

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, 2026

Reorganization of Suntory Holdings Limited

- In order to support strategic decision-making by management executives and the communication of information inside and outside the Company, a President's Office will be newly established under the Corporate Strategy Division.
- For the purpose of promoting further cooperation with each organization in the Monozukuri Divisions, part of the functions of the Monozukuri People & Culture Division will be reorganized into the Monozukuri People & Culture Department.

Reorganization of Suntory Spirits Limited

- Management functions and brand functions will be reorganized for the purpose of marketing integrated with the liquor business and strengthening the development of products and services aimed at the future.
 - A Management Division will be newly established to strengthen the management functions of Suntory Spirits Limited as a whole.
 - The Beer and RTD Division, the Spirits Brand Division, the Wine Brand Division and the Communication Division will be abolished, and a Beer and RTD Marketing Department, the Whisky Marketing Department, a Global Brand Development Department, the Liqueur/Spirits/Shochu Marketing Department and a Wine Marketing Department will be established under a newly established Marketing Division.

Furthermore, a Future Innovation Division will be newly established to respond to medium- to long-term changes in the environment, and a Product Development Strategy Department, a New Product Development Department, a Future Business Development Department and the Non-alcoholic Department will be placed under it.

The MUGINONE Promotion Department and the Advertising Department will be placed directly under Suntory Spirits Limited.

- In order to strengthen cooperation with Suntory Global Spirits and promote marketing activities in the Asia-Pacific region, an Asia Pacific Development Department will be newly established.
- In order to strengthen cooperation with various organizations with responsibility for companywide management, sales and profits, the organizations under the Sales Development & Marketing Promotion Division will be reorganized.
 - A Sales Management Department will be newly established, and an Off-Premise Sales Management Department, a Business Planning Department and a Nationwide Wholesale Account Sales Department will be placed under it.
 - The functions of the Food Service Business Planning Department will be transferred to a newly established On-Premise Sales Management Department.

●Executive Appointments

Suntory Holdings Limited

Effective January 1, 2026

New Position	Former Position	Name
Director, Executive Vice President GRC Division, General Affairs Department, BCP, Public Relations Department, Digital Transformation Division, Corporate Brand Strategy Department, Group Auditing Department One Suntory Promotion	Director, Executive Vice President GRC Division, General Affairs Department, BCP, Public Relations Department, Group Auditing Department One Suntory Promotion	Kenji Yamada
Director, Executive Vice President	Director, Senior Managing Executive Officer Supervisor for SCM, Division COO, Supply Chain Division	Josuke Kimura
Director, Senior Managing Executive Officer Supervisor for R&D, Quality and Production Senior General Manager, MBC Laboratory Division COO, MONOZUKURI Center of Excellence Division Executive Officer	Director, Senior Managing Executive Officer Supervisor for R&D, Quality and Production MBC Laboratory Division COO, MONOZUKURI Center of Excellence Division Executive Officer	Kaneo Oka

Senior Managing Executive Officer Group Companies Management Department	Senior Managing Executive Officer	Sho Semba
Managing Executive Officer Division COO, GRC Division Senior General Manager, Legal & Compliance Department, Global Alcohol Responsibility and Sustainability Department	Managing Executive Officer Corporate Management & Finance Division, Group Companies Management Department	Masato Arishiro
—	Managing Executive Officer	Koichi Nagashima
Managing Executive Officer Division COO, Corporate Strategy Division, Intelligence Division, Corporate Management & Finance Division	Managing Executive Officer Division COO, Corporate Strategy Division, Intelligence Division	Toru Miyanaga
Managing Executive Officer Supervisor for SCM, Division COO, Supply Chain Division Monozukuri People & Culture Department	Managing Executive Officer Division COO, Sustainability Management Division	Masaaki Fujiwara
Managing Executive Officer Senior Advisor, Digital Transformation Division	Managing Executive Officer Division COO, Digital Transformation Division	Takashi Muromoto
Senior Managing Executive Officer Division COO, People & Culture Division	Managing Executive Officer Division COO, People & Culture Division, Monozukuri People & Culture Division	Eiichiro Nishida
Managing Executive Officer Division COO, Digital Transformation Division	Managing Executive Officer Division COO, Monozukuri People & Culture Division	Junji Miyawaki
Managing Executive Officer Division COO, Sustainability Management Division	Managing Executive Officer	Jun Asaki

