

March 17, 2020

Company Name SHIMANO INC.
President, Yozo 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 April 2020, as outlined below.

1. Organizational Changes

(1) Integration

- Production Department I and Production Department II in Bicycle Components Division will be integrated and become Production Department, Bicycle Components Division.

(2) Establishment

- Business Management Department will be established under the Bicycle Components Division.
- Lifestyle Gear Development Procurement Department will be established under the Fishing Operations Division.

(3) Reorganization

- Assembly Engineering Department, SDM (Shimano Digital Manufacturing) Development Division will be reorganized as the Molding Technology Department and TIC (Technology Innovation Center) Factory under the SDM Development Division.

(4) Renaming

- Sales Administration Department, Bicycle Components Division will be renamed as the Sales, Production & Inventory Management Department, Bicycle Components Division.

(5) Abolition

- Lifestyle Gear Division will be abolished.

2. Personnel Changes

(1) Director Change

Name	New	Current
Takashi Toyoshima	Senior Executive Vice President Head of SDM Development Division, Vice President, Molding Technology Department, TIC Factory, and Shimano Research Laboratories, SDM Development Division Chief of Technology Officer, Bicycle Components Division and Vice President, Technology R&D Department, Bicycle Components Division	Senior Executive Vice President Head of SDM Development Division, Vice President, Assembly Engineering Department and Shimano Research Laboratories, SDM Development Division Chief of Technology Officer, Bicycle Components Division and Vice President, Technology R&D Department, Bicycle Components Division

(2) Vice President Changes

Name	New	Current
Daisuke Sugimura	Vice President Production Department, SIP (Sakai Intelligent Plant), Bicycle Components Division	Vice President Production Department I, Bicycle Components Division
Masayoshi Yoshimoto	Vice President Lifestyle Gear Development & Procurement Department, Fishing Operations Division	Vice President Lifestyle Gear Division
Norichika Hashiguchi	Vice President (In Charge of 3R (Reduce, Reuse, Recycle) Promotion) General Operations Division	Vice President Production Department II, Bicycle Components Division
Fabio Masahiro Takayanagi	Vice President Business Management Department, and Sales, Production & Inventory Management Department, Bicycle Components Division	Vice President Sales Administration Department, Bicycle Components Division