

November 20, 2023

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, 2024.

1. Personnel Changes at POLA ORBIS HOLDINGS INC. and its subsidiaries (January 1, 2024)

POLA ORBIS HOLDINGS INC.

Changes in supervisory role/Changes in name of supervisory role

| New supervisory role | Name | Current supervisory role |
|--|-----------------|---|
| Corporate Officer in charge of Global Management | Takahiro Tabata | Corporate Officer in charge of Group International Business |

Takahiro Tabata will also hold the post of Director and CEO (Part-time) at POLA ORBIS Travel Retail Limited.

POLA INC.

Appointed

| New position | Name | Current position |
|--|------------------|--|
| Corporate Officer in charge of Brand Creation General Manager of Brand Creation Division | Akiko Tamura | General Manager of Brand Creation Division |
| Corporate Officer in charge of B.A Global Branding General Manager of B.A Brand Strategy Division | Sawako Takahashi | General Manager of Brand Design Division |

Changes in supervisory role/Changes in name of supervisory role

| New supervisory role | Name | Current supervisory role |
|--|-----------------|--|
| Director and Corporate Officer in charge of Marketing Strategy | Akira Gogo | Director and Corporate Officer in charge of Brand Marketing |
| Director (Part-time) Representative Director and President of POLA ORBIS (Shanghai) Enterprise Management CO., LTD. Representative Director and President of Shanghai POLA Trading Co., Ltd. (Part-time) | Seiichi Takaya | Director and Corporate Officer in charge of POLA and Corporate Group Global Business Restructuring Representative Director and President of Shanghai POLA Trading Co., Ltd. |
| Corporate Officer in charge of Prestige Stores Business, BtoB Business and E-commerce Business | Yasuro Katamine | Corporate Officer in charge of Sales of Total Beauty Business |
| Corporate Officer in charge of Total Beauty Business Planning | Yuko Shoji | Corporate Officer in charge of Total Beauty Business Planning General Manager of Total Beauty Sales Planning Division |
| Corporate Officer in charge of Customer Contact Point Development | Shimpei Yasuno | Corporate Officer in charge of Prestige Stores Business, BtoB Business and E-commerce Business General Manager of E-commerce Division |

ORBIS Inc.

Appointed

| New position | Name | Current position |
|---|----------------|--|
| Corporate Officer in charge of Corporate Planning and Legal | Naoshi Higuchi | General Manager of Accounting and Finance Division |

Changes in supervisory role/Changes in name of supervisory role

| New supervisory role | Name | Current supervisory role |
|--|-------------------|--|
| Director and Corporate Officer in charge of Brand Design General Manager of Sustainability Promotion Division | Emi Nishino | Director and Corporate Officer in charge of Business Strategy, Brand Design, and Product Development General Manager of Brand Design Division |
| Director (Part-time) in charge of HR Strategy and DX Promotion | Hiroyuki Nakamata | Director (Part-time) in charge of HR Strategy |
| Corporate Officer in charge of Human Resources, Fulfillment and BtoB Business General Manager of BtoB Business Division | Masaki Motoki | Corporate Officer in charge of Human Resources, Fulfillment and BtoB Business General Manager of BtoB Business Division |
| Corporate Officer in charge of CRM and Media Strategy General Manager of Stores Management Division | Ryosuke Imai | Corporate Officer in charge of CRM and Media Strategy General Manager of CRM and Media Strategy Division |

POLA CHEMICAL INDUSTRIES, INC.

Appointed

| New position | Name | Current position |
|---|-----------------|---|
| Director and Corporate Officer in charge of R&D | Hiroki Tsuruoka | Corporate Officer in Charge of Sales and Procurement General Manager of Sales Department |
| Corporate Officer in charge of Human Resources General Manager of Human Resources Department | Naoko Ota | General Manager of Human Resources Department |
| Corporate Officer in Charge of Sales and Procurement General Manager of Procurement Department | Fumie Habu | General Manager of Procurement Department |
| Corporate Auditor | Akira Toyoda | Chief of Intellectual Property & Regulatory Affairs Center at POLA ORBIS HOLDINGS INC. |

Retiring

| Current position | Name | New position |
|--|-----------------|--|
| Director and Corporate Officer in charge of R&D Chief of Frontier Research Center | Noriko Suenobu | Corporate Officer in charge of Group Research and Intellectual Property & Regulatory Affairs at POLA ORBIS HOLDINGS INC. (continuing) Representative Director and President at POLA MEDICAL INC. (continuing) |
| Corporate Auditor | Kenichi Akahane | - |

Noriko Suenobu will be released from her concurrent duties.

Corporate Auditor will retire as of the General Meeting of Shareholders to be held in February 2024.

Changes in supervisory role/Changes in name of supervisory role

| New supervisory role | Name | Current supervisory role |
|--|--------------------|--|
| Corporate Officer in charge of Corporate Planning General Manager of Corporate Planning Department | Yasuhiro Fukuda | Corporate Officer in charge of Corporate Planning and Yokohama R&D Center Remodeling Project General Manager of Corporate Planning Department |
| Corporate Officer in charge of Technical Development Center and Product Development Chief of Technical Development Center | Koji Yokoyama | Corporate Officer in charge of Product Development General Manager of Product Development Department |
| Corporate Officer in charge of Quality Assurance General Manager of Quality Assurance Department | Tomomasa Shimanuki | Corporate Officer in charge of Quality Assurance General Manager of Quality Assurance Department |

POLA ORBIS (Shanghai) Enterprise Management CO., LTD.

Appointed

| New position | Name | Current position |
|---------------------------------------|----------------|---|
| Representative Director and President | Seiichi Takaya | Director and Corporate Officer in charge of POLA and Corporate Group Global Business Restructuring at POLA INC. Representative Director and President of Shanghai POLA Trading Co., Ltd. |

Seiichi Takaya will also hold the post of Director (Part-time) at POLA INC. and Representative Director and President at Shanghai POLA Trading Co., Ltd. (Part-time)

POLA ORBIS (Shanghai) Enterprise Management CO., LTD. is scheduled to be established in January 2024.

Reference release: Establishment of Overseas Subsidiary and Transfer of Sub-subsidiaries through Distribution of Dividends in Kind of Subsidiaries (November 20, 2023)

2. Organizational changes and personnel changes at the Company (January 1, 2024)

1) Organizational changes

Reorganization of the Group's overseas business structure

In preparation to leap forward with our global expansion, we must establish a locally-led structure across operating companies and brands. In order to do so, we will reorganize the Company's global business divisions into the Global Business Strategy Division, responsible for formulating the global strategy of the Group, and the Global Business Support Division, in charge of managing and supporting the Group's overseas business operations.

2) Personnel changes

Appointed

| New position | Name | Current position |
|--|-------------------|---|
| General Manager of Global Business Strategy Division | Takako Okabe | General Manager of International Business Management Division |
| General Manager of Global Business Support Division | Jotaro Wachi | General Manager of POLA Global Business Division |
| Chief of Intellectual Property & Regulatory Affairs Center | Megumi Takechi | Intellectual Property & Regulatory Affairs Center |
| Chief of Multiple Intelligence Research Center | Hidetaka Akatsuka | Multiple Intelligence Research Center |

APPENDIX

POLA ORBIS HOLDINGS INC. Organization Chart <Jan. 1, 2024>

