

Suntory Group Notification Regarding Reorganization and Executive Appointments

This is to notify that Suntory Holdings Limited will be reorganizing group companies and implementing their executive appointments.

- Details -

●Reorganization

Effective January 1, 2022

Reorganization of Suntory Holdings Limited

- To strengthen Suntory Group's mid-to-long-term strategic planning and global CoE (Center of Excellence) functions in manufacturing, MONOZUKURI Division and Suntory MONOZUKURI Expert Limited will be integrated and reorganized into three new divisions: Group Quality Assurance Division, MONOZUKURI Center of Excellence Division, and Supply Chain Division. Quality Strategy Planning Department, Quality Assurance Development Department, and Safety Science Institute will be placed under Group Quality Assurance Division. D&P Planning & Development Department, Research Strategy Planning Department, Global Technology Department, Engineering Department, Process Technology Development Department, and Intellectual Property Department will be placed under MONOZUKURI Center of Excellence Division. Supply Chain Excellence Department, Raw Material Department, Packaging Material Department, and Distribution Service & Ordering Department will be placed under Supply Chain Division.
- In order to strengthen Suntory Group's human resource development in the digital field and accelerate the formulation of digital strategies and their promotion functions in unison with the business, Digital Marketing Division of Suntory Communications Limited will be integrated with Digital Division and placed under Digital Division. We will also establish a Data Strategy

Department under Digital Division in order to strengthen our data infrastructure and promote its utilization.

- BPR Department will be integrated into Digital Division in order to accelerate business reform using digital technology.
- We will also integrate and reorganize Corporate Brand Strategy Department with Advertising Department, Design Department, Consumer-Oriented Management Division and Business Planning Department of Suntory Communications Limited and establish a new Communication Design Division, with the aim of further developing the corporate brand globally, strengthening cooperation with each business, and promoting activities that mutually enhance the value of domestic and overseas product brands. Corporate Brand Strategy Department, Advertising Department, Design Department, Consumer-Oriented Management Department, and Business Planning Department will be placed under Communication Design Division.
- Global Public Relations Department will be integrated into Public Relations Department.
- We will establish MBC (MONOZUKURI-based Brand and Culture) Laboratory to vigorously promote quality improvement for spirits, wines, and other products belonging to the Suntory Group and enhance the value of the brand experience at MONOZUKURI Gemba.
- We will establish Suntory Europe in the UK to strengthen cooperation between businesses in Europe, promote activities to create synergies, and search for new businesses.

●Executive Appointments

Director, Audit & Supervisory Board Member : Scheduled for late March, 2022

Executive Officer : As of January 1, 2022

Suntory Holdings Limited

New Position	Former Position	Continued Position	Name
Division COO, MBC Laboratory	—	Representative Director, Executive Vice President Division COO, Group Strategy & Transformation Division	Nobuhiro Torii
Division COO, Risk Management Division	Sustainability Management Division	Director, Executive Vice President Group Governance Group Group Risk Management, Auditing Department CSR Department	Kazutomo Aritake
Director, Senior Managing Executive Officer	Managing Executive Officer	—	Kenji Yamada
Director, Senior Managing Executive Officer R&D and Production Division COO, Group Quality Assurance Division Division COO, MONOZUKURI Center of Excellence Division Deputy Division COO, MBC Laboratory	Managing Executive Officer Division COO, MONOZUKURI Division	—	Kaneo Oka

—	Deputy Division COO, Group Strategy & Transformation Division	Managing Executive Officer Division COO, Global Healthcare Business Development Department	Masuo Kawasaki
Secretarial Department	Managing Executive Officer Division COO, Quality Strategy Planning Department D&P Planning & Development Department	—	Mitsuyoshi Ueda
Division COO, Communication Design Division	Kansai Region Corporate Brand Strategy Department	Managing Executive Officer Sport Management Department	Tetsu Mizutani
—	Managing Executive Officer Research Division COO Division COO, Research Strategy Planning Department	—	Yoshihito Suda
Managing Executive Officer Division COO, Supply Chain Division	Suntory Beverage & Food Limited, Senior Managing Executive Officer Division COO, MONOZUKURI Division	—	Masao Itoko

Managing Executive Officer Division COO, Sustainability Management Division	Suntory Beverage & Food Limited, Managing Executive Officer Suntory Beverage & Food France, CEO	—	Makiko Ono
Managing Executive Officer	Executive Officer	—	Koichi Nagashima
Managing Executive Officer	Executive Officer	—	Masato Tsuchida
—	Executive Officer Division COO, Group Auditing Department	—	Haruhisa Inada
CSR Ambassador	Executive Officer Division COO, Sustainability Management Division	—	Tomomi Fukumoto
—	Executive Officer Division COO, Corporate Planning & Administration Division	—	Kazushi Ishikawa
—	Executive Officer Division COO, Risk Management Division	—	Akira Haraguchi
Secretarial Department, Osaka-Kansai World Exposition	—	Executive Officer	Hiroaki Horie
Deputy Division COO, Supply Chain Division Engineering Department	—	Executive Officer Deputy Division COO, Sustainability Management Division	Masaaki Fujiwara

