

November 26, 2025

Company Name: POLA ORBIS HOLDINGS INC.  
 Representative: Yoshikazu Yokote,  
 Representative Director and President  
 TSE Code: 4927 (Prime Market)  
 Contact: Yuta Abe, General Manager, Corporate Div.  
 TEL: +81-3-3563-5517

**Announcement Regarding Personnel Changes at  
POLA ORBIS HOLDINGS INC. and its Subsidiaries**

The POLA ORBIS Group hereby announces that it will implement the following personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiaries as of January 1, 2026.

**POLA ORBIS HOLDINGS INC.**

Changes in supervisory role/Changes in name of supervisory role

| New supervisory role   | Name        | Current supervisory role   |
|--|-------------|--|
| Director and Vice President in charge of Finance, Legal, Administration, IR and Sustainability   | Naoki Kume  | Director and Vice President in charge of Finance, Legal, Administration and IR   |
| Corporate Officer in charge of Group QCD Management and Intellectual Property & Regulatory Affairs<br>General Manager of QCD Management Division | Sinya Chiba | Corporate Officer in charge of Group QCD Management, Intellectual Property & Regulatory Affairs and Sustainability<br>General Manager of QCD Management Division |

Naoki Kume will also hold the post of Director at ORBIS Inc. and POLA CHEMICAL INDUSTRIES, INC.

**POLA INC.**

Appointed

| New position  | Name               | Current position                       |
|---|--------------------|--|
| Corporate Officer in charge of Total Beauty Business Development and E-commerce<br>General Manager of E-commerce Division | Toshiyuki Nakamura | General Manager of E-commerce Division |

### Changes in supervisory role/Changes in name of supervisory role

| New supervisory role   | Name           | Current supervisory role   |
|--|----------------|--|
| Corporate Officer in charge of Prestige Stores Business, BtoB Business and Specialty Stores Business | Tamotsu Sato   | Corporate Officer in charge of Prestige Stores Business, BtoB Business and E-commerce Business |
| Corporate Officer in charge of Sales of Total Beauty Business and Total Beauty Business Planning     | Shimpei Yasuno | Corporate Officer in charge of Total Beauty Business   |

### ORBIS Inc.

#### Changes in supervisory role/Changes in name of supervisory role

| New supervisory role  | Name           | Current supervisory role   |
|---|----------------|--|
| Corporate Officer in charge of Marketing and BtoC Business<br>General Manager of Retail Business Division | Ryosuke Imai   | Corporate Officer in charge of CRM and Media Strategy<br>General Manager of Stores Management Division |
| Corporate Officer in charge of Corporate Planning, Legal and CSR  | Naoshi Higuchi | Corporate Officer in charge of Corporate Planning and Legal  |

### POLA CHEMICAL INDUSTRIES, INC.

#### Retiring

| Current position   | Name            |
|--|-----------------|
| Corporate Officer in charge of Manufacturing<br>Factory Manager of Fukuroi Factory   | Noboru Sugimura |
| Corporate Officer in charge of Technical Development Center and Product Development<br>Chief of Technical Development Center | Koji Yokoyama   |

#### Changes in supervisory role/Changes in name of supervisory role

| New supervisory role  | Name            | Current supervisory role   |
|---|-----------------|--|
| Director and Corporate Officer in charge of Corporate Planning, Strategic Research & Innovation Center<br>Chief of Strategic Research & Innovation Center | Hiroki Tsuruoka | Director in charge of Corporate Planning and R&D   |
| Director and Corporate Officer in charge of Technical Development Center and Product Development<br>Chief of Technical Development Center                 | Tadahito Seto   | Director and Corporate Officer in charge of Quality Assurance<br>General Manager of Quality Assurance Department |

|   |            |   |
|---|------------|---|
| Corporate Officer in charge of Human Resources and Quality Assurance<br>General Manager of Quality Assurance Department     | Naoko Ota  | Corporate Officer in charge of Human Resources<br>General Manager of Human Resources Department       |
| Corporate Officer in charge of Sales, Procurement and OEM Business Development<br>General Manager of Procurement Department | Fumie Habu | Corporate Officer in Charge of Sales and Procurement<br>General Manager of Procurement Department     |
| Corporate Officer in charge of Manufacturing  | Koji Arai  | Corporate Officer in charge of Corporate Planning<br>General Manager of Corporate Planning Department |