

## 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, 2021**

#### **Reorganization of Suntory Holdings Limited**

- Establish Group Strategy & Transformation Division to develop and execute the entire group transformation plan, aiming to the achieve continuous growth of the Suntory Group. Establish Business Strategy Planning Department under Group Strategy & Transformation Division and transfer the strategy planning function which belongs to Group Strategy Planning Department.
- Establish Digital Transformation Division and place DX Strategy Department and IT Strategy Department under Digital Transformation Division to enhance digital transformation of entire Suntory group. Transfer IT planning function which belongs to BPR & IT Planning Department and Suntory System Technology under IT Strategy Department.
- Establish Corporate Planning & Administration Division and Corporate Planning & Administration Department, and transfer business planning and administration function which belongs to Group Strategy Planning Department and accounting function which belongs to Finance and Accounting Department into Corporate Planning & Administration Department and establish Finance Department under Group Strategy & Transformation Division. Establish BPR Department and transfer BPR function which belongs to BPR & IT Planning Department.
- Establish People & Organization Strategy Department under Human Resources Division, in order to accelerate transformation of our organization and culture strategy, aiming to achieve the continuous growth of the Suntory Group.

#### **Reorganization of Suntory Beer, Wine & Spirits Japan Limited**

- Reorganize Strategy Planning Department into Business Strategy Division in order to improve capability which plans and implements comprehensive Japanese liquor business strategy and its human development strategy.

### **Reorganization of Suntory Spirits Limited**

- Integrate Liqueur/Spirits / Shochu Marketing Department and Liqueur / Spirits Integrated Innovation Department in order to create new demand for liqueur spirits beyond the boundaries of liqueur categories and domestic / import.
- In order to improve the quality of the whisky liquid and strengthen the long-term supply and demand management, Whisky Development & Production Department will be newly established, divided from Production Department.

### **Reorganization of Suntory Wine International Limited**

- Establish Winery Wine Business Division which covers own winery business and Imported & Domestic Wine Business Division which covers all the business aspect of Imported and Domestic developed wine. Establish Production Department under Winery Wine Business Division and all the own wineries will be positioned under Production Department.

### **Reorganization of Suntory Liquors Limited**

- Integrate Sales Development & Marketing Promotion Division and Marketing Planning Division  
Dismantle Marketing Planning Division and integrate it into Sales Development & Marketing Promotion Division in order to further improve management speed and execution, carrying out all at once from mid-term strategy planning to execution, promotion, and business management of domestic liquor sales.
- Establishment of E-Commerce Sales & Marketing Division Spin off EC section which is placed at Nationwide Chainstores Marketing Division and establish E-Commerce Sales & Marketing Division to accelerate sales growth in the rapidly growing EC market.
- Transfer Yamanashi Branch from Metropolitan Sales & Marketing Division to Sales & Marketing Division Kanto Shinetsu Area. Change the name of Sales & Marketing Division Kanto Shinetsu Area to Sales & Marketing Division Kanto Koushinetsu Area.

●Executive Appointments

Director, Audit & Supervisory Board Member : Scheduled for late March, 2021

Executive Officer : As of January 1, 2021

**Suntory Holdings Limited**

New Position	Former Position	Continued Position	Name
Division COO, Group Strategy & Transformation Division	—	Representative Director, Executive Vice President, COO	Nobuhiro Torii
Senior Advisor, R&D and Production	Director, Executive Vice President R&D and Production	—	Koji Kojima
Corporate Planning & Administration Division / Human Resources Division	Group Business Strategy & Management Division COO, Human Resources Division / Group Strategy Planning, Finance and Accounting Division	Director, Executive Vice President	Shinichiro Hizuka
Group Governance	Corporate Communication General Affairs / Secretarial Department	Director, Executive Vice President Group Risk Management, Corporate Sustainability Division / Group Auditing Department	Kazutomo Aritake
—	Director	—	Matt Shattock
Deputy Division COO, Group Strategy & Transformation Division Digital Transformation Division Global Healthcare Business Development Department	Division COO, Group Strategy Planning, Finance and Accounting Division Division COO, Group Strategy Planning Department Global Healthcare Business Development Department	Managing Executive Officer	Masuo Kawasaki
—	Managing Executive Officer	—	Yukio Okizaki

