

March 22, 2024

Company Name: POLA ORBIS HOLDINGS INC.
 Representative: Yoshikazu Yokote,
 Representative Director and President
 TSE Code: 4927 (Prime Market)
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Announcement Regarding Organizational and Personnel Changes at POLA ORBIS HOLDINGS INC. and its Subsidiary

The POLA ORBIS Group hereby announces that it will implement the following organizational and personnel changes at POLA ORBIS HOLDINGS INC. (the “Company”) and its subsidiary as of April 1, 2024.

1. Personnel changes at POLA ORBIS HOLDINGS INC. and its subsidiary (April 1, 2024)

POLA ORBIS HOLDINGS INC.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Corporate Officer in charge of PR, IR, CSR and Sustainability	Naotaka Hashi	Corporate Officer in charge of PR, IR, CSR and Sustainability General Manager of Corporate Communications Division

Naotaka Hashi will be released from his concurrent duties.

Naotaka Hashi will also hold the post of Director (Part-time) at ORBIS Inc. (continuing)

ORBIS Inc.

Changes in supervisory role

New supervisory role	Name	Current supervisory role
Corporate Auditor	Kazuhiko Segaki	Corporate Auditor (Part-time)

Kazuhiko Segaki will be released from his concurrent duties at the post of General Manager of the Legal Division at POLA ORBIS HOLDINGS INC.

2. Organizational changes and personnel changes at the Company (April 1, 2024)

1) Organizational changes

Establishment of the Legal & Administration Division

As part of efforts to strengthen the Company's corporate functions, in order to improve sophistication and efficiency by centralizing the legal, administration, and risk management functions, we will establish the Legal & Administration Division to integrate the current Legal Division and Administration Division, as well as to transfer the risk management function.

2) Personnel changes

Appointed

New position	Name	Current position
General Manager of Corporate Communications Division	Hiroki Kumamoto	General Manager of Administration Division
General Manager of Legal & Administration Division	Yuta Abe	Corporate Communications Division

APPENDIX

POLA ORBIS HOLDINGS INC. Organization Chart <Apr. 1, 2024>

