate Auditor of POLA PHARMA INC. and KAYAKU CO., LTD

ORBIS Inc.

Appointed

New position	Name	Current position
Director in charge of Product and Mail Order & Online Business Management	Takuma Kobayashi	Representative Director and President of decencia INC.
Corporate Auditor	Nobuhisa Komiya	Advisor at Fulfillment Planning Management

Retiring

Current position	Name	New position
Director in charge of Product and Data Strategies	Toshifumi Iwanaga	Representative Director and President of decencia INC.
Corporate Officer in charge of Store Business Management	Shunichi Tajima	POLA ORBIS HOLDINGS INC. Global Business Div.
Corporate Auditor	Makoto Tashiro	

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director in charge of Management Strategies, Store Business Management, and Internal Control	Motoyuki Fukushima	Director in charge of Administration Division
Corporate Officer in charge of Product and Branding	Hiroki Kumamoto	Corporate Officer in charge of Mail Order & Online Business Management
Corporate Officer General Manager of Corporate Division	Naoko Abe	Corporate Officer General Manager of Brand Strategies Division

POLA CHEMICAL INDUSTRIES, INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director in charge of Production	Takayuki Katagiri	Director in charge of Production Technology and Production
Corporate Officer in charge of Development Research and Production Technology	Tadahito Seto	Corporate Officer in charge of Development Research

decencia INC.

Appointed

New position	Name	Current position
Representative Director and President	Toshifumi Iwanaga	Director in charge of Product and Data Strategies at ORBIS Inc.

Retiring

Current position	Name	New position
Representative Director and President	Takuma Kobayashi	Director in charge of Product and Mail Order & Online Business Management at ORBIS Inc.

Takuma Kobayashi will also hold the post of part-time director at decencia INC.

ORLANE JAPON INC.

Appointed

New position	Name	Current position
Representative Director and President	Eiichi Sato	General Manager of Administration Division

Retiring

Current position	Name
Representative Director and President	Kyohei Uchida

P.O. TECHNO SERVICE INC.

Appointed

New position	Name	Current position
Representative Director and President	Isao Aoyagi	Representative Director and Vice President at P.O. REAL ESTATE INC.

Retiring

Current position	Name	New position
Representative Director and President	Hiroyuki Shirahase	Director

2. Organizational and Personnel changes at POLA ORBIS HOLDINGS INC. (January 1, 2017)

1) Establishment of Corporate IT Planning Division

“Corporate IT Planning Division” will be newly established under the supervision of the director in charge of Management Planning and IT. The division will be responsible for carrying out group optimization of IT infrastructure and back office.

2) Organizational Changes

(1) Corporate Communication Division

POLA ORBIS HOLDINGS INC. will consolidate the functions of the current “Corporate Communication Division” and “CSR Promotion Division” into “Corporate Communication Division” under the supervision of the director in charge of Finance, Legal & Administration, PR, IR, and CSR. The division will be responsible for enhancing communication with stakeholders through PR, IR and CSR activities of the Group and further improving the corporate value.

(2) Human Resources Planning Division

POLA ORBIS HOLDINGS INC. will transfer IT planning function from the current “HR & Information Management Division” to “Corporate IT Planning Division” and establishes “Human Resources Planning Division” under the supervision of the corporate officer in charge of Human Resources. Human Resources Planning Division will be responsible for the function of personnel and labor planning of the Group.

3) Personnel Changes at POLA ORBIS HOLDINGS INC.

POLA ORBIS HOLDINGS INC. will implement the following changes.

New supervisory role	Name	Current supervisory role
General Manager of Management Planning Division	Koji Arai	Corporate Communication Division
General Manager of Corporate IT Planning Division	Eiji Tsuchiya	HR and Information Management Division
General Manager of Global Business Division	Tamotsu Sato	Global Business Division
Corporate Officer in charge of Finance and Legal & Administration General Manager of Accounting Division	Ken Horikawa	Corporate Officer in charge of Management Planning and Accounting General Manager of Management Planning Division
General Manager of Legal & Administration	Kazuhiko Segaki	General Manager of Direct Sales Management Division at POLA INC.
Director in charge of Finance, Legal & Administration, PR, IR and CSR General Manager of Corporate Communication Division	Akira Fujii	Director in charge of Legal & Administration, PR, IR and CSR General Manager of Corporate Communication Division
General Manager of Human Resources Planning Division	Keisuke Oenoki	General Manager of HR & Information Management Division