General Affairs Department / Secretarial Department / BCP	Group Companies Management Department	Managing Executive Officer Public Relations	Yukihiro Kamakura
—	Executive Officer	—	Takayuki Hirashima
—	Executive Officer	—	Satoshi Miyashita
Managing Executive Officer Research Division COO	Executive Officer	Research Strategy Planning Department	Yoshihito Suda
—	Executive Officer Senior General Manager, Group Strategy Planning, Finance and Accounting Division Digital Marketing Promotion Division COO, Global Healthcare Business Development Department	—	Chisato Tani
Division COO, Corporate Planning & Administration Division	Division COO, Finance and Accounting Department	Executive Officer	Kazushi Ishikawa
—	Executive Officer Division COO, BPR & IT Planning Department	—	Kazuhiko Kawabata
—	Division COO, Legal Department	Executive Officer Division COO, Risk Management Division	Akira Haraguchi
Division COO, Global Business Development Department	—	Executive Officer Division COO, Global Alcohol Responsibility and Sustainability Department	Hiroshi Miyamori
—	Division COO, Global Business Development Department	Executive Officer	Toru Miyanaga <sup>※</sup>
Executive Officer	—	—	Junichi Mori

Executive Officer Division COO, Digital Transformation Division Senior General Manager, DX Strategy Department	—	—	Takashi Muromoto
Executive Officer	—	—	Masato Hayashi
Executive Officer Division COO, Business Strategy Planning Department	—	—	Noriaki Otsuka
Executive Officer Division COO, Human Resources Division Division COO, Human Resources Department	Deputy Division COO, Human Resources Division Senior General Manager, Global Human Resources Department	—	Junji Miyawaki
Executive Officer	—	—	Shingo Kawasaki
Executive Officer	Senior General Manager, Research Strategy Planning Department	—	Noriyuki Ando

※also newly appointed as Beam Suntory Inc. SVP Advisor to CEO

### Suntory Holdings Limited

As of March 1, 2021

New Position	Former Position	Continued Position	Name
Chief of Staff to CEO	—	Executive Officer	Atsushi Koizumi

### Suntory Beer, Wine & Spirits Japan Limited

As of January 1, 2021

New Position	Former Position	Continued Position	Name
Senior Audit & Supervisory Board Member	Director, Senior Managing Executive Officer Senior General Manager, Strategy Planning Department	—	Yukio Okizaki

Director, Managing Executive Officer Division COO, Business Strategy Division	—	—	Ichie Matsuoka
—	Director	—	Koji Kojima
—	Director	—	Satoshi Miyashita
Director	—	—	Keiko Yoshio

### Suntory Spirits Limited

New Position	Former Position	Continued Position	Name
Director Spirits Production Planning & Development	Director, Managing Executive Officer Production Planning & Development	—	Takayuki Hirashima
—	Director	—	Koji Kojima
—	Director	—	Hiroshi Miyamori
Director Whisky Development & Production Department	—	—	Kaneo Oka
Director	—	—	Toru Miyanaga
Executive Officer	—	Senior General Manager, Global Business Strategy Planning Department	Michio Nakamura
Executive Officer Senior General Manager, Whisky Development & Production Department	—	Senior General Manager, Whisky Blending & Planning Department	Katsunori Kurihara
Audit & Supervisory Board Member	—	—	Yukio Okizaki

## Suntory Beer Limited

New Position	Former Position	Continued Position	Name
Managing Executive Officer	Executive Officer	—	Masato Hayashi
Managing Executive Officer	Executive Officer	Division COO, Headquarters of Beer Development / Production Division COO, Beer Development Department	Shingo Kawasaki
—	Executive Officer Division COO, Business Strategy Planning Division	—	Noriaki Otsuka
Executive Officer Division COO, Business Strategy Planning Division	—	—	Ken Kamemoto
Audit & Supervisory Board Member	—	—	Yukio Okizaki

## Suntory Wine International Limited

New Position	Former Position	Continued Position	Name
Director, Chairman of the Board	Representative Director, President & CEO	—	Satoshi Miyashita
Representative Director, President & CEO	—	—	Keiko Yoshio
Director	—	Wine Development, Production & Quality	Kaneo Oka
Senior Specialist, Production Department	Executive Officer Division COO, Wine Development & Production Division	—	Naoki Watanabe
Division COO, Winery Wine Business Division	Senior General Manager, International Strategy Department	Executive Officer	Satoshi Niimura

