

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, 2025

Reorganization of Suntory Holdings Limited

- Within the MONOZUKURI Center of Excellence Division, the Engineering Department and Global Technical Department will be integrated into the newly established Global Technical Strategy Planning and Development Department to formulate and promote technical and engineering strategies, solve issues, and horizontally share technologies and expertise for the global transformation of manufacturing. Additionally, the MONOZUKURI Skill & Knowledge Center will be transferred under this department to advance the global development of on-site talent.
To more effectively promote occupational-safety-and-health activities at manufacturing sites, the occupational safety and health promotion functions of the Engineering Department will be spun off into the newly established Occupational Safety Promotion Office.
- In order to accelerate the creation of new value for the Group across businesses and functions, the Group Innovation Division will be newly established, under which the Future Business Development Department and the Suntory Global Innovation Center Limited will be placed. Additionally, to unify internal and external knowledge and accelerate innovation within the Group, the Research Strategy Planning Department, previously under the MONOZUKURI Center of Excellence Division, will be reorganized into the Innovation Planning Department and transferred under the Group Innovation Division.
- In order to strengthen strategy and execution functions for transforming business models through digital technology, the subordinate organizations of the Digital Transformation Division will be reorganized into the newly established DX Strategy Department, DX Promotion Department, and Wellness DX Department.

Reorganization of Suntory Spirits Limited

- In order to further enhance customer-driven marketing in the growing canned product sector of the alcoholic beverage market, the RTD Marketing Department, which was previously under the Spirits Brand Division, and the Beer Brand Division will be integrated into the newly established Beer and RTD Division.

As part of this restructuring, the Brand Marketing Planning Department, previously under the Beer Brand Division, will be renamed the Beer Marketing Department, respectively, with the functions of the International Strategy Department transferred to the Premium Beer Marketing Department.

Additionally, to strengthen the expanding non-alcoholic beverage sector, the non-alcoholic marketing organizations of each division will be consolidated into the newly established Non-alcoholic Department under the Beer and RTD Division.

Reorganization of Suntory Wellness Limited

- In order to create synergies by consolidating IT product development, data utilization, and UX design functions to drive growth in the DX sector in Japan and the APAC region, some functions of the DX Department and the Communication Design Department will be integrated into the newly established IT Product Department.

Effective April 1, 2025

Reorganization of Suntory Holdings Limited

- In order to enable cohesive and agile organizational management, including flexible reassignments across the entire Digital Transformation Division, Suntory System Technology Limited, currently under the division, will be transferred to the newly established Information Technology Department.

*Suntory Holdings Limited will absorb Suntory System Technology Limited, with the former being the surviving company.

●Executive Appointments

Suntory Holdings Limited

Effective January 1, 2025

New Position	Former Position	Name
Director, Executive Vice President Group Governance Division, General Affairs Department, BCP, Public Relations Department, Group Auditing Department One Suntory Promotion	Director, Executive Vice President One Suntory Promotion	Kenji Yamada
Director, Senior Managing Executive Officer Executive Advisor, General Affairs, BCP, Secretary	Director, Senior Managing Executive Officer Group Governance Division, General Affairs Department, BCP, Public Relations Department, Group Auditing Department	Yukihiro Kamakura
Managing Executive Officer Corporate Management & Finance Division, Intelligence Division	Managing Executive Officer China Business	Masato Arishiro
Managing Executive Officer Division COO, Group Innovation Division	Suntory Beverage & Foods Limited, Senior Managing Executive Officer R&D and Production, Division COO, MONOZUKURI Division	Yoshihito Suda
Senior Advisor, Global MONOZUKURI	Managing Executive Officer Deputy Division COO, MONOZUKURI Center of Excellence Division Global Technique, Talent Development Global Technical Department	Yasushi Fukuda
Managing Executive Officer Division COO, Corporate Planning Division	Managing Executive Officer Division COO, Corporate Planning Division Corporate Management & Finance Division, Intelligence Division	Toru Miyanaga

Managing Executive Officer Division COO, Digital Transformation Division	Managing Executive Officer Division COO, Digital Transformation Division President, Suntory Business Expert APAC	Takashi Muromoto
Senior Advisor, Global Governance, Global Alcohol Responsibility and Sustainability	Executive Officer Division COO, Group Governance Division, Global Alcohol Responsibility and Sustainability Department	Hiroshi Miyamori
Executive Officer Division COO, Group Companies Management Department	Executive Officer Deputy Division COO, Group Governance Division Division COO, Group Companies Management Department	Toyonobu Inoue
Executive Officer Division COO, Corporate Brand Strategy Department	Suntory Beverage & Foods Limited, Managing Executive Officer SBF Japan Deputy CEO, Division COO, Brand Marketing Division, SBF Japan, Cross Region Development Department	Shinichiro Yanai
—	Executive Officer	Naoto Okinaka
Executive Officer President, Suntory India Private Limited	Suntory Beverage & Foods Limited, Managing Executive Officer SBF Asia Pacific CEO	Takayuki Sanno
Executive Officer China Business	Suntory Beverage & Foods Limited, Managing Executive Officer Division COO, Corporate Strategy Division, Corporate Communication Department	Noriaki Otsuka
Executive Officer Deputy Division COO, MBC Laboratory	Executive Officer	Shingo Kawasaki

