

July 23, 2026

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 Subsidiary

POLA ORBIS HOLDINGS INC. hereby announces that it will implement the following personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiary as of August 1, 2026.

POLA ORBIS HOLDINGS INC.

Appointed

New position	Name	Current position
Senior Corporate Officer	Hiroki Tsuruoka	Director and Corporate Officer in charge of Corporate Planning, Strategic Research & Innovation Center POLA CHEMICAL INDUSTRIES, INC.

Hiroki Tsuruoka will also hold the post of Representative Director and President at POLA CHEMICAL INDUSTRIES, INC.

Retiring

Current position	Name
Senior Corporate Officer	Takayuki Katagiri

POLA CHEMICAL INDUSTRIES, INC.

Appointed

New position	Name	Current position
Representative Director and President	Hiroki Tsuruoka	Director and Corporate Officer in charge of Corporate Planning, Strategic Research & Innovation Center

Hiroki Tsuruoka will also hold the post of Senior Corporate Officer at POLA ORBIS HOLDINGS INC.

Retiring

Current position	Name
Representative Director and President	Takayuki Katagiri

Takayuki Katagiri will hold the post of Advisor at POLA CHEMICAL INDUSTRIES, INC.