

## 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 April 1, 2023**

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

- The Economic Intelligence Management Department, under the Intelligence Division, will be renamed the Intelligence Department.
- In order to promote health management throughout the Suntory Group, the health promotion functions of the People & Culture Division and of Suntory Business Systems Limited's Group HR & Administrative Service Department will be merged, newly establishing the Group Health Promotion Center under the People & Culture Division. As well, in order to enable employees to envision their own future careers and to promote and support continued activity and growth, the Division will also establish the Career Development Promotion Center, with which the Career Support Department will be merged.

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

##### **▪Business Strategy Division**

- In order to promote customer relationship management throughout the spirits business, the Customer Relationship Management Department will be newly established, along with the Human Resources Department and the Business Planning Department.

##### **▪Wine Company**

- Toward the growth of the import business, duties concerning import wine will be transferred from the Imported & Domestic Wine Business Division to the Winery Wine Business Division. Accordingly, the former will be renamed the Casual Wine Business Division.

- In order to promote medium-term strategy planning for imported wines and procurement of wines in the medium to high price ranges, the Procurement Strategy Department will be newly established under the Winery Wine Business Division.
  - In order to reinforce cross-division cooperation, the production departments under both divisions will be rendered independent as the new Development and Production Department.
- **Sales Marketing Company**
- In order to reinforce sales activities, the Sendai Regional Office under the Tohoku Sales & Marketing Division will be abolished and the Southern Tohoku Regional Office and the Northern Tohoku Regional Office newly established.
  - In accordance with the transfer of part of the duties of the Niigata Area Branch, the Kanto Area Marketing Office under the Kanto-Koshinetsu Sales & Marketing Division will be renamed the Kanto-Koshinetsu Area Marketing Office.
  - Part of the duties of the Wholesale Account Sales Marketing Office under the Kyoto Affiliate will be transferred to the Kinki Area General Affiliate, and the Wholesale Account Sales Marketing Office will be abolished.

#### **Reorganization of Suntory Wellness Limited**

- Toward reform of the wellness business, in order to reinforce the science of body, skin, and heart in addition to maintaining and further promoting health and to maximize client experiential value, the Institute for Health Care Science will be renamed the Institute for Science of Life.

#### **Reorganization of Suntory System Technology Limited**

- In order to clarify the responsibility for the promotion of digitalization and to realize flexible resource reallocation in response to business changes, the IT Service Department, and the IT Service Development Department will be merged into the Business Process Planning Department.
- In order to clarify roles concerning the reinforcement of Suntory Group D2C business, the Digital Service Department will be renamed the D2C System Department.
- In order to further promote the global integration of IT, the IT Infrastructure Department and Advanced Technology Department will be merged into the Global System Department.
- The functions of the System Quality Department will be divided between the Business Process Planning Department and Business Planning Department.

●Executive Appointments

**Suntory Holdings Limited**

**Director, Executive Officer .. As of April 1, 2023**

<b>New Position</b>	<b>Former Position</b>	<b>Continued Position</b>	<b>Name</b>
Director	Director, Executive Vice President Group Governance Group Risk Management Group Auditing Department	—	Kazutomo Aritake
Director, Senior Managing Executive Officer Group Auditing Department	Senior Managing Executive Officer	Risk Management Division, General Affairs Department, BCP, Public Relations Department	Yukihiro Kamakura

**Suntory Spirits Limited**

**Director, Executive Officer .. As of April 1, 2023**

<b>New Position</b>	<b>Former Position</b>	<b>Continued Position</b>	<b>Name</b>
Senior General Manager, Customer Relationship Management Department	—	Director, Managing Executive Officer Division COO, Business Strategy Division	Masato Hayashi
Wine Company, Division COO, Casual Wine Business Division	Wine Company, Division COO, Imported & Domestic Wine Business Division	Director, Managing Executive Officer Head of Wine Company	Keiko Yoshio
—	Executive Officer Spirits Company, Senior General Manager, Development Department Senior General Manager, Global RTD Development Department Senior General Manager, Whisky Blending & Planning Department	—	Etsuro Murakami

—	Sales Marketing Company, Senior General Manager, On-Premise Sales Management Department	Executive Officer Sales Marketing Company, Division COO, Sales Development & Marketing Promotion Division	Tadamiki Kodama
—	Executive Officer Spirits Company, Division COO, RTD/Liqueur/Spirits/Shochu Marketing Division Senior General Manager, Liqueur/Spirits Integrated Innovation Department	—	Akiko Suzuki
Beer Company, Division COO, Business Strategy Planning Division	Beer Company, Division COO, Brand Marketing Division	Executive Officer	Tsuguhiro Tanaka
—	Executive Officer Beer Company, Division COO, Business Strategy Planning Division	—	Ken Kamemoto
Executive Officer Beer Company, Division COO, Brand Marketing Division	Beer Company, Senior General Manager, Premium Beer Marketing Department	—	Susumu Tada
Executive Officer Spirits Company, Division COO, RTD/Liqueur/Spirits/Shochu Marketing Division	—	—	Daisuke Tsukahara
Executive Officer Spirits Company, Senior General Manager, Global RTD Development Department	—	Spirits Company, Senior General Manager, Development Department	Hirokazu Hara

Executive Officer	—	Spirits Company, Division COO, Whisky Marketing Division	Nobuyuki Akiyama
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**Suntory Wellness Limited**

**Effective April 1, 2023**

<b>New Position</b>	<b>Former Position</b>	<b>Continued Position</b>	<b>Name</b>
Senior General Manager, Institute for Science of Life	Senior General Manager, Institute for Health Care Science	Director, Executive Officer	Masaaki Nakai
—	Division COO, Business Planning Division	Managing Executive Officer Senior General Manager, Health Care Department	Dai Yamamura
—	Audit & Supervisory Board Member	—	Hiroshi Iwashita
Audit & Supervisory Board Member	—	—	Toshihiko Kurogi