

November 26, 2025

Company Name: POLA ORBIS HOLDINGS INC.  
Representative: Yoshikazu Yokote,  
Representative Director and President  
TSE Code: 4927 (Prime Market)  
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### **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 General Manager of QCD Management Division	Sinya Chiba	Corporate Officer in charge of Group QCD Management, Intellectual Property & Regulatory Affairs and Sustainability 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 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 General Manager of Retail Business Division	Ryosuke Imai	Corporate Officer in charge of CRM and Media Strategy 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 Factory Manager of Fukuroi Factory	Noboru Sugimura
Corporate Officer in charge of Technical Development Center and Product Development 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 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 Chief of Technical Development Center	Tadahito Seto	Director and Corporate Officer in charge of Quality Assurance General Manager of Quality Assurance Department

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