

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, 2017

Reorganization of Suntory Holdings Limited

As global headquarters, will reorganize our organizational structure as follows for further reinforce the foundations of our business.

- 1) “Group Strategy Planning Division,” “Finance & Accounting Division” and “Global Business Development Division” will be reorganized and “Group Strategy Planning, Finance and Accounting Division” will be established, under which “Group Strategy Planning Department,” “Finance and Accounting Department,” “Global Business Development Department,” and “Business Development Department” will be placed and “BPR & IT Planning Department” will be established.
- 2) “Human Resources Management Division” and “Human Resources Development Division” will be reorganized and “Human Resources Division” will be established, under which “Human Resources Department,” “Global Human Resources Department” and “Career Planning & Development Department” will be placed.
- 3) “Corporate Communication Planning Department” and “Environmental Sustainability Strategy Department” under “Corporate Communication Division” will be reorganized and “Sustainability Strategy Department” and “Corporate Communication Development Department” will be established.
- 4) “MONOZUKURI Division” will be established, under which “Quality Strategy Planning Division,” “Research Strategy Planning Department,” “D&P Planning & Development Department” and “Intellectual Property Department” will be placed.

Establishment of Suntory Beer, Wine & Spirits Japan Limited

A new company, “Suntory Beer, Wine & Spirits Japan Limited,” will be created in order to further strengthen the Suntory Group's combined strength—its collective capabilities—and a unified

operational system for our domestic liquor business. The company will house “Corporate Planning Department” responsible for the overall strategy of the liquor business and work closely with its three subsidiaries “Suntory Beer Limited,” “Suntory Wine International Limited” and “Suntory Liquors Limited,” as well as “Suntory Spirits Limited,” to strengthen the domestic liquor business.

Reorganization of Suntory Business Expert Limited

Suntory Business Expert Limited which is responsible for highly specialized operations and functions shared across the Suntory Group, will be reorganized into three separate functional companies dealing respectively with production, business infrastructure and support for brand communication and customer relations. Further raising the level of our expertise will not only strengthen our ability to provide solutions, but also accelerate operations.

1) Suntory MONOZUKURI Expert Limited

Suntory MONOZUKURI Expert Limited will be responsible for production across the Suntory Group. It will house departments such as “Quality Assurance Division,” “Engineering Division” and “Supply Chain Management Division.”

2) Suntory Business Systems Limited

Suntory Business System Limited will be responsible for business infrastructure across the Suntory Group. It will house departments such as “Group Information Systems Department” and “Group Accounting Center.”

3) Suntory Communications Limited

Suntory Communications Limited will be responsible for brand communications support and customer relations. It will house “Advertising & Design Division,” “Digital Marketing Division” and “Consumer Relations Division.”

●Executive Appointments

Suntory Holdings Limited

Effective late March, 2017

New Position	Former Position	Continued Position	Name
Group Strategy Planning, Finance and Accounting Division	Representative Director Regional CEO, Japan Group Mid-long term Strategy	Executive Vice President, Chief Operating Officer, Member of the Board, Representative Director	Nobuhiro Torii
Division COO, Administration, Group Companies Japan	Division COO, Human Resources Division	Executive Vice President, Chief Operating Officer, Member of the Board	Shunichi Naito

—	Supervisor for R&D and Production Division	Executive Vice President, Chief Operating Officer, Member of the Board	Yasunori Aiba
Division COO, MONOZUKURI Division	—	Senior Managing Director, Member of the Board, Executive Officer for R&D and Production Division	Koji Kojima
—	Senior Managing Director, Member of the Board, In charge of Intellectual Property Department and R&D Division	—	Hideo Tsujimura
Division COO, Group Strategy Planning, Finance and Accounting Division	In charge of Group Strategy Planning Division, Finance & Accounting Division and Global Business Development Division	Senior Managing Director, Member of the Board, Division COO, Beam Suntory Inc.	Shinichiro Hizuka
Senior Managing Director, Member of the Board, Division COO, Human Resources Division / Senior General Manager, Global Human Resources Department / Risk Management Division	Managing Executive Officer Division COO, Risk Management Division	—	Kazutomo Aritake
—	Director, Member of the Board	—	Izumi Kobayashi
Director, Member of the Board	—	—	Takashi Mikuriya
Managing Executive Officer	Executive Officer	—	Kenji Yamada
Managing Executive Officer	Executive Officer	—	Koichi Nagashima
—	Executive Officer, Senior General Manager, Production / R&D Planning Division	—	Noboru Ito

—	Executive Officer	—	Kenzo Takahashi
Division COO, Risk Management Division / General Affairs Department	In charge of General Affairs Department and Secretarial Department	Executive Officer	Yukihiro Kamakura
Division COO, Overseas Office	Senior General Manager, Business Management & Monitoring Department	Executive Officer	Hong Sik Park
Executive Officer Senior General Manager, Research Strategy Planning Department	—	—	Yoshihito Suda
Division COO, Group Strategy Planning Department	Division COO, Group Strategy Planning Division / Senior General Manager, Business Planning & Development Department / In charge of Corporate Planning & Administration Division	Executive Officer	Masato Arishiro
Division COO, Global Business Development Department	Division COO, Global Business Development Division	Executive Officer	Vincent Ambrosino
Executive Officer Senior General Manager, D&P Planning & Development Department	—	—	Takashi Nakamura
—	Executive Officer Division COO, Human Resources Development Division / Senior General Manager, Global Human Resources Department	—	Makiko Ono
Division COO, Finance and Accounting Department	Division COO, Finance & Accounting Division	Executive Officer	Kazushi Ishikawa
Senior General Manager, BPR & IT Planning Department	—	Executive Officer	Kazuhiko Kawabata

