

December 13, 2013

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. and its Subsidiaries and Organizational Change at POLA ORBIS HOLDINGS INC.

The POLA ORBIS Group hereby announces that it will implement the following personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries and organizational change at POLA ORBIS HOLDINGS INC. as of January 1, 2014. 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 December 28, 2013.

1. Personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries (effective January 1, 2014)

POLA ORBIS HOLDINGS INC.

Appointed

New position	Name	Current position
Director and Vice President in charge of Management Planning, Accounting and Global Business Strategy	Naoki Kume	Director in charge of Management Planning, Accounting and Global Business Strategy

POLA INC.

Appointed

New position	Name	Current position
Director in charge of Product Planning, Advertising, Beauty Research and Design Research	Miki Takenaga * Maiden name used within the company is Oikawa.	Corporate Officer in charge of Product Planning, Advertising, Beauty Research and Design Research
Corporate Officer and General Manager of Sales Planning (newly established)	Akira Gogo	General Manager of Department Store Sales

Change in supervisory roles

New supervisory role	Name	Current supervisory role
Corporate Officer and General Manager of Tokyo Branch of Direct Sales Business (newly established)	Taeko Nishihara	Corporate Officer in charge of Pola the Beauty & Sales Quality and Customer Service

ORBIS Inc.

Appointed

New position	Name	Current position
Director in charge of Mail Order & Online Business Management	Toshifumi Iwanaga	Corporate Officer in charge of Mail Order & Online Business Management

POLA CHEMICAL INDUSTRIES INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of Development Research	Tadahito Seto	General Manager of Development Research

Change in supervisory role

New supervisory role	Name	Current supervisory role
Director in charge of Purchasing and Administration	Satoru Okajima	Director in charge of Purchasing and Personnel
Director in charge of Production Technology and Quality Assurance	Kazuhiro Nishikata	Director in charge of Production Planning, Development and Quality Assurance

pdc INC.

Appointed

New position	Name	Current position
Director in charge of Marketing and Administration	Tamotsu Sato	Management Planning at POLA INC.

FUTURE LABO INC.

Retiring

Current position	Name	New position
Director in charge of Planning and Development	Miwako Tokuno	Pola Beauty & Culture Research at POLA ORBIS HOLDINGS INC.

Change in supervisory role

New supervisory role	Name	Current supervisory role
Director in charge of Planning and Development	Katsunori Ishikawa	Director and Executive General Manager of Development

2. Organizational and personnel changes at POLA ORBIS HOLDINGS INC. (effective January 1, 2014)

- (1) The Company will integrate the PR & IR Division and the CSR Promotion Division, which are under the director in charge of PR & IR, CSR, and Pola Beauty & Culture Research, to create the Corporate Communications Division. The newly integrated division will operate under this director. The division will undertake efforts to bolster stakeholder communications through PR & IR and CSR activities while further enhancing corporate value.
- (2) The following personnel change will be implemented on January 1, 2014, according to the aforementioned reorganization.

New position	Name	Current position
General Manager of Corporate Communications	Koji Ogawa	General Manager of PR & IR