

Notification Regarding Reorganization and Executive Appointments

Suntory Beverage & Food Limited (President & CEO: Makiko Ono) announces the following organizational changes and executive appointments for its major group companies, effective April 1, 2025.

1. Organizational Changes Effective April 1, 2025

- Reorganization of Governance Risk Management Compliance Division of Suntory Beverage & Food Limited
 - ▽ Establish “Legal Department” and “General Affairs & Risk Management Department” within the “Governance Risk Management Compliance Division” to clarify their roles and further promote Suntory Beverage & Food Limited's corporate governance as well as legal support, compliance and risk management throughout the company.

- Reorganization of Human Resources Development Department of Suntory Beverage & Food Limited
 - ▽ The organizational development function of “Human Resources Development Department” will be integrated into “People & Culture Department” and “Human Resources Development Department” will be abolished. In the area of career autonomy promotion, collaboration with Suntory Holdings “Career Development Promotion Center”, which promotes career autonomy for the entire Suntory Group, will be further strengthened.

- Creation of “New Value Creation Department” and reorganization of “Innovation Development Division” of Suntory Beverage & Food Limited
 - ▽“New Value Creation Department” will be newly established under the Corporate Planning Division, including the mission of “Innovation Development Department” to realize new value creation of wellness care. In line with this, “Innovation Development Department” in “Innovation Development Division” will be integrated into “New Value Creation Department” and “Business Development Department” into “Strategy & Business Planning Division”, and “Innovation Development Division” will be abolished.

2. Executive Appointments

- Suntory Beverage & Food Limited

Position Changes (Directors, Audit & Supervisory Board Members): Effective March 26, 2025

Position Changes (Executive Officers other than the above) & Responsibility Changes: Effective April 1, 2025

New Position (All are positions at Suntory Beverage & Food Limited unless otherwise stated)	Former Position (All are positions at Suntory Beverage & Food Limited unless otherwise stated)	Name
Director, Senior Managing Executive Officer SBF Japan, President & Chief Executive Officer, Suntory Foods Limited, Chairman of the Board	Director, Senior Managing Executive Officer SBF Japan, President & Chief Executive Officer, Division CEO, Innovation Development, SBF Japan, Suntory Foods Limited, Chairman of the Board	Hachiro Naiki
Director	—	Toru Miyanaga
Leaving	Director, Executive Vice President	Shekhar Mundlay
Leaving	Director	Hiroshi Miyamori
Managing Executive Officer Senior General Manager, Development & Design Department, SBF Japan, Research & Development Department, MONOZUKURI Division	Managing Executive Officer Senior General Manager, Development & Design Department, SBF Japan, Senior General Manager, Research & Development Department, MONOZUKURI Division	Susumu Takemoto

Executive Officer Deputy Division COO, Corporate Strategy Division Senior General Manager, Corporate Planning Department	Suntory Beverage & Food Oceania CFO	Tsutomu Santoki
Leaving	Executive Officer Division COO, Corporate Management Division	Atsushi Inoue
Leaving	Executive Officer Senior General Manager, Production & Supply Chain Management Department, MONOZUKURI Division	Naoki Nishikawa

*These changes are subjected to the Ordinary General Meeting of Shareholders, to be held in late March 2025, and with the approval by the subsequent meeting of the Board of Directors.

*Atsushi Inoue will assume the Expert position of the Governance Risk Management Compliance Division of Suntory Beverage & Food Limited.

●Suntory Foods Limited

Position Changes (Directors, Audit & Supervisory Board Members): Effective March 26, 2025

Position Changes (Executive Officers other than the above) & Responsibility Changes: Effective April 1, 2025

New Position (All are positions at unless Suntory Foods Limited otherwise stated)	Former Position (All are positions at Suntory Foods Limited unless otherwise stated)	Name
Director, Managing Executive Officer Division COO, Metropolitan Sales & Marketing Division	Executive Officer Senior General Manager, Sales & Marketing Division Tohoku Area Senior General Manager, Sales & Marketing Division Tohoku Area, Branch 2	Hideki Sato
Leaving	Director, Managing Executive Officer Division COO, Metropolitan Sales & Marketing Division	Kazuhide Tamura

Executive Officer Senior General Manager, Sales & Marketing Division Tohoku Area Senior General Manager, Sales & Marketing Division Tohoku Area, Branch 2	Senior General Manager, Sales & Marketing Division Tohoku Area, Branch 1	Tetsuya Nitta
Executive Officer, Senior General Manager, Kinki Sales & Marketing Division	Senior General Manager, Kinki Office, Kinki Sales & Marketing Division, Chainstores Department 2	Kazunari Yamada
Leaving	Executive Officer, Senior General Manager, Kinki Sales & Marketing Division	Eiichi Yaegashi

*Kazuhide Tamura will assume the Representative Director, President & Chief Executive Officer of Suntory Foods Okinawa Limited.

*Eiichi Yaegashi will assume the Senior General Manager of Global Auditing Department of Suntory Beverage & Food Limited.

●Suntory Products Limited

Position Changes (Directors, Audit & Supervisory Board Members): Effective March 26, 2025

Position Changes (Executive Officers other than the above) & Responsibility Changes: Effective April 1, 2025

New Position (All are positions at Suntory Products Limited unless otherwise stated)	Former Position (All are positions at Suntory Products Limited unless otherwise stated)	Name
Director	Executive Officer Plant Director, Ujigawa Plant	Yukio Yamamoto
Managing Executive Officer Plant Director, Takasago Plant	Suntory Beverage & Food Limited Executive Officer Senior General Manager, Production & Supply Chain Management Department, MONOZUKURI Division	Naoki Nishikawa
Executive Officer Plant Director, Tamagawa Plant	Suntory Spirits Limited General Manager-Technique, Tochigi Azusanomori Plant	Kazuhiro Takyu

Executive Officer Plant Director, Kita Alps Shinanonomori Water Plant	Suntory Spirits Limited Senior General Manager, Spirits Production Department	Yasuhiro Koyama
Executive Officer Plant Director, Ujigawa Plant	General Manager-Technique, Ujigawa Plant	Yusaku Murai
Leaving	Executive Officer Plant Director, Tamagawa Plant	Katsumi Oshita
Leaving	Executive Officer Plant Director, Kita Alps Shinanonomori Water Plant	Rui Kamakura
Leaving	Executive Officer Plant Director, Takasago Plant	Akihiko Saso

*Katsumi Oshita will assume Expert of Beer Production Department, Beer Development & Production Division of Suntory Spirits Limited.

*Rui Kamakura will assume the Senior General Manager of Production & Supply Chain Management Department, MONOZUKURI Division of Suntory Beverage & Food Limited.

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