

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, 2024

Reorganization of Suntory Holdings Limited

- At Suntory RTD Company, the Global Strategy Department will be established to transfer some functions to the United States, the most important market, in order to achieve the goal of becoming No. 1 in the world in the RTD category by 2030. In addition, the North America Business Development Department will be established to promote new business development in North America.
- In conjunction with this, the Global Strategy & Planning Department will be renamed the Global Development & Operation Department.

Effective April 1, 2024

Reorganization of Suntory Holdings Limited

- The Business Planning Department will be established under the Group Governance Division to promote group-wide planning.
- To come together and address the increasingly significant 2024 logistics problem and work on issues such as Scope 3 greenhouse gas reduction and DX promotion, the functions of the Supply Chain Division will be reorganized into three functional divisions: the Supply Chain Strategy Division, the Procurement Division, and the Supply Chain Innovation and Development Division.
- The Global Supply Solutions Department, the Strategy Planning Department, and the Supply Chain Digital Transformation Department will be placed under the Supply Chain Strategy Division.
- The Procurement Planning Department, the Raw Material Department, the Packaging Material Department, and the Logistics Department will be established under the Procurement Division.

- The Supply Chain Innovation Department, the Supply Chain Sustainability Development Department, and the Supply Chain Quality and Safety Department will be established under the Supply Chain Innovation and Development Division.
 - To increase the flexibility of strategy implementation within the Sustainability Management Division, the Corporate Sustainability Department will be closed down and merged into the division's functions.
 - To plan and promote strategies related to information, which is an important management resource for the whole Group, and effectively utilize information, the ERP Strategy Department will be established under the Digital Transformation Division.
- In addition, the IT Strategy Department will be renamed the Global IT Department to optimize activities related to the Group's IT across the entire Group.
- The Design Department under the Communication Design Division will be renamed the Design Center to promote global operations and expand into a wide range of domains beyond product design and development.

Reorganization of Suntory Spirits Limited

- To strengthen integrated management across the entire alcoholic beverages business, the company system will be abolished, and the respective functional divisions (Corporate Planning, Logistics, Marketing, and Production) will be reorganized as Management & Brand Management and MONOZUKURI Management. In addition, the departments of Sales & Marketing Company will be reorganized as Sales Management.
 - The Business Strategy Division, the Supply Chain Management Division, the Communication Division, the Future Development Department, the Beer Division, the Spirits Division, and the Wine Division will be put in place for Management & Brand Management.
- The Business Planning Department, the Human Resources Department, the General Affairs and Risk Management Department, and the Liquor related Government Affairs Department will be placed under the Business Strategy Division.
 - The Supply Chain Strategy Planning Department, the Supply Chain Planning Department - Beer and RTD, and the Supply Chain Planning Department - Spirits and Wine will be placed under the Supply Chain Management Division.
 - The Advertising Department, the Customer Relationship Management Department, and the MUGINONE Promotion Department will be placed under the Communication Division.
 - The Premium Beer Marketing Department, the Brand Marketing Planning Department, and the International Strategy Department will be placed under the Beer Brand Division.
 - The HOS (House of Suntory) Global Strategy Development Department, the Whisky Marketing Department, the Liqueur/Spirits/Shochu Marketing Department 1,

- the Liqueur/Spirits/Shochu Marketing Department 2, and the RTD Marketing Department will be placed under the Spirits Brand Division.
- The Wine Import Strategy Department, the Japanese Wine Department, the Casual Wine Business Division, and the Winery Department will be placed under the Wine Brand Division.
 - The MONOZUKURI D&P Strategy Planning Department, the Beer Development & Production Division, and the Spirits, Wine Development & Production Division will be put in place for MONOZUKURI Management.
 - The Beer Development Department and the Beer Production Department will be placed under the Beer Development & Production Division.
 - The Whisky Blending & Planning Department, the Spirits & Wine Development Department, the Whisky Production Department, the Spirits Production Department, and the Wine Production Department will be placed under the Spirits, Wine Development & Production Division.
 - The Sales Development & Marketing Promotion Division and other sales divisions will be put in place for Sales Management.
 - The Business Planning Department under the Sales Development & Marketing Promotion Division will be renamed the Business Planning Department.

Reorganization of Suntory System Technology Limited

- To bring together internal system development methods and provide solution services in a timely manner, the Business Process Planning Department and the D2C System Department will be merged into a new the Business Solution Department.
- To improve the quality of each department's operations and system development and operation, the System Quality Department will be established by transferring some operations from the Business Process Planning Department and the Business Planning Department.
- The Global System Department will be renamed the Global Infra Department.
- To promote the use of advanced technology, some operations will be transferred from the Global System Department to establish the new Advanced Technology Department.

●Executive Appointments

Suntory Holdings Limited

Effective April 1, 2024

New Position	Former Position	Name
Managing Executive Officer China Business Suntory (China) Holding Co., Ltd., Chairman of the Board CT Suntory Trading Co., Ltd., Chairman of the Board and CEO	Managing Executive Officer China Business Suntory (China) Holding Co., Ltd., Chairman of the Board CT Suntory Trading Co., Ltd., Chairman of the Board and CEO Beam Suntory China Inc., Non-Executive Chairman	Masato Arishiro
Managing Executive Officer Beam Suntory Inc., President, Asia Pacific & Global Commercial Excellence Beam Suntory China Inc., Non-Executive Chairman	Managing Executive Officer Beam Suntory Inc., President, Asia Pacific & Global Commercial Excellence	Masato Hayashi
Executive Officer Deputy Division COO, Supply Chain Division Division COO, Supply Chain Strategy Division	Executive Officer Deputy Division COO, Supply Chain Division Senior General Manager, Strategy Planning Division Senior General Manager, Global Supply Solutions Department	Hiroshi Takemoto