Division COO, Career Planning & Development Department	Division COO, Human Resources Management Division	Executive Officer Division COO, Human Resources Department	Hideki Kanda
Executive Officer	—	Senior General Manager, Legal Department	Akira Haraguchi
Executive Officer	—	—	Ichie Matsuoka
Executive Officer	—	—	Hiroshi Miyamori
Executive Officer Division COO, General Affairs Department	—	Senior General Manager, Secretarial Department	Toyonobu Inoue

Suntory Beer, Wine & Spirits Japan Limited

Effective April 1, 2017

New Position	Name
President & CEO, Member of the Board	Nobuhiro Torii
Executive Vice President & COO, Member of the Board	Yasunori Aiba
Senior Audit & Supervisory Board Member	Yoichi Matsumoto
Senior Audit & Supervisory Board Member	Yoshinobu Ito
Executive Officer Senior General Manager, Strategy Planning Department	Noriaki Otsuka

Suntory Spirits Limited

Effective late March, 2017

New Position	Former Position	Continued Position	Name
Managing Director, Member of the Board Division COO, Production Planning & Development	—	—	Takayuki Hirashima

Suntory Beer Limited
Effective late March, 2017

New Position	Former Position	Continued Position	Name
President & CEO, Member of the Board Division COO, Business Strategy Planning Division	—	—	Kenji Yamada
—	President & CEO, Member of the Board	—	Tetsu Mizutani
Managing Executive Officer Senior General Manager, Premium Beer Marketing Department	Managing Director, Member of the Board Division COO Business Strategy Planning Division	Division COO, Brand Marketing Division	Josuke Kimura
Managing Executive Officer	Managing Director, Member of the Board	Division COO, Headquarters of Beer Development / Production Senior General Manager, Beer Development Department	Kaneo Oka
—	Senior Audit & Supervisory Board Member	—	Yoichi Matsumoto
—	Executive Officer Deputy Division COO, Brand Marketing Division / Senior General Manager, Premium Beer Marketing Department / Senior General Manager, Advertising & Planning Department	—	Eiichiro Nishida

Suntory Liquors Limited

Effective late March, 2017

New Position	Former Position	Continued Position	Name
—	Chairman of the Board & CEO, Representative Director	—	Yasunori Tanaka
—	Managing Director, Member of the Board Division COO, Sales & Marketing Division Kinki Area	—	Kenji Yamada
Senior Managing Executive Officer	Managing Director, Member of the Board	Division COO, Metropolitan Sales & Marketing Division	Koichi Nagashima
Managing Executive Officer	Managing Director, Member of the Board	Division COO, Sales & Marketing Division Tokai Hokuriku Area	Satoshi Miyashita
Managing Executive Officer Division COO, Sales & Marketing Division Kinki Area	Director, Member of the Board	—	Tetsu Mizutani
—	Managing Director, Member of the Board Division COO, Sales Development & Marketing Promotion Division	—	Chisato Tani
Managing Executive Officer Division COO, Sales Development & Marketing Promotion Division	Executive Officer Senior General Manager, Sales & Marketing Division Chugoku Shikoku Area	—	Ichie Matsuoka
—	Senior Audit & Supervisory Board Member	—	Yoshinobu Ito
Executive Officer Division COO, Nationwide Chainstores Marketing Division	—	—	Eiichiro Nishida
Senior General Manager, Sales & Marketing Division Chugoku Shikoku Area	Division COO, Nationwide Chainstores Marketing Division	Executive Officer	Masato Hayashi

Suntory MONOZUKURI Expert Limited**Effective April 1, 2017**

New Position	Name
President & CEO, Member of the Board	Koji Kojima
Senior Managing Director, Member of the Board Division COO, Quality Assurance Division	Mitsuyoshi Ueda
Managing Director, Member of the Board Division COO, Supply Chain Management Division / Senior General Manager, Supply Chain Management Department	Masao Itoko
Senior Audit & Supervisory Board Member	Kou Sakurai

Suntory Business System Limited**Effective April 1, 2017**

New Position	Name
President & CEO, Member of the Board	Kazuhiko Kawabata
Executive Officer Senior General Manager, Group Information Systems Department	Katsuhiko Yamauchi

Suntory Communications Limited**Effective April 1, 2017**

New Position	Name
President & CEO, Member of the Board Division COO, Advertising & Design Division	Shinji Yamada
Managing Director, Member of the Board Division COO, Digital Marketing Division	Chisato Tani
Executive Officer Division COO, Consumer Relations Division	Masanao Tsubone

Suntory Global Innovation Center Limited**Effective late March, 2017**

New Position	Former Position	Continued Position	Name
—	President & CEO, Member of the Board	—	Takayuki Hirashima
President & CEO, Member of the Board	—	—	Yoshihito Suda

SUNTORY CORPORATE BUSINESS LTD.**Effective late March, 2017**

New Position	Former Position	Continued Position	Name
—	Chairman of the Board & CEO, Representative Director	—	Yoshitaka Teranaga