Executive Officer	Executive Officer Deputy Division COO, Group Innovation Division Future Business Development Department	Noriyuki Ando
Executive Officer	Suntory Beverage & Foods Limited, Managing Executive Officer Senior General Manager, Development & Design Department, SBF Japan, Research & Development Department	Susumu Takemoto
—	Executive Officer	Shinzo Shimomura
—	Executive Officer Senior General Manager, D&P Planning & Development Department Technical Strategy Planning and Development Department MONOZUKURI Skill & Knowledge Department Occupational Safety Promotion Office	Atsushi Yoshioka
Executive Officer Deputy Division COO, MONOZUKURI Center of Excellence Division Senior General Manager, D&P Planning & Development Department Technical Strategy Planning and Development Department MONOZUKURI Skill & Knowledge Department Occupational Safety Promotion Office	Suntory Beverage & Foods Limited, Managing Executive Officer	Takahiro Yoshimura
—	Executive Officer Deputy Division COO, People & Culture Division	Mitsuhiro Kawamoto

Managing Executive Officer	Executive Officer	Asako Tsuda
Executive Officer Future Business Development Department	Executive Officer	Keiko Yoshio
—	Executive Officer Deputy Division COO, Supply Chain Division Senior General Manager, Supply Chain Strategy Division	Hiroshi Takemoto
Executive Officer	Executive Officer Senior General Manager, MBC Laboratory	Seizo Saji
Executive Officer	Executive Officer Division COO, GRC Division, Legal & Compliance Department, Global Alcohol Responsibility and Sustainability Department	Masahiro Akashi
Executive Officer	—	Hiroki Ozeki
Executive Officer	—	Kenichi Suzue
Executive Officer Deputy Division COO, Corporate Strategy Division	Suntory Beverage & Foods Limited, Executive Officer Division COO, Strategy & Business Planning Division, SBF Japan	Fumitoshi Higashi
Executive Officer Deputy Division COO, People & Culture Division Senior General Manager, People & Culture Department	Senior General Manager, People & Culture Department	Seiji Morihara

Suntory Holdings Limited
Scheduled for late March, 2026

New Position	Former Position	Name
—	Director, Executive Vice President	Josuke Kimura
Director, Senior Managing Executive Officer Division COO, People & Culture Division	Suntory Beverage & Food Limited, Representative Director, President & Chief Executive Officer	Makiko Ono

—	Director	Kazutomo Aritake
Director, Senior Managing Executive Officer Group Companies Management Department	Senior Managing Executive Officer Group Companies Management Department	Sho Semba
Senior Managing Executive Officer	Senior Managing Executive Officer Division COO, People & Culture Division	Eiichiro Nishida
Senior Audit & Supervisory Board Member	Managing Executive Officer Senior Advisor, Digital Transformation Division	Takashi Muromoto
Senior Audit & Supervisory Board Member	Executive Officer	Tadamiki Kodama
—	Senior Audit & Supervisory Board Member	Ichie Matsuoka
—	Senior Audit & Supervisory Board Member	Toyonobu Inoue