Suntory Spirits Limited

Effective March 1, 2024

New Position	Former Position	Name
Executive Officer Spirits Company, Division COO, Production Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Development & Operation Department	Executive Officer Spirits Company, Division COO, Production Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Strategy & Planning Department	Tatsushi Yoshida

Suntory Spirits Limited**Effective April 1, 2024**

New Position	Former Position	Name
Managing Executive Officer Division COO, Beer Development & Production Division Division COO, Beer Development Department	Managing Executive Officer Beer Company, Division COO, Headquarters of Beer Development & Production, Division COO, Beer Development Department	Shingo Kawasaki
Managing Executive Officer Division COO, Spirits, Wine Development & Production Division	Managing Executive Officer Spirits Company, Whisky Development & Production, Division COO, Whisky Development & Production Department, Wine Company, Development, Production & Quality	Katsunori Kurihara
Managing Executive Officer Division COO, Wine Brand Division	Managing Executive Officer Head of Wine Company, Senior General Manager, Casual Wine Business Division, Senior General Manager, Business Planning Department	Keiko Yoshio
Managing Executive Officer Division COO, Spirits Brand Division Senior General Manager, HOS Global Strategy Development Department	Managing Executive Officer Head of Spirits Company, Senior General Manager, Business Planning Department	Masaki Morimoto
Managing Executive Officer Division COO, Nationwide Chain stores Marketing Division	Managing Executive Officer Division COO, Nationwide Chain stores Marketing Division, Senior General Manager, Marketing Office 4	Tadamiki Kodama
Managing Executive Officer Division COO, Beer Brand Division	Managing Executive Officer Head of Beer Company, Division COO, Brand Marketing Division	Susumu Tada

<p>Managing Executive Officer Deputy Division COO, Spirits, Wine Development & Production Division, Whisky Blending & Planning Department</p>	<p>Managing Executive Officer Spirits Company, Deputy Division COO, Whisky Development & Production Division, Whisky Blending & Planning Department</p>	<p>Seizo Saji</p>
<p>Executive Officer Beer Development & Production Division Senior General Manager, Beer Production Department</p>	<p>Executive Officer Beer Company, Senior General Manager, Beer Production Department</p>	<p>Ichiro Izawa</p>
<p>Executive Officer Division COO, Business Strategy Division, Division COO, Communication Division</p>	<p>Executive Officer Division COO, Business Strategy Division, Senior General Manager, Customer Relationship Management Department, Beer Company, Division COO, Business Strategy Planning Division</p>	<p>Tsuguhiro Tanaka</p>
<p>Executive Officer Spirits, Wine Development & Production Division, Division COO, Production Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Development & Operation Department</p>	<p>Executive Officer Spirits Company, Division COO, Production Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Development & Operation Department</p>	<p>Tatsushi Yoshida</p>
<p>Executive Officer Division COO, On-Premise Chain Business Development Division</p>	<p>Executive Officer Division COO, On-Premise Chain Business Development Division, Senior General Manager, On-Premise Chain Business Development Division, Marketing Planning Department</p>	<p>Yoshiaki Harada</p>

Executive Officer Deputy Division COO, Spirits Brand Division Beam Suntory Inc., MD, House of Suntory Japan	Executive Officer Spirits Company Division COO, RTD/Liqueur/Spirits/Shochu Marketing Division Beam Suntory Inc., HOS - Global Brands Senior Director	Daisuke Tsukahara
—	Executive Officer Spirits Company, Division COO, Whisky Marketing Division Suntory Holdings Limited, Senior General Manager, MBC Laboratory	Nobuyuki Akiyama
Executive Officer Division COO, Supply Chain Management Division Senior General Manager, Supply Chain Strategy Planning Department	Suntory Holdings Limited, Supply Chain Division, Senior General Manager, Logistics Department	Yoichiro Kumagai
—	Senior Audit & Supervisory Board Member	Kazushi Ishikawa
Senior Audit & Supervisory Board Member	Suntory Foods Limited, Director, Managing Executive Officer Division COO, Sales Development & Marketing Promotion Division	Hiromu Okido

Suntory Wellness Limited

Effective April 1, 2024

New Position	Former Position	Name
Managing Executive Officer Senior General Manager, Service Department	Managing Executive Officer Senior General Manager, Health Care Department, Senior General Manager, Service Department	Dai Yamamura
Executive Officer	—	Mario Suzuki

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

New Position	Former Position	Name
Representative Director, President & CEO Senior General Manager, Business Planning Department	Representative Director, President & CEO	Masanao Tsubone
—	Director	Hiromu Okido
Director	—	Naoki Harada

Suntory System Technology Limited**Effective March 1, 2024**

New Position	Former Position	Name
Director, Senior General Manager, Business Process Planning Department, Senior General Manager, D2C System Department	Director, Senior General Manager, Business Process Planning Department	Hitoshi Ono

Suntory System Technology Limited**Effective April 1, 2024**

New Position	Former Position	Name
—	Director, Chairman of the Board	Yasuyuki Murabayashi
Representative Director, President & CEO Suntory Holdings Limited, Senior General Manager, ERP Strategy Department, Senior General Manager, Future Business Development Department	Representative Director, President & CEO Suntory Holdings Limited, Senior General Manager, Future Business Development Department	Hiroaki Kawamura
Senior General Manager, System Quality Department	Director Senior General Manager, Global System Department	Yoshihiko Kato

Director Senior General Manager, Business Solution Department	Director Senior General Manager, Business Process Planning Department, Senior General Manager, D2C System Department	Hitoshi Ono
Director Senior General Manager, Global Infra Department	Senior General Manager, Business Planning Department	Minoru Sato
Director	—	Ryota Inaba