

## **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, 2025**

#### **Reorganization of Suntory Holdings Limited**

- In order to clarify the role of the Corporate Planning Division in formulating Group Management Strategy and enable it to promote that role more vigorously, it will be renamed the Corporate Strategy Division. In addition, a Corporate Strategy Department will be newly established, under the Corporate Strategy Division.
- To facilitate the Group Governance Division in promoting risk management, compliance, and legal activities that are more closely aligned with the field, and encouraging activities that are more closely integrated with those of Suntory Beverage & Food Limited, it will be renamed the GRC Division.

#### **Reorganization of Suntory Spirits Limited**

- In order to achieve a more comprehensive approach to drafting and promoting strategy for the liquor business in Japan, and to accelerate the strengthening of profit and cash management, the Business Planning Department under the Business Strategy Division will be abolished, and Business Strategy Department and Corporate Finance Planning Department will be newly established.  
Furthermore, to strengthen the promotion of BCP and risk management, as well as strengthen collaboration with Suntory Holdings Limited, the General Affairs and Risk Management Department will be renamed the General Affairs and Risk Management Planning Department.
- With the aim of conferring responsibility for the functions of planning and of the drafting and promotion of strategy within the Communication Division, as well as working to generate synergies within it, the Customer Relationship Management Department under the Communication Division will be renamed the Communication Strategy Planning & CRM Department.

- For the purpose of developing the mid-price wine market using Japanese wines, the Casual Wine Business Department under the Wine Brand Division will be renamed the Japanese Original Wine Department.

With the intention of conferring responsibility for the drafting of strategy for the wine business as a whole, including wineries, the Winery Strategy Department under the Wine Brand Division will be renamed the Wine Strategy Department.

In order to maintain the consistency of naming within the Wine Brand Division, the Wine Import Strategy Department will be renamed the Imported Wine Department.

- For the purpose of speeding up decision-making pertaining to overseas markets, the Liqueur/Spirits/Shochu Marketing Department 1 and Liqueur/Spirits/Shochu Marketing Department 2 under the Spirits Brand Division will be abolished, and functions for managing brands being developed for overseas markets will be transferred to the HOS Global Strategy Development Department under the Spirits Brand Division. Functions for managing brands being developed in Japan will be located in a newly established Liqueur/Spirits/Shochu Marketing Department.

- In order to strengthen the production system for casual wines, the production functions for casual wines in the Wine Production Department under the Spirits, Wine Development & Production Division will be integrated into the Spirits Production Department, which will be renamed the Spirits and Wine Production Department.

In addition, a Japanese Wine Production Department will be newly established in the Spirits, Wine Development & Production Division for the purpose of promoting business strategy for Japanese wines and strengthening winery management, under which Tominooka Winery and Shiojiri Winery will be placed.

- With the objective of strengthening the sales structure to address the changing distribution environment, Marketing Office 5 and Marketing Office 6 will be newly established under the Nationwide Chain stores Marketing Division.

### **Reorganization of Suntory Wellness Limited**

- In order to clarify the mission of business planning functions, the business planning functions of the Health Care Department, Skin Care Department, and Service Department will be brought together in a newly established Japan Business Planning Department. Accordingly, the names of the Health Care Department, Skin Care Department, Service Department, and Contact Center Department will be renamed the Health Care Department, Skin Care Department, Service Department, and Customer Center Department respectively.
- Following changes in the business model, the Production Department will be renamed the Production & Supply Chain Management Department to strengthen SCM functions, including those relating to supply and demand.

