

## 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, 2024**

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

- The Global Business Development Department will be transferred and placed under the Corporate Planning Division to formulate and promote the Group's management strategy from a global perspective in an integrated manner.
- The Monozukuri People & Culture Division will be newly established to accelerate the production of human resources, who will drive the transformation and advancement of craftsmanship.
- The Risk Management Division will be renamed the Group Governance Division to strengthen governance activities from a group and global perspective.
- In order to develop corporate branding activities globally beyond the business framework, the Corporate Brand Strategy Department will be transferred from the Communication Design Division and placed under the direct control of Suntory Holdings.

#### **Reorganization of Suntory Global Innovation Center Limited**

- The Novel Business Development Department will be newly established to strengthen activities in new areas.
- The planning functions of the Research Management Department and the Research Institute will be integrated into a new Planning and Management Department to enhance planning and promotion capabilities.
- The Process Technology Development Department, which falls under the MONOZUKURI Center of Excellence Division at Suntory Holdings Limited, will be transferred and placed under the direct control of Suntory Global Innovation Center Limited to accelerate the creation of new value by integrating all processes from fundamental research to engineering.

### Reorganization of Suntory Spirits Limited

- A three-function supervisory system for Management & Brand, MONOZUKURI, and Sales will be introduced to strengthen integrated management across all alcohol products.

With these changes, the in-house company system will be abolished from April 2024.

### ●Executive Appointments

**Director, Audit & Supervisory Board Member : Scheduled for late March, 2024**

**Suntory Holdings Limited**

**Executive Officer : As of January 1, 2024**

New Position	Former Position	Continued Position	Name
COO	CSR Department Division COO, MBC Laboratory	Representative Director, Executive Vice President	Nobuhiro Torii
Representative Director, Executive Vice President	Director, Executive Vice President Corporate Planning Division, Future Business Development Department, Intelligence Division Suntory Business Systems Limited	—	Shinichiro Hizuka <sup>*1</sup>
Director, Executive Vice President One Suntory Promotion	Director, Senior Managing Executive Officer	—	Kenji Yamada <sup>*2</sup>
MBC Laboratory	Deputy Division COO, MBC Laboratory	Director, Senior Managing Executive Officer Supervisor for R&D, Quality and Production Division COO, MONOZUKURI Center of Excellence Division	Kaneo Oka

Group Governance Division	Risk Management Division	Director, Senior Managing Executive Officer General Affairs Department, BCP, Public Relations Department, Group Auditing Department	Yukihiro Kamakura
Senior Managing Executive Officer	Managing Executive Officer	CEO, Suntory RTD Company	Sho Semba
Corporate Brand Strategy Department, CSR Department, Sports Management Department	Suntory Spirits Limited, Senior Managing Executive Officer Sales Marketing Company, Division COO, Metropolitan Sales & Marketing Division	Managing Executive Officer	Masato Tsuchida
Global Technical Department	—	Managing Executive Officer Deputy Division COO, MONOZUKURI Center of Excellence Division Global Technique, Talent Development	Yasushi Fukuda
Intelligence Division	—	Managing Executive Officer Division COO, Corporate Planning Division Corporate Management & Finance Division	Toru Miyanaga
Suntory University, Professor Suntory Spirits Ltd., Sales Marketing, Advisor	Executive Officer Suntory Americas, Chairman	—	Atsushi Koizumi
—	Executive Officer Division COO, Risk Management Division	—	Hideki Kanda

Division COO, Group Governance Division	Division COO, Global Business Development Department	Executive Officer Division COO, Global Alcohol Responsibility and Sustainability Department	Hiroshi Miyamori
Deputy Division COO, Group Governance Division	—	Executive Officer Division COO, Group Companies Management Department	Toyonobu Inoue
Managing Executive Officer Division COO, People & Culture Division, MONOZUKURI People & Culture Division	Executive Officer Suntory Spirits Limited, Director, Managing Executive Officer Head of Beer Company	—	Eiichiro Nishida
Managing Executive Officer	Executive Officer Suntory Spirits Limited, Director, Managing Executive Officer Division COO, Business Strategy Division, Senior General Manager, Customer Relationship Management Department	—	Masato Hayashi
Managing Executive Officer Division COO, MONOZUKURI People & Culture Division	Executive Officer Division COO, People & Culture Division	—	Junji Miyawaki
Future Business Development Department	—	Executive Officer Division COO, Research Strategy Planning Department	Noriyuki Ando
Managing Executive Officer	Executive Officer	—	Jun Asaki <sup>*3</sup>

—	Global Technical Department	Executive Officer Division COO, D&P Planning & Development Department, Engineering Department	Atsushi Yoshioka
—	Executive Officer Deputy Division COO, Sustainability Management Division	—	Shigeaki Kazama
Executive Officer Suntory Business Systems Limited	—	Division COO, Corporate Management & Finance Division	Taira Nishikawa
Executive Officer	—	Deputy Division COO, Supply Chain Division Senior General Manager, Strategy Planning Division Senior General Manager, Global Supply Solutions Department	Hiroshi Takemoto
Executive Officer	—	—	Yosuke Okazaki
Executive Officer	—	—	Tadamiki Kodama
Executive Officer Division COO, Communication Design Division	Deputy Division COO, Communication Design Division Suntory Spirits Limited, Senior General Manager, Communication Department	Senior General Manager, Advertising Department	Akiko Suzuki

Executive Officer	Suntory Foods Limited, Executive Officer Senior General Manager, Metropolitan Sales & Marketing Division, Metropolitan Office 1	—	Kyoko Igarashi
Executive Officer	—	—	Susumu Tada
Executive Officer Division COO, MBC Laboratory	Deputy Division COO, MBC Laboratory	—	Seizo Saji

\*1 Scheduled to retire as Director, Executive Vice President and to be appointed as Representative Director, Executive Vice President at the conclusion of the Annual General Meeting of Shareholders.