Suntory Spirits Limited
Effective January 1, 2026

New Position	Former Position	Name
—	Representative Director, President & Chief Executive Officer	Nobuhiro Torii
Representative Director, President & Chief Executive Officer	—	Eiichiro Nishida
Director, Executive Vice President Supervisor for MONOZUKURI	Director, Executive Vice President Supervisor for MONOZUKURI Division COO, Beer Development & Production Division	Kaneo Oka
Senior Advisor, Supervisor for Sales	Director, Senior Managing Executive Officer Supervisor for Sales (Head of Sales Marketing)	Koichi Nagashima
Director, Senior Managing Executive Officer Supervisor for Sales (Head of Sales Marketing)	Managing Executive Officer Division COO, Tokai-Hokuriku Sales & Marketing Division	Asako Tsuda

—	Director	Masahiro Akashi
Director	—	Toru Miyanaga
Managing Executive Officer Division COO, Spirits, Wine Development & Production Division Whisky Blending & Planning Department	Managing Executive Officer Division COO, Spirits, Wine Development & Production Division	Shingo Kawasaki
Managing Executive Officer Division COO, Beer Development & Production Division	—	Noriyuki Ando
—	Managing Executive Officer Division COO, Kinki Sales & Marketing Division	Shinzo Shimomura
—	Managing Executive Officer Division COO, Wine Brand Division	Keiko Yoshio
Managing Executive Officer Division COO, Nationwide Chain stores Marketing Division	Managing Executive Officer Supervisor for Management	Yosuke Okazaki
—	Managing Executive Officer Division COO, Nationwide Chain stores Marketing Division	Tadamiki Kodama
Managing Executive Officer Supervisor for Brand	Managing Executive Officer Supervisor for Brand Division COO, Beer and RTD Division	Susumu Tada
Managing Executive Officer Senior General Manager, Kyoto Brewery	Managing Executive Officer Deputy Division COO, Spirits, Wine Development & Production Division Whisky Blending & Planning Department	Seizo Saji
Managing Executive Officer Division COO, Tokai-Hokuriku Sales & Marketing Division	—	Hiroki Ozeki

Managing Executive Officer Division COO, Kinki Sales & Marketing Division	Executive Officer Division COO, Kyusyu Sales & Marketing Division	Kenichi Suzue
Executive Officer Chief Blender	Executive Officer Spirits Brand Division, Chief Blender	Shinji Fukuyo
Executive Officer Division COO, Management Division	Executive Officer Division COO, Business Strategy Division	Yusuke Shinoda
Executive Officer Division COO, Business Strategy Division	—	Issei Odera
Executive Officer Deputy Division COO, Marketing Division Senior General Manager, Whisky Marketing Department	Deputy Division COO, Beer and RTD Division Senior General Manager, Beer Marketing Department	Takeshi Umehara
Executive Officer Deputy Division COO, Marketing Division Senior General Manager, Beer and RTD Marketing Department Suntory Global Spirits, MD, House of Suntory Japan Suntory Holdings Limited, Senior General Manager, MBC Laboratory	Executive Officer Division COO, Spirits Brand Division Senior General Manager, Whisky Marketing Department Suntory Global Spirits, MD, House of Suntory Japan Suntory Holdings Limited, Senior General Manager, MBC Laboratory	Daisuke Tsukahara
Executive Officer Division COO, Future Innovation Division Senior General Manager, Future Business Development Department Suntory Holdings Limited, Senior General Manager, Group Innovation Division	Suntory Beverage & Food Limited, Senior General Manager, Brand Marketing Division, SBF Japan	Seiji Tada

Executive Officer Division COO, Sales Development & Marketing Promotion Division Senior General Manager, Sales Management Department Senior General Manager, Global Business Development Department	Executive Officer Division COO, Tohoku Sales & Marketing Division	Satoshi Yamagata
Executive Officer Division COO, Tohoku Sales & Marketing Division	Suntory Foods Limited, Executive Officer Senior General Manager, Sales & Marketing Division Tohoku Area Senior General Manager, Sales & Marketing Division Tohoku Area, Branch 2	Tetsuya Nitta
Executive Officer Senior General Manager, Metropolitan Sales & Marketing Division, Metropolitan General Affiliate	Suntory Foods Limited, Executive Officer Senior General Manager, Sales & Marketing Division Kanto Koshinetsu Area	Koichi Honda
Executive Officer Senior General Manager, Kinki Sales & Marketing Division, Kinki Area General Affiliate	Senior General Manager, Kinki Sales & Marketing Division, Kinki Area General Affiliate	Takayoshi Matsutani
Executive Officer Division COO, Kyusyu Sales & Marketing Division	Senior General Manager, Yokohama Marketing Office	Shinsuke Nakai
—	Executive Officer Deputy Division COO, Metropolitan Sales & Marketing Division Senior General Manager, Metropolitan General Affiliate	Makoto Ono