Senior General Manager, Production Department	Senior General Manager, Domestic Brand Marketing Department	Executive Officer	Yasuhiko Kimura
Executive Officer Senior General Manager, Production Department	—	—	Seisuke Takaoka
Audit & Supervisory Board Member	—	—	Yukio Okizaki

### Suntory Liquors Limited

New Position	Former Position	Continued Position	Name
—	Chairman	—	Takashi Kojima
Audit & Supervisory Board Member	Senior Managing Executive Officer Division COO, Sales Development & Marketing Promotion Division	—	Yukio Okizaki
—	Division COO, Nationwide Chainstores Marketing Division	Managing Executive Officer	Ichie Matsuoka
Managing Executive Officer Division COO, Nationwide Chainstores Marketing Division	Executive Officer Senior General Manager, Tohoku Area Sales & Marketing Division	—	Junichi Mori
Managing Executive Officer Division COO, Sales Development & Marketing Promotion Division	Executive Officer Division COO, Marketing Planning Division	—	Masato Hayashi
—	Executive Officer Senior General Manager, Sales & Marketing Division Hokkaido Area	—	Shinzo Nagai



Executive Officer	—	Deputy Division COO, Sales & Marketing Division Kinki Area Senior General Manager, Kinki Marketing Office	Seinosuke Ooi
Executive Officer Senior General Manager, Sales & Marketing Division Hokkaido Area	Senior General Manager, Nationwide Chainstores Marketing Division	—	Yasuyuki Enami
Executive Officer Senior General Manager, Tohoku Area Sales & Marketing Division	—	Senior General Manager, Tohoku Area Nationwide Chainstores Sales Department	Takaaki Shirafuji
Executive Officer	—	Senior General Manager, Metropolitan Marketing Office Senior General Manager, Wholesale Account Sales Department	Yosuke Okazaki
Executive Officer Deputy Division COO, Metropolitan Sales & Marketing Division / Senior General Manager, Metropolitan Market Planning Department	—	Senior General Manager, Metropolitan Market Planning Department	Takaaki Iimori

### Suntory Business Systems Limited

New Position	Former Position	Name
—	Representative Director, President & CEO	Kazuhiko Kawabata
Representative Director, President & CEO	Director	Kazushi Ishikawa
—	Director	Kazutomo Aritake
—	Director	Toshihiko Kurogi

—	Director	Yasuyuki Murabayashi
Director	—	Yukihiro Kamakura
Director	—	Junji Miyawaki
—	Executive Officer Senior General Manager, Group Accounting Department	Taira Nishikawa
Executive Officer Senior General Manager, Group Accounting Department	Senior General Manager, Group Accounting Department	Shigenobu Yamamoto

### Suntory System Technology Limited

New Position	Former Position	Name
—	Director, Chairman of the Board	Kazuhiko Kawabata
Director	—	Masuo Kawasaki
Director	—	Takashi Muromoto
—	Director	Hiroyuki Kureta
Audit & Supervisory Board Member	—	Chisato Tani

### Suntory Communications Limited

New Position	Former Position	Continued Position	Name
—	Division COO, Advertising & Design Division	Representative Director, President & CEO	Tetsu Mizutani
Senior Audit & Supervisory Board Member	Director, Managing Executive Officer Digital Marketing Division	—	Chisato Tani
Director Digital Marketing Division	Executive Officer Division COO, Digital Marketing Division	—	Takashi Muromoto
Executive Officer Division COO, Advertising & Design Division	—	Senior General Manager, Design Department	Yoji Minakuchi
Executive Officer Division COO, Digital Marketing Division	Senior General Manager, Digital Marketing Division	—	Yuhei Shinozaki

**Suntory Global Innovation Center Limited**

<b>New Position</b>	<b>Former Position</b>	<b>Continued Position</b>	<b>Name</b>
Director	Representative Director, President & CEO	—	Yoshihito Suda
Representative Director, President & CEO	Director	Division COO, Research Institute	Noriyuki Ando
Audit & Supervisory Board Member	—	—	Chisato Tani