Corporate Planning & Administration Department	—	Executive Officer Division COO, Business Strategy Planning Department	Noriaki Otsuka
Division COO, Research Strategy Planning Department	—	Executive Officer	Noriyuki Ando
Executive Officer	—	Division COO, Public Relations Department	Hiroshi Kato
Executive Officer	—	—	Shinzo Shimomura
Executive Officer	—	—	Jun Asaki
Executive Officer Global Technical Department	—	Division COO, D&P Planning & Development Department	Atsushi Yoshioka
Executive Officer Deputy Division COO, Sustainability Management Division	—	—	Shigeaki Kazama
Executive Officer Deputy Division COO, MBC Laboratory	—	—	Katsunori Kurihara
—	Senior Audit & Supervisory Board Member	—	Hong Sik Park
Senior Audit & Supervisory Board Member	Executive Officer	—	Ichie Matsuoka

Suntory Beer, Wine & Spirits Japan Limited

Effective January 1, 2022

New Position	Former Position	Name
Director, Executive Vice President	—	Kenji Yamada
Senior Audit & Supervisory Board Member	Director, Managing Executive Officer Division COO, Liquor Business Strategy Division	Ichie Matsuoka

Director, Managing Executive Officer Division COO, Liquor Business Strategy Division	—	Masato Hayashi
Director	—	Masato Tsuchida

Suntory Spirits Limited
Effective January 1, 2022

New Position	Former Position	Continued Position	Name
—	Director	—	Kaneo Oka
—	Director Spirits Production Planning & Development	—	Takayuki Hirashima
Director, Managing Executive Officer Global RTD	Director	—	Toru Miyanaga
Director, Spirits Production Planning & Development	Executive Officer	Division COO, Whisky Development & Production Department Division COO, Whisky Blending & Planning Department	Katsunori Kurihara
—	Executive Officer Division COO, Production Department	—	Hiroshi Takemoto
—	Executive Officer Division COO, Whisky Marketing Division Deputy Division COO, Whisky Blending & Planning Department	—	Kengo Torii

Executive Officer Division COO, Production Department	Senior General Manager, Production Department	—	Tatsushi Yoshida
Audit & Supervisory Board Member	—	—	Ichie Matsuoka

Suntory Beer Limited

Effective January 1, 2022

New Position	Name
Audit & Supervisory Board Member	Ichie Matsuoka

Suntory Wine International Limited

Effective January 1, 2022

New Position	Former Position	Name
Chairman	Director, Chairman	Satoshi Miyashita
—	Director	Kaneo Oka
Director Wine Development, Production & Quality	—	Katsunori Kurihara
Audit & Supervisory Board Member	—	Ichie Matsuoka

Suntory Liquors Limited

Effective January 1, 2022

New Position	Former Position	Continued Position	Name
Senior Managing Executive Officer Nationwide Wholesale	Managing Executive Officer	Division COO, Metropolitan Sales & Marketing Division	Masato Tsuchida
—	Managing Executive Officer Division COO, Sales & Marketing Division Kinki Area	—	Hiroaki Horie
Managing Executive Officer Senior General Manager, Sales & Marketing Division Kinki Area	Executive Officer Senior General Manager, Sales & Marketing Division Kyusyu Area	—	Shinzo Shimomura

Senior General Manager, Sales & Marketing Division Kyusyu Area	Deputy Division COO, Metropolitan Sales & Marketing Division Division COO, Metropolitan Market Planning Department	Executive Officer	Takaaki Iimori
Audit & Supervisory Board Member	—	—	Ichie Matsuoka

Suntory Wellness Limited

Effective January 1, 2022

New Position	Former Position	Name
—	Director	Yoshihito Suda
Director	—	Noriyuki Ando

Suntory Business System Limited

Effective January 1, 2022

New Position	Former Position	Name
—	Representative Director, President & CEO	Kazushi Ishikawa
Representative Director, President & CEO	—	Masanao Tsubone
Director	—	Taira Nishikawa

Suntory System Technology Limited

Effective January 1, 2022

New Position	Former Position	Name
Director, Chairman of the Board	Representative Director, President & CEO	Yasuyuki Murabayashi
Representative Director, President & CEO	Division COO, Digital Service Department	Hiroaki Kawamura
—	Director	Katsuhiko Yamauchi
—	Audit & Supervisory Board Member	Chisato Tani
Audit & Supervisory Board Member	—	Ichie Matsuoka

Suntory Global Innovation Center Limited**Effective January 1, 2022**

New Position	Former Position	Continued Position	Name
—	Director, Chairman of the Board	—	Kenzo Takahashi
—	Division COO, Research Institute	Representative Director, President & CEO	Noriyuki Ando
—	Director	—	Shozo Nishimoto
Audit & Supervisory Board Member	Suntory Beverage & Food Limited, Executive Officer Division COO, Global Auditing Department	—	Tsuyoshi Nishizaki