

November 17, 2020

Company Name SHIMANO INC.

President, Yoza Shimano

(Code Number: 7309 Tokyo Stock Exchange, First Section)

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Notice of Organizational and Personnel Changes

SHIMANO INC. announces organizational and personnel changes to take effect on 1st January 2021, as outlined below.

1. Organizational Changes

(1) Establishment

- Information Systems Department will be established under SDM (Shimano Digital Manufacturing) Development Division.
- Corporate Culture Communications Department will be established under General Operations Division.

(2) Reorganization

- Shimano Research Laboratories, SDM Development Division will be incorporated into Technology R&D Department, Bicycle Components Division.

(3) Abolition

- 6 sigma will be reorganized as Quality Control Department and will be dissolved.
- Sales, Production & Inventory Management Department, Bicycle Components Division will be abolished.

2. Personnel Changes

(1) Director Changes

Name	New	Current
Taizo Shimano	Senior Executive Vice President Head of Bicycle Components Division	Senior Executive Vice President Head of Bicycle Components Division Vice President, Marketing Department, Bicycle Components Division

Takashi Toyoshima	Senior Executive Vice President Head of SDM Development Division Vice President, Forming Technology Department and Information Systems Department, SDM Development Division Chief of Technology Officer, Bicycle Components Division Vice President, Technology R&D Department, Bicycle Components Division	Senior Executive Vice President Head of SDM Development Division Vice President, Forming Technology Department, TIC (Technology Innovation Center) Factory, and Shimano Research Laboratories, SDM Development Division Chief of Technology Officer, Bicycle Components Division Vice President, Technology R&D Department, Bicycle Components Division
Masahiro Tsuzaki	Senior Executive Vice President Head of General Operations Division Vice President, Corporate Culture Communications Department, General Operations Division	Senior Executive Vice President Head of General Operations Division
Kiyoshi Tarutani	Senior Vice President Vice President, Quality Control Department Supervising of Production Department, SIP (Sakai Intelligent Plant), Bicycle Components Division	Senior Vice President Vice President, Quality Control Department Chief of Headquarters Manufacturing Officer, Bicycle Components Division
Tamotsu Yoshida	Senior Vice President Vice President, Global Procurement Department and In charge of Overseas Factories Vice President, Production Control Department, SDM Development Division Supervising of Procurement Department, Bicycle Components Division	Senior Vice President Vice President, Global Procurement Department and In charge of Overseas Factories Vice President, Production Control Department, SDM Development Division

(2) Vice President Changes

Name	New	Current
Takeshi Kuroiwa	Vice President New Partnership and Communication Planning Department and Marketing Department, Bicycle Components Division	Vice President New Partnership and Communication Planning Department, Bicycle Components Division

Keigo Kitajima	Vice President Research & Development Department, Fishing Operations Division	Assistant Vice President Research & Development Department, Fishing Operations Division
Yoshitaka Nose	Vice President TIC Factory, SDM Development Division	Assistant Vice President TIC Factory, SDM Development Division