—	Executive Officer Division COO, Sales Development & Marketing Promotion Division Senior General Manager, Global Business Development Department	Takaaki Iimori
—	Senior Audit & Supervisory Board Member	Ichie Matsuoka
Senior Audit & Supervisory Board Member	—	Takashi Muromoto

Suntory Wellness Limited
Effective January 1, 2026

New Position	Former Position	Name
—	Director	Naoto Okinaka
—	Director	Noriyuki Ando
Director	—	Sho Semba
Director	—	Susumu Takemoto
—	Executive Officer Division COO, Business Planning Division Senior General Manager, Japan Business Planning Department	Issei Odera
Executive Officer Division COO, Business Planning Division Suntory Wellness Asia Pacific Pte. Ltd. CEO, Taiwan BU General Manager	Executive Officer, Suntory Wellness Asia Pacific Pte. Ltd. CEO, Taiwan BU General Manager	Mario Suzuki

Suntory Global Innovation Center Limited**Effective January 1, 2026**

New Position	Former Position	Name
—	Representative Director, President & Chief Executive Officer	Noriyuki Ando
Representative Director, President & Chief Executive Officer	—	Susumu Takemoto
—	Audit & Supervisory Board Member	Toyonobu Inoue
—	Audit & Supervisory Board Member	Yasushi Fukuda
Audit & Supervisory Board Member	—	Takashi Muromoto
Audit & Supervisory Board Member	—	Tadamiki Kodama

Suntory Corporate Business Limited**Effective January 1, 2026**

New Position	Former Position	Name
Chairman of the Board	—	Tetsu Mizutani
—	Director	Masato Arishiro
—	Director	Koichi Nagashima
Director	—	Asako Tsuda
Director	—	Taira Nishikawa
—	Audit & Supervisory Board Member	Ichie Matsuoka
—	Audit & Supervisory Board Member	Toyonobu Inoue
Audit & Supervisory Board Member	—	Takashi Muromoto
Audit & Supervisory Board Member	—	Tadamiki Kodama

Suntory Business Systems Limited**Effective January 1, 2026**

New Position	Former Position	Name
—	Director	Mitsuhiro Kawamoto
—	Director	Takaaki Iimori
Director	—	Seiji Morihara
Director	—	Satoshi Yamagata
—	Audit & Supervisory Board Member	Masao Itoko
Audit & Supervisory Board Member	—	Shinzo Shimomura

Other Group Companies**Effective January 1, 2026**

New Position	Former Position	Name
Suntory Global Spirits, Head of MBC Laboratory	—	Kaneo Oka
—	Suntory Global Spirits, Senior Advisor to President, Global RTD	Sho Semba
—	Suntory Global Spirits, Head of MBC Laboratory	Seizo Saji
Suntory Global Spirits, Chief Strategy and Transformation Officer & Global Commercial Excellence	Suntory Global Spirits, President, Asia Pacific & Global Commercial Excellence, China Non-Executive Chairman	Masato Hayashi
—	Suntory Global Spirits, Chief Strategy and Transformation Officer	Jun Asaki
Suntory Global Spirits, President, Asia Pacific	—	Susumu Tada
Suntory Global Spirits, Global Blending Lead	Suntory Global Spirits, Whisky Quality Advisor	Shinji Fukuyo