Executive Officer Deputy Division COO, Group Innovation Division Future Business Development Department	Executive Officer Division COO, Research Strategy Planning Department Future Business Development Department	Noriyuki Ando
Executive Officer Division COO, D&P Planning & Development Department, Occupational Safety Promotion Office	Executive Officer Division COO, D&P Planning & Development Department	Atsushi Yoshioka
Executive Officer	Executive Officer Deputy Division COO, MBC Laboratory	Katsunori Kurihara
—	Executive Officer Division COO, Group Quality Assurance Division, Quality Strategy Planning Department	Makoto Fujimoto
Executive Officer	—	Koji Suzuki
Executive Officer Division COO, Group Governance Division, Legal Department, Global Alcohol Responsibility and Sustainability Department	Deputy Division COO, Group Governance Division Division COO, Legal Department	Masahiro Akashi
Executive Officer Division COO, Group Quality Assurance Division, Safety Science Institute	Deputy Division COO, Group Quality Assurance Division Division COO, Safety Science Institute	Towa Kamishinbara
Executive Officer Deputy Division COO, Digital Transformation Division President, Suntory Business Expert APAC	—	Dai Yamamura
Executive Officer Division COO, Intelligence Division	Division COO, Intelligence Division	Go Eguchi

Suntory Holdings Limited**Scheduled for late March, 2025**

New Position	Former Position	Name
Management Advisor	Representative Director, Executive Vice President, Chief Operating Officer	Shinichiro Hizuka
Executive Advisor, General Affairs, BCP, Secretary	Director, Senior Managing Executive Officer Executive Advisor, General Affairs, BCP, Secretary	Yukihiro Kamakura
Senior Audit & Supervisory Board Member	Executive Officer Division COO, Group Companies Management Department	Toyonobu Inoue
Advisor, Group Auditing Department	Senior Audit & Supervisory Board Member	Tsuyoshi Nishizaki

Suntory Spirits Limited**Effective January 1, 2025**

New Position	Former Position	Name
—	Director, Executive Vice President Supervisor for Management & Brand	Kenji Yamada
Director, Executive Vice President Supervisor for MONOZUKURI Division COO, Beer Development & Production Division	Director, Executive Vice President Supervisor for MONOZUKURI	Kaneo Oka
Managing Executive Officer Division COO, Spirits, Wine Development & Production Division	Managing Executive Officer Division COO, Beer Development & Production Division, Beer Development Department	Shingo Kawasaki
—	Managing Executive Officer Division COO, Spirits, Wine Development & Production Division	Katsunori Kurihara
Director	Managing Executive Officer Division COO, Spirits Brand Division, HOS Global Strategy Development Department	Masaki Morimoto

Managing Executive Officer Supervisor for Management	Managing Executive Officer Division COO, Metropolitan Sales & Marketing Division	Yosuke Okazaki
Managing Executive Officer Supervisor for Brand Division COO, Beer and RTD Division	Managing Executive Officer Division COO, Beer Brand Division	Susumu Tada
Managing Executive Officer Division COO, Metropolitan Sales & Marketing Division	Executive Officer Division COO, Kanto-Koshinetsu Sales & Marketing Division	Koji Suzuki
Executive Officer Division COO, Business Strategy Division Senior General Manager, Business Planning Department	Senior General Manager, Business Planning Department	Yusuke Shinoda
Senior General Manager, Supply Chain Management Division	Executive Officer Division COO, Supply Chain Management Division Senior General Manager, Supply Chain Strategy Planning Department	Yoichiro Kumagai
Executive Officer Division COO, Supply Chain Management Division Senior General Manager, Supply Chain Strategy Planning Department	Senior General Manager, Sales Development & Marketing Promotion Division, Business Planning Department	Masayuki Matsumoto
Executive Officer Division COO, Spirits Brand Division Suntory Holdings Limited, Senior General Manager, MBC Laboratory Suntory Global Spirits Inc. MD, House of Suntory Japan	Executive Officer Deputy Division COO, Spirits Brand Division Suntory Holdings Limited, Senior General Manager, MBC Laboratory Suntory Global Spirits Inc. MD, House of Suntory Japan	Daisuke Tsukahara

Executive Officer Division COO, Kanto-Koshinetsu Sales & Marketing Division	Executive Officer Division COO, Business Strategy Division, Division COO, Communication Division Deputy Division COO, Supply Chain Management Division	Tsuguhiro Tanaka
Executive Officer Deputy Division COO, Metropolitan Sales & Marketing Division Senior General Manager, Metropolitan General Affiliate Senior General Manager, Metropolitan Area Sales Development & Marketing Promotion Department	Senior General Manager, Metropolitan General Affiliate	Makoto Ono
—	Executive Officer Division COO, E-Commerce Sales & Marketing Division Senior General Manager, E-Commerce Sales & Marketing Office Suntory Holdings Limited, Senior General Manager, Digital Marketing Department	Yojiro Shimoda
Executive Officer Division COO, E-Commerce Sales & Marketing Division Senior General Manager, E-Commerce Sales & Marketing Office Suntory Holdings Limited, Senior General Manager, DX Promotion Department	Suntory Foods Limited, Senior General Manager, Chainstores Department 3, Metropolitan Sales & Marketing Division	Yujiro Takasaki

Suntory Wellness Limited**Effective January 1, 2025**

New Position	Former Position	Name
Director	Representative Director, President & Chief Executive Officer	Naoto Okinaka
Representative Director, President & Chief Executive Officer	—	Katsunori Kurihara
Director	Managing Executive Officer Senior General Manager, Service Department	Dai Yamamura

Suntory Global Innovation Center Limited**Effective January 1, 2025**

New Position	Former Position	Name
Audit & Supervisory Board Member	—	Yasushi Fukuda

Suntory Corporate Business Limited**Effective January 1, 2025**

New Position	Former Position	Name
—	Director	Kenji Yamada
—	Director	Tsuyoshi Oikawa
Director	—	Yuji Mori