

Notification Regarding Reorganization and Executive Appointments

Suntory Beverage & Food Limited (President & CEO: Kazuhiro Saito) hereby notifies you that, effective January 1, 2023, a reorganization of major group companies and the appointment of executives will be conducted as follows.

1. Organizational Changes Effective January 1, 2023

● Abolition of the Global Human Resources Department

To enable the comprehensive promotion of global human resources, the functions of the Global Human Resources Department will be transferred to SBF International, and the Global Human Resources Department will be abolished.

2. Executive Appointments

● Suntory Beverage & Food Limited

Effective January 1, 2023

New Position	Former Position (All are positions at Suntory Beverage & Food Limited unless otherwise noted)	Continued Position (All are positions at Suntory Beverage & Food Limited unless otherwise noted)	Name
—	SBF Japan CEO Cross Region Development Department	Director, Executive Vice President	Josuke Kimura
SBF COO	—	Director, Executive Vice President, SBF International CEO	Shekhar Mundlay

Senior Managing Executive Officer	Suntory Holdings Limited Managing Executive Officer, Division COO of Sustainability Management Division	—	Makiko Ono
SBF Japan CEO; Suntory Foods Limited Director, Chairman of the Board & CEO	Suntory Foods Limited Representative Director, President & CEO	Senior Managing Executive Officer	Hachiro Naiki
Leaving	Managing Executive Officer; Suntory Products Limited Representative Director, President & CEO	—	Takashi Nakamura
SBF Japan Deputy CEO Cross Region Development Department	—	Managing Executive Officer Division COO, Brand Development Division, SBF Japan	Shinichiro Yanai
Leaving	Managing Executive Officer Division COO, Corporate Strategy Division	—	Kazushi Ishikawa
Managing Executive Officer Division COO, Corporate Strategy Division	Suntory Holdings Limited Executive Officer Division COO, Business Strategy Planning Department Corporate Planning & Administration Department	—	Noriaki Otsuka
Managing Executive Officer; Suntory Foods Limited Representative Director, President & CEO Division COO, Overall Sales & Marketing Division	Suntory Foods Limited Director, Managing Executive Officer Division COO, Metropolitan Sales & Marketing Division and Senior General Manager, Metropolitan Area Office 1	—	Shigeki Kogiso

Managing Executive Officer; Suntory Products Limited Representative Director, President & CEO	Suntory Products Limited Director, Executive Vice President	—	Takahiro Yoshimura
Leaving	Executive Officer Senior General Manager, Quality Assurance Department	—	Makoto Fujimoto
Senior General Manager, Quality Assurance Department	Senior General Manager, Supply Chain Management Department, Production & Supply Chain Management Division, SBF Japan	Executive Officer	Munetaka Hioki

*Previously announced in relation to executive appointments scheduled to come into effect in late March 2023. (See news release No. SBF1319)

*Josuke Kimura will become Senior Managing Executive Officer, Suntory Holdings, Ltd., Supply Chain Management Department, and Division COO, Supply Chain

*Takashi Nakamura will become Senior Advisor to Suntory Products Limited.

*Kazushi Ishikawa will become Senior Audit & Supervisory Board Member at Suntory.

*Makoto Fujimoto will become Executive Officer, Suntory Holdings Limited, Division COO, Group Quality Assurance, and Senior General Manager, Quality Strategy Planning Department.

●Suntory Foods Limited

Effective January 1, 2023

New Position	Former Position (All are positions at Suntory Foods Limited unless otherwise noted)	Continued Position (All are positions at Suntory Foods Limited unless otherwise noted)	Name
Director, Chairman of the Board	Representative Director, President & CEO	—	Hachiro Naiki
Representative Director, President & CEO Division COO, Overall Sales & Marketing Division	Director, Managing Executive Officer Division COO, Metropolitan Sales & Marketing Division and Senior General Manager, Metropolitan Area Office 1	—	Shigeki Kogiso
Leaving	Director, Managing Executive Officer Division COO, Nationwide Chainstores Sales Division	—	Kenichi Nakagawa
Leaving	Director, Managing Executive Officer Division COO, Overall Sales & Marketing Division	—	Hidenobu Tomita
Division COO, Metropolitan Sales & Marketing Division and Senior General Manager, Metropolitan Area Office 1	Division COO, Kinki Sales & Marketing Division and Senior General Manager, Kinki Area Office 1	Director, Executive Officer	Kazuhide Tamura
Director, Executive Officer Division COO, Kinki Sales & Marketing Division and Senior General Manager, Kinki Area Office 1	Executive Officer Senior General Manager, Sales & Marketing Division Kanto Koshinetsu Area	—	Yuji Mori
Director, Executive Officer Division COO, Nationwide Chainstores Sales Division	Deputy Division COO, Nationwide Chainstores Sales Division	—	Hiroshi Kawahara

Leaving	Director	—	Josuke Kimura
Director	—	—	Shinichiro Yanai
Senior General Manager, Sales & Marketing Division Kanto Koshinetsu Area	Senior General Manager, Sales & Marketing Division Kyusyu Area	Executive Officer	Naohiro Takahashi
Executive Officer Senior General Manager, Sales & Marketing Division Kyusyu Area	Senior General Manager, Sales & Marketing Division Kyusyu Area Branch 1	—	Koichi Honda

●Suntory Products Limited

Effective January 1, 2023

New Position	Former Position (All are positions at Suntory Products Limited unless otherwise noted)	Continued Position (All are positions at Suntory Products Limited unless otherwise noted)	Name
Leaving	Representative Director, President & CEO	—	Takashi Nakamura
Representative Director, President & CEO	Director, Executive Vice President	—	Takahiro Yoshimura
Leaving	Director	—	Josuke Kimura
Director	—	—	Hachiro Naiki
Director	—	—	Shinichiro Yanai
Leaving	Executive Officer Senior General Manager, Haruna Plant	—	Ryo Takayama
Executive Officer Senior General Manager, Haruna Plant	Suntory Holdings Limited Senior General Manager, Engineering Department	—	Hidefumi Ando

*Ryo Takayama will become Senior General Manager, Supply Chain Management Department, Production & Supply Chain Management Division, SBF Japan of Suntory Beverage & Food Limited.

*Takashi Nakamura will become Senior Advisor to Suntory Products Limited.

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