

Company Name SHIMANO INC.
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 (Code 7309 Stock Exchange: Tokyo, Prime Market)
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Notice of Organizational and Personnel Changes

SHIMANO INC. announces organizational and personnel changes to take effect on 1st January 2023, as outlined below.

1. Organizational Change

- R&D Strategy Department will be newly established in Bicycle Components Division, incorporating some functions of Technology R&D Department.

2. Personnel Changes

(1) Executive Officers Changes

Name	New	Current
Kinji Kiyotani	Senior Executive Officer Head of Fishing Operations Division, Vice President Fishing Production Department in Fishing Operations Division	Senior Executive Officer Head of Fishing Operations Division, Vice President Fishing Sales Department and Fishing Production Department in Fishing Operations Division
Gozo Shimano	Executive Officer Vice President Fishing Sales Department, Supervising of Planning Department in Fishing Operations Division	Executive Officer Supervising of Planning Department in Fishing Operations Division
Tamotsu Yoshida	Executive Officer Vice President, Global Production Control Department, Supervising of Production Department SIP (Sakai Intelligent Plant) in Bicycle Components Division, Supervising of Global Procurement Department	Executive Officer Vice President, Global Production Control Department, Supervising of Production Department SIP (Sakai Intelligent Plant) in Bicycle Components Division, and Vice President, Global Procurement Department

(2) Vice President Changes

Name	New	Current
Katsuhide Yoshida	Vice President Accounting Department in SDA Development Division	Assistant Vice President Accounting Department, in SDA Development Division
Atsushi Komatsu	Vice President R&D Strategy Department in Bicycle Components Division	Assistant Vice President Technology R&D Department in Bicycle Components Division
Yuji Shindo	Vice President Global Procurement Department	Assistant Vice President Global Procurement Department