●Executive Appointments

Suntory Holdings Limited

Effective April 1, 2025

New Position	Former Position	Name
Director, Executive Vice President GRC Division, General Affairs Department, BCP, Public Relations Department, Group Auditing Department One Suntory Promotion	Director, Executive Vice President Group Governance Division, General Affairs Department, BCP, Public Relations Department, Group Auditing Department One Suntory Promotion	Kenji Yamada
Managing Executive Officer Corporate Management & Finance Division, Group Companies Management Department	Managing Executive Officer Corporate Management & Finance Division, Intelligence Division	Masato Arishiro
Managing Executive Officer General Affairs Department, BCP Division COO, Secretarial Department Osaka-Kansai World Exposition	Managing Executive Officer General Affairs Department, BCP, Secretarial Department, Osaka-Kansai World Exposition	Hiroaki Horie
Managing Executive Officer Division COO, Corporate Strategy Division Intelligence Division	Managing Executive Officer Division COO, Corporate Planning Division	Toru Miyanaga
Executive Officer Division COO, Communication Design Division	Executive Officer Division COO, Communication Design Division, Advertising Department	Akiko Suzuki
Executive Officer Division COO, GRC Division, Legal Department, Global Alcohol Responsibility and Sustainability Department	Executive Officer Division COO, Group Governance Division, Legal Department, Global Alcohol Responsibility and Sustainability Department	Masahiro Akashi

## Suntory Spirits Limited

Effective April 1, 2025

New Position	Former Position	Name
—	Director	Shinichiro Hizuka
Director	—	Masato Arishiro
Executive Officer Division COO, Business Strategy Division	Executive Officer Division COO, Business Strategy Division Senior General Manager, Business Planning Department	Yusuke Shinoda
Executive Officer Division COO, Spirits Brand Division Senior General Manager, Whisky Marketing Department Suntory Holdings Limited, Senior General Manager, MBC Laboratory Suntory Global Spirits Inc. MD, House of Suntory Japan	Executive Officer 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 Senior General Manager, Spirits and Wine Development Department Senior General Manager, MONOZUKURI D&P Strategy Planning Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Development & Operation Department	Senior General Manager, Spirits and Wine Development Department Senior General Manager, MONOZUKURI D&P Strategy Planning Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Development & Operation Department	Tamaki Tsukamoto
Executive Officer Senior General Manager, Spirits and Wine Production Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Development & Operation Department	Executive Officer Senior General Manager, Spirits Production Department Suntory Holdings Limited, Suntory RTD Company, Senior General Manager, Global Development & Operation Department	Tatsushi Yoshida

Executive Officer Division COO, Sales Development & Marketing Promotion Division Senior General Manager, Global Business Development Department	Executive Officer Division COO, Sales Development & Marketing Promotion Division	Takaaki Iimori
Executive Officer Deputy Division COO, Metropolitan Sales & Marketing Division Senior General Manager, Metropolitan General Affiliate	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	Makoto Ono

**Suntory Wellness Limited**

**Effective April 1, 2025**

<b>New Position</b>	<b>Former Position</b>	<b>Name</b>
Executive Officer Division COO, Business Planning Division Senior General Manager, Japan Business Planning Department	Executive Officer Division COO, Business Planning Division	Issei Odera
Executive Officer Senior General Manager, Institute for Science of Life Suntory Wellness Asia Pacific Pte. Ltd. CRDO	Executive Officer Senior General Manager, Institute for Science of Life Suntory Wellness Asia Pacific Pte. Ltd. Senior Vice President, Portfolio Development	Yoshihiro Nakao

**Suntory Business Systems Limited****Effective April 1, 2025**

<b>New Position</b>	<b>Former Position</b>	<b>Name</b>
Representative Director, President & Chief Executive Officer	Suntory Holdings Limited, Senior General Manager, Corporate Brand Strategy Department Senior General Manager, Advertising Department Senior General Manager, EXPO 2025 Osaka, Kansai, Japan Promotion Department	Tomoko Sasahara
—	Representative Director, President & Chief Executive Officer	Masanao Tsubone

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

<b>New Position</b>	<b>Former Position</b>	<b>Name</b>
Representative Director, President & Chief Executive Officer Division COO, Research Institute	Representative Director, President & Chief Executive Officer	Noriyuki Ando
Audit & Supervisory Board Member	—	Toyonobu Inoue
—	Audit & Supervisory Board Member	Tsuyoshi Nishizaki
—	Audit & Supervisory Board Member	Masuo Kawasaki

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

<b>New Position</b>	<b>Former Position</b>	<b>Name</b>
—	Director	Nobuhiro Torii
Director	—	Masato Arishiro
Audit & Supervisory Board Member	—	Toyonobu Inoue
—	Audit & Supervisory Board Member	Yuji Yamazaki