

Company Name	SHIMANO INC.
Representative	President, Taizo Shimano (Code 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 2022, as outlined below.

### 1. Organizational Changes

#### Reorganization

- General Operations Division will be renewed as SDA (Shimano Digital Administration) Development Division.
- General Affairs Department and Business Administration Department will be integrated and renewed as General Affairs Administration Department.
- Corporate Planning Department, Internal Auditing Office and Aifie Division will be integrated and renewed as Corporate Governance Administration Department.
- Quality Control Department will be renewed as Quality Assurance Department.
- Product R&D Department in Bicycle Components Division will be reorganized as Product R&D Department 1 and Product R&D Department 2.
- Overseas Sales Department and Domestic Sales Department in Fishing Operations Division will be integrated and renewed as Fishing Sales Department.
- SPI (Sales, Production & Inventory) Management Department will be newly established in Fishing Operations Division, incorporating some functions of Overseas Sales Department.
- Fishing Procurement Department will newly established in Fishing Operations Division, incorporating some functions of LSG (Lifestyle Gear) Development & Procurement Department.
- Production Department in Fishing Operations Division will be renamed Fishing Production Department.

### 2. Personnel Changes

#### (1) Director Changes

Name	New	Current
Masahiro Tsuzaki	Senior Executive Vice President Head of SDA Development Division	Senior Executive Vice President Head of General Operations Division

Kiyoshi Tarutani	Senior Vice President	Senior Vice President Vice President, Quality Control Department Supervising of Production Department, SIP (Sakai Intelligent Plant), Bicycle Components Division
Hiroshi Matsui	Senior Vice President	Senior Vice President Vice President, Corporate Planning Department, General Operations Division and Aifie Division
Masahiro Ohtake	Senior Vice President Supervising of Corporate Governance Administration Department	Senior Vice President Vice President, Human Resources Department, General Operations Division and Supervising of General Affairs Department, General Operations Division
Kinji Kiyotani	Senior Vice President Head of Fishing Operations Division Vice President Fishing Sales Department and Fishing Production Department, Fishing Operations Division	Senior Vice President, Head of Fishing Operations Division and Vice President, Domestic Sales Department, and Overseas Sales Department, Fishing Operations Division
Tamotsu Yoshida	Senior Vice President Vice President, Global Procurement Department Vice President, Production Control Department, SDM Development Division and In charge of Overseas Factories, Bicycle Components Division Supervising of Production Department, SIP (Sakai Intelligent Plant), 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 Supervising of Procurement Department, Bicycle Components Division
Takuma Kanai	Senior Vice President Vice President, General Affairs Administration Department, SDA Development Division Supervising of Accounting Department, SDA Development Division	Senior Vice President Vice President, Business Administration Department, General Operations Division Supervising of Accounting Department, General Operations Division

(2) Vice President Changes

Name	New	Current
Shin Tanabe	Vice President Production Department, SIP, Bicycle Components Division	Assistant Vice President Production Department, SIP, Bicycle Components Division
Chikara Shimada	Vice President Information Systems Department, SDM Development Division	Assistant Vice President Information Systems Department, SDM Development Division
Hideki Hirano	Vice President Corporate Governance Administration Department	Assistant Vice President Business Administration Department, General Operations Division
Takashi Horikawa	Vice President Quality Assurance Department	Assistant Vice President SDM Development Department, SDM Development Division
Hiroataka Igawa	Vice President Forming Technology Department, SDM Development Division	Assistant Vice President Forming Technology Department, SDM Development Division
Yoshihiro Kawakami	Vice President Human Resources Department, SDA Development Division	Assistant Vice President Human Resources Department, General Operations Division
Yoko Oseto	Vice President Design Department	Assistant Vice President Design Department
Masayoshi Yoshimoto	Vice President Fishing Procurement Department and Sales, Production & Inventory Management Department, Fishing Operations Division	Vice President Lifestyle Gear Development & Procurement Department, Fishing Operations Division