

## 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, 2020**

#### Reorganization of Suntory Holdings Limited

Establish Global Public Relations Department to plan and implement public relations strategy to enhance corporate brand value globally.

Change the name of Alcohol Responsibility and Sustainability Department to Global Alcohol Responsibility and Sustainability Department to clarify the mission to comprehensively implement policies and strategies to address alcohol-related issues from a group-wide perspective.

#### Reorganization of Suntory Spirits Limited

Establish Global Business Strategy Planning Department to address issues more quickly and strategically by integrating Business Strategy Planning Department and Global Strategy Department.

### ●Executive Appointments

Director ,Executive Officer : As of January 1, 2020

#### Suntory Holdings Limited

Audit & Supervisory Board : Scheduled for late March, 2020

New Position	Former Position	Continued Position	Name
—	Group Strategy Planning, Finance and Accounting Division	Representative Director, Executive Vice President, COO	Nobuhiro Torii
—	Division COO, MONOZUKURI Division	Director, Executive Vice President R&D and Production	Koji Kojima

Director, Executive Vice President Division COO, Human Resources Division / Group Strategy Planning, Finance and Accounting Division	Director, Senior Managing Executive Officer Division COO, Group Strategy Planning, Finance and Accounting Division Division COO, Group Strategy Planning Department Human Resources Division	Group Business Strategy & Management	Shinichiro Hizuka
Director, Executive Vice President Group Auditing Department General Affairs Department / Secretarial Department	Director, Senior Managing Executive Officer General Affairs / Secretarial Department	Group Risk Management Corporate Communication Corporate Sustainability Division	Kazutomo Aritake
Division COO, Group Strategy Planning, Finance and Accounting Division Division COO, Group Strategy Planning Department	—	Managing Executive Officer	Masuo Kawasaki
—	Managing Executive Officer	—	Takashi Kojima
—	Managing Executive Officer	—	Masao Itoko
Managing Executive Officer Public Relations Group Companies Management Department	Executive Officer Group Companies Management Department	—	Yukihiro Kamakura
Managing Executive Officer Division COO, MONOZUKURI Division	Executive Officer	—	Kaneo Oka
—	Executive Officer	—	Satoshi Hamaoka

—	Executive Officer	—	Shinji Yamada
Division COO, Group Auditing Department	Deputy Division COO, Risk Management Division	Executive Officer	Haruhisa Inada
—	Division COO, Human Resources Division Division COO, Human Resources Department	Executive Officer	Hideki Kanda
Division COO, Global Alcohol Responsibility and Sustainability Department	—	Executive Officer	Hiroshi Miyamori
Division COO, Group Companies Management Department	Division COO, Secretarial Department General Affairs Department	Executive Officer	Toyonobu Inoue
Executive Officer	Suntory Beverage & Food Limited, Managing Executive Officer Division COO, Japan Business Division, Strategy & Business Planning Division Division COO, Japan Business Division, Communication Division	—	Naoto Okinaka
Executive Officer	—	—	Hiroaki Horie
Executive Officer	—	Division COO, Global Business Development Department	Toru Miyanaga
Executive Officer	—	—	Masaaki Fujiwara
Senior Audit & Supervisory Board Member	Audit & Supervisory Board Member	—	Hong Sik Park

**Suntory Beer, Wine & Spirits Japan Limited**

Effective January 1, 2020

New Position	Former Position	Name
—	Director	Takashi Kojima
—	Director	Sho Semba
Director	—	Kaneo Oka
Director	—	Hideki Kanda
Director	—	Eiichiro Nishida

**Suntory Spirits Limited**

Effective January 1, 2020

New Position	Former Position	Name
Director	Representative Director, President & CEO	Sho Semba <sup>※</sup>
Representative Director, President & CEO	—	Hideki Kanda
—	Director	Takashi Kojima
Director	—	Kenji Yamada
—	Executive Officer Division COO, RTD/Liqueur/Spirits/Shochu Marketing Division	Akiyo Sato
Executive Officer Division COO, RTD/Liqueur/Spirits/Shochu Marketing Division	—	Akiko Suzuki

※also newly appointed as Beam Suntory Inc. President Japan & China

**Suntory Beer Limited**

Effective January 1, 2020

New Position	Former Position	Continued Position	Name
—	Representative Director, President & CEO	—	Kenji Yamada
Representative Director, President & CEO	Managing Executive Officer	—	Eiichiro Nishida

—	Managing Executive Officer Division COO, Headquarters of Beer Development & Production	—	Kaneo Oka
Division COO, Headquarters of Beer Development & Production	—	Executive Officer Senior General Manager, Beer Development Department	Shingo Kawasaki
Executive Officer	—	—	Masato Hayashi

### Suntory Liquors Limited

Effective January 1, 2020

New Position	Former Position	Continued Position	Name
—	Chairman of the Board & CEO	—	Nobuhiro Torii
Chairman of the Board & CEO	Representative Director, President & CEO	—	Takashi Kojima
Representative Director, President & CEO	—	—	Kenji Yamada
—	Managing Executive Officer Division COO, Sales & Marketing Division Kinki Area	—	Tetsu Mizutani
—	Managing Executive Officer Division COO, Marketing Planning Division	—	Eiichiro Nishida
Managing Executive Officer Division COO, Sales & Marketing Division Kinki Area	—	Senior General Manager, Osaka Marketing Office	Hiroaki Horie

—	Executive Officer Senior General Manager, Sales & Marketing Division Kanto Shinetsu Area	—	Masayoshi Endo
Division COO, Marketing Planning Division	Senior General Manager, Sales & Marketing Division Chugoku Shikoku Area	Executive Officer	Masato Hayashi
Executive Officer Senior General Manager, Sales & Marketing Division Chugoku Shikoku Area	—	Senior General Manager, Chugoku Branch	Toshihiko Murao
Executive Officer Senior General Manager, Sales & Marketing Division Kanto Shinetsu Area	Senior General Manager, Shizuoka Branch	—	Asako Tsuda
—	Audit & Supervisory Board Member	—	Nobuhiro Yasui
Audit & Supervisory Board Member	—	—	Yasuhiko Kamada

### Suntory Wellness Limited

Effective January 1, 2020

New Position	Former Position	Name
—	Representative Director, President & CEO	Masuo Kawasaki
Representative Director, President & CEO	—	Naoto Okinaka

### Suntory MONOZUKURI Expert Limited

Effective January 1, 2020

New Position	Former Position	Name
—	Representative Director, President & CEO Division COO, Supply Chain Management Division	Masao Itoko
Representative Director, President & CEO	Director	Koji Kojima

Director, Managing Executive Officer Division COO, Supply Chain Management Division	—	Masaaki Fujiwara
Director	—	Kaneo Oka
Audit & Supervisory Board Member	—	Noboru Ito

### Suntory Business Systems Limited

Effective January 1, 2020

New Position	Former Position	Name
—	Chairman of the Board & CEO	Yasuhiro Ito
—	Director	Hideki Kanda
—	Director	Toyonobu Inoue
Director	—	Kazutomo Aritake
Director	—	Toshihiko Kurogi

### Suntory Communications Limited

Effective January 1, 2020

New Position	Former Position	Name
—	Representative Director, President & CEO Division COO, Advertising & Design Division	Shinji Yamada
Representative Director, President & CEO Division COO, Advertising & Design Division	—	Tetsu Mizutani

### Suntory Global Innovation Center Limited

Effective January 1, 2020

New Position	Former Position	Name
—	Director	Hideo Tsujimura
Director	—	Shozo Nishimoto