

December 7, 2020

Company Name: POLA ORBIS HOLDINGS INC.
 Representative: Satoshi Suzuki,
 Representative Director and President
 TSE Code: 4927 (TSE 1st Section)
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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 as of January 1, 2021.

1. Personnel changes at the subsidiaries (January 1, 2021)

POLA INC.

Appointed

New position	Name	Current position
Director and Corporate Officer in charge of Prestige Stores Business and BtoB Business	Akira Gogo	Representative Director and President at ACRO INC.
Corporate Officer in charge of Brand Development and Marketing General Manager of Brand Creative Division	Kazuko Watanabe	General Manager of Communication Strategy Division

Retiring

Current position	Name	New position
Corporate Officer in charge of Prestige Stores Business and BtoB Business Representative Director and President at Jurlique Japan Co., Ltd.	Makoto Yuizono	Representative Director and President at Jurlique Japan Co., Ltd.
Corporate Officer in charge of Product, Advertising and Design General Manager of Product Planning Division	Hiroe Yamaguchi	Representative Director and President at DECENCIA INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate Officer in charge of Corporate and Total Beauty Business Management	Seiichi Takaya	Director and Corporate Officer in charge of Total Beauty Business Management, Corporate Planning, Accounting and IT
Director and Corporate Officer in charge of Supply Chain Management and Quality Assurance	Kazuhiro Nishikata	Director and Corporate Officer in charge of CRM Promotion, Logistics Planning Development, Quality Assurance and Liaison
Corporate Officer in charge of Academic and Customer Service General Manager of Education Division	Tomoko Kamiya	Corporate Officer in charge of University
Corporate Officer in charge of Total Beauty Business	Akira Miyasugi	Corporate Officer in charge of Total Beauty Market Planning, Total Beauty Sales Planning, Support Center, Branch Management

ORBIS Inc.

Appointed

New position	Name	Current position
Corporate Auditor (Part-time)	Ken Horikawa	Corporate Officer in charge of Finance and Legal & Administration General Manager of Finance Division at POLA ORBIS HOLDINGS INC.

Ken Horikawa will also hold the post of Corporate Officer at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name	New position
Corporate Auditor	Nobuhisa Komiya	—

Corporate auditor will retire as of the General Meeting of Shareholders to be held in February 2021.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Corporate Officer in charge of CRM General Manager of CRM Division	Masaki Motoki	Corporate Officer in charge of Sales General Manager of Sales Division

POLA CHEMICAL INDUSTRIES, INC.

Appointed

New position	Name	Current position
Corporate Officer in charge of Manufacturing Factory Manager of Fukuroi Factory	Noboru Sugimura	Product Development Department
Corporate Officer in charge of Product Development General Manager of Product Development Department	Koji Yokoyama	General Manager of Quality Assurance
Corporate Officer in charge of R&D Chief of Frontier Research Center	Tomomasa Shimanuki	Frontier Research Center
Corporate Auditor	Kenichi Akahane	Internal Audit Division at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name	New position
Corporate Officer in charge of Product Development General Manager of Product Development Department	Hiroki Tsuruoka	Director and Corporate Officer at ACRO INC.
Corporate Auditor	Mamoru Eda	—

Corporate auditor will retire as of the General Meeting of Shareholders to be held in February 2021.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Director and Corporate Officer in charge of Quality Assurance General Manager of Quality Assurance	Tadahito Seto	Director and Corporate Officer in charge of Manufacturing Factory Manager of Fukuroi Factory
Director in charge of R&D	Noriko Suenobu	Director and Corporate Officer in charge of R&D and Planning Chief of Frontier Research Center
Corporate Officer in charge of Corporate Planning General Manager of Corporate Planning Department	Yasuhiro Fukuda	Corporate Officer in charge of Corporate Planning and Quality Assurance General Manager of Corporate Planning Department

Noriko Suenobu also hold the post of Corporate Officer at POLA ORBIS HOLDINGS INC.

ACRO INC.

Appointed

New position	Name	Current position
Representative Director and President	Toshiaki Miyazaki *See appendix	Director and Corporate Officer Senior Executive Vice President

Retiring

Current position	Name	New position
Representative Director and President	Akira Gogo	Director and Corporate Officer in charge of Prestige Stores Business and BtoB Business at POLA INC.

DECENCIA INC.

Appointed

New position	Name	Current position
Representative Director and President	Hiroe Yamaguchi *See appendix	Corporate Officer in charge of Product, Advertising and Design General Manager of Product Planning Division at POLA INC.

Retiring

Current position	Name	New position
Representative Director and President	Yoshiko Yamashita	—

2. Personnel changes at POLA ORBIS HOLDINGS INC. (January 1, 2021)

Appointed

New position	Name	Current position
General Manager of Corporate Communications Division POLA Research Institute of Beauty & Culture Manager	Naotaka Hashi	General Manager of Corporate Communications Division

APPENDIX

Brief personal history of new Representative Director and Presidents

ACRO INC.

Name: Toshiaki Miyazaki
Birth: Born on January 16, 1971 (age 49) in Tokyo
Education: Graduated from Faculty of Economics, Chuo University

Career Summary:

1993 POLA Cosmetics, Inc. (currently POLA INC.)
2008 ACRO INC. Director
2018 POLA INC. Corporate Officer in charge of Market Contact and Store Strategy, General Manager of Beauty Store Strategy Division
2019 POLA INC. Corporate Officer in charge of CRM, Market Contact and Store Strategy, General Manager of Beauty Store Strategy Division
2020 ACRO INC. Director and Corporate Officer, Senior Executive Vice President

DECENCIA INC.

Name: Hiroe Yamaguchi
Birth: Born on July 26, 1976 (age 44) in Tokyo
Education: Graduated from Faculty of Law, Chuo University

Career Summary:

1999 POLA Cosmetics, Inc. (currently POLA INC.)
2017 POLA INC. General Manager of Product Planning Division
2018 POLA INC. Corporate Officer in charge of Product, Advertising and Design, General Manager of Product Planning Division