\*2 To be appointment as Director, Executive Vice President from January 1, 2024.

\*3 Continued as Beam Suntory Inc. Chief Strategy and Transformation Officer.

### Suntory Spirits Limited

Effective January 1, 2024

New Position	Former Position	Continued Position	Name
Supervisor for Management & Brand	Head of Sales Marketing Company	Director, Executive Vice President	Kenji Yamada
Director, Executive Vice President Supervisor for MONOZUKURI	Director Spirits Company, Whisky Development & Production Division, Wine Company, Wine Development, Production & Quality	—	Kaneo Oka
Director, Senior Managing Executive Officer Supervisor for Sales (Head of Sales Marketing)	Suntory Corporate Business Limited, Representative Director, President & CEO	—	Koichi Nagashima
Managing Executive Officer Wine Company, Senior General Manager, Business Planning Department	Director, Managing Executive Officer	Head of Wine Company Division COO, Imported & Domestic Wine Business Division	Keiko Yoshio

Managing Executive Officer Spirits Company, Senior General Manager, Business Planning Department	Director, Managing Executive Officer	Head of Spirits Company	Masaki Morimoto
Managing Executive Officer Division COO, Metropolitan Sales & Marketing Division	Executive Officer Sales Marketing Company, Senior General Manager, Metropolitan General Affiliate	—	Yosuke Okazaki
Managing Executive Officer Division COO, Nationwide Chain stores Marketing Division, Senior General Manager, Marketing Office 4	Executive Officer Sales Marketing Company, Division COO, Sales Development & Marketing Promotion Division	—	Tadamiki Kodama
Managing Executive Officer Head of Beer Company	Executive Officer	Beer Company, Division COO, Brand Marketing Division	Susumu Tada
Managing Executive Officer Deputy Division COO, Whisky Development & Production Division Whisky Blending & Planning Department	Senior General Manager, Whisky Production Department	Senior General Manager, Whisky Marketing Division	Seizo Saji
Division COO, Sales Development & Marketing Promotion Division	Sales Marketing Company, Division COO, Kysuyu Sales & Marketing Division	Executive Officer	Takaaki Iimori

Division COO, Business Strategy Division, Senior General Manager, Customer Relationship Management Department	—	Executive Officer Beer Company, Division COO, Business Strategy Planning Division	Tsuguhiro Tanaka
Senior General Manager, On-Premise Chain Business Development Division, Marketing Planning Department	—	Executive Officer Division COO, On-Premise Chain Business Development Division	Yoshiaki Harada
Executive Officer	—	Senior General Manager, Tokyo General Affiliate	Hiroki Ozeki
Executive Officer Division COO, Kyusyu Sales & Marketing Division	Sales Marketing Company, Senior General Manager, Yokohama Marketing Office	—	Kenichi Suzue
Executive Officer Division COO, Hokkaido Sales & Marketing Division	Wine Company, Senior General Manager, Business Planning Department, Senior General Manager, Business Strategy Division	—	Tomoki Nakaya
Executive Officer Division COO, Chugoku-Shikoku Sales & Marketing Division	Sales Marketing Company, Senior General Manager, Saitama Marketing Office	—	Ayumu Kanbara
Executive Officer Division COO, Tohoku Sales & Marketing Division	Senior General Manager, Nationwide Chain stores Marketing Division, Marketing Office 4	—	Satoshi Yamagata



**Suntory Wellness Limited****Effective January 1, 2024**

<b>New Position</b>	<b>Former Position</b>	<b>Continued Position</b>	<b>Name</b>
Senior General Manager, Quality Assurance Department	Senior General Manager, Institute for Science of Life	Director, Executive Officer	Masaaki Nakai
Senior General Manager, Service Department	—	Managing Executive Officer Senior General Manager, Health Care Department	Dai Yamamura
Executive Officer	Senior General Manager, Business Planning Division	Senior General Manager, Institute for Science of Life	Yoshihiro Nakao <sup>*4</sup>

\*4 Continued as Suntory Wellness Asia Pacific Pte. Ltd. Senior Vice President, Portfolio Development.

**Suntory Business Systems Limited****Effective January 1, 2024**

<b>New Position</b>	<b>Former Position</b>	<b>Name</b>
—	Director	Junji Miyawaki
—	Director	Tadamiki Kodama
Director	—	Mitsuhiro Kawamoto
Director	—	Takaaki Iimori

**Suntory Corporate Business Limited****Effective January 1, 2024**

<b>New Position</b>	<b>Former Position</b>	<b>Name</b>
Representative Director, Chairman of the Board & Chief Executive Officer	Suntory Holdings Limited, Managing Executive Officer Division COO, Communication Design Division, Sport Management	Tetsu Mizutani
Representative Director, President & CEO	Suntory Spirits Limited, Managing Executive Officer Sales Marketing Company, Division COO, Nationwide Chain stores Marketing Division	Junichi Mori

**Other Group Companies****Effective January 1, 2024**

<b>New Position</b>	<b>Former Position</b>	<b>Name</b>
Beam Suntory Inc. President, House of Suntory	Beam Suntory Inc. President, APAC	Masaki Morimoto
Beam Suntory Inc. President, Asia Pacific & Global Commercial Excellence	—	Masato Hayashi
Beam Suntory Inc. Head of MBC Lab.	—	Seizo Saji
Häagen-Dazs Japan, Inc. Advisor	—	Kyoko Igarashi