

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 March 1, 2022

Reorganization of Suntory Holdings Limited

- In order to accelerate personnel, organizational, and environmental reforms toward the continuous growth of the Suntory Group, the Human Resources Division will be renamed the People & Culture Division. Its subdivisions, the Global Human Resources Department and Diversity Promotion Section, will be renamed, respectively, the Global People & Culture Department and the DEI (Diversity, Equity & Inclusion) Promotion Department.
- In order to reinforce the management system integrating personnel and labor duties, the Human Resources Department, People & Organization Strategy Department, and Career Planning & Development Department will be merged into the People & Culture Division.
- In order to achieve effective promotion of risk management activities throughout the Suntory Group overall, a Risk Management Planning Department will be created within the Risk Management Division.
- In order to achieve integrated promotion of the Suntory Group's participation in Expo 2025 Osaka, Kansai, the EXPO 2025 Osaka, Kansai, Japan Preparation Department will be newly established.
- In order to reinforce digital and IT activities overall, Suntory System Technology Limited will be placed directly under the Digital Transformation Division.

Reorganization of Suntory System Technology Limited

The infrastructure function of the Global IT Service Department will be transferred to the IT Infrastructure Service Department, and the information security function to the IT Strategy Department of Suntory Holdings Limited.

Accordingly, the Global Services Department will be abolished.

Reorganization of Suntory Beer, Wine & Spirits Japan Limited, Suntory Spirits Limited, and Suntory Beer Limited

In order to reinforce effective communication with the media, etc., from the perspective of the liquor business overall, a Communication Department will be established within Suntory Beer, Wine & Spirits Japan Limited.

Accordingly, the Advertising & Planning Departments of Suntory Beer Limited and Suntory Spirits Limited will be abolished.

Reorganization of Suntory Spirits Limited

In order to proceed more effectively with RTD global development, the Global RTD development department will be established.

●Executive Appointments

Suntory Holdings Limited

Effective March 1, 2022

New Position	Former Position	Continued Position	Name
People & Culture Division	Human Resources Division	Director, Executive Vice President Corporate Planning & Administration Division Digital Transformation Division	Shinichiro Hizuka
Division COO, People & Culture Division	Division COO, Human Resources Division Division COO, Human Resources Department	Executive Officer	Junji Miyawaki

Suntory Beer, Wine & Spirits Japan Limited

Scheduled for late March, 2022

New Position	Former Position	Name
—	Senior Audit & Supervisory Board Member	Tsuyoshi Hamamoto

Suntory Spirits Limited

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

Executive Officer : As of March 1, 2022

New Position	Former Position	Continued Position	Name
Director, Managing Executive Officer	Director	Division COO, Whisky Development & Production Department Division COO, Whisky Blending & Planning Department Spirits Production Planning & Development	Katsunori Kurihara
Senior General Manager, Global RTD Development Department	—	Executive Officer Senior General Manager, Development Department	Etsuro Murakami
—	Executive Officer Senior General Manager, Business Planning Department	—	Tadamiki Kodama
Senior General Manager, Liqueur/Spirits Integrated Innovation Department	—	Executive Officer Division COO, RTD/Liqueur/Spirits/ Shochu Marketing Division	Akiko Suzuki
Senior General Manager, Global RTD Development Department	—	Executive Officer Senior General Manager, Production Department	Tatsushi Yoshida
Executive Officer, Senior General Manager, Business Planning Department	Suntory Beverage & Food Limited, Senior General Manager, Corporate Planning Department	—	Takahiro Itoga
—	Audit & Supervisory Board Member	—	Hong Sik Park

Suntory Beer Limited**Audit & Supervisory Board Member : Scheduled for late March, 2022****Executive Officer : As of March 1, 2022**

Former Position	Continued Position	Name
Senior General Manager, Advertising & Planning Department	Executive Officer Division COO, Brand Marketing Division	Tsuguhiro Tanaka
Audit & Supervisory Board Member	—	Tsuyoshi Hamamoto

Suntory Wine International Limited**Effective March 1, 2022**

New Position	Former Position	Continued Position	Name
Division COO, Imported & Domestic Wine Business Division	—	Representative Director, President & CEO	Keiko Yoshio
—	Executive Officer Senior General Manager, Business Planning Department	—	Yasunobu Doi
—	Executive Officer Division COO, Imported & Domestic Wine Business Division	—	Yasuhiko Kimura
Executive Officer Senior General Manager, Business Planning Department	Suntory Beer Limited Executive Officer Senior General Manager, Business Planning Department	—	Tomoki Nakaya
—	Audit & Supervisory Board Member	—	Kiyoshi Morioka
Audit & Supervisory Board Member	—	—	Yasuhiro Koike

Suntory Liquors Limited

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

Executive Officer : As of March 1, 2022

New Position	Former Position	Continued Position	Name
—	Division COO, Sales Development & Marketing Promotion Division	Managing Executive Officer	Masato Hayashi
—	Executive Officer Deputy Division COO, Sales & Marketing Division Kinki Area Senior General Manager, Kinki Marketing Office	—	Seinosuke Ooi
Executive Officer Division COO, Sales Development & Marketing Promotion Division	—	—	Tadamiki Kodama
Executive Officer	—	E-Commerce Sales & Marketing Division	Yojiro Shimoda
Executive Officer Deputy Division COO, Sales & Marketing Division Kinki Area Senior General Manager, Kinki Marketing Office	Senior General Manager, Market Planning Department / Suntory Holdings Limited, Kansai Region	—	Yoichi Sugiyama
—	Audit & Supervisory Board Member	—	Tsuyoshi Hamamoto

Suntory Wellness Limited**Effective March 1, 2022**

New Position	Former Position	Continued Position	Name
Managing Executive Officer Senior General Manager, Business Planning Department Senior General Manager, Customer Service Strategy Department	Senior General Manager, DX Department	—	Dai Yamamura
Senior General Manager, Contact Center	Senior General Manager, Business Planning Department	Executive Officer	Masaharu Kamoto
Executive Officer	—	Senior General Manager, Institute for Health Care Science	Masaaki Nakai

Suntory Global Innovation Center Limited**Scheduled for late March, 2022**

Former Position	Continued Position	Name
—	Audit & Supervisory Board Member	Hong Sik Park