

November 19, 2024

Company Name SHIMANO INC.
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Notice of Organizational and Personnel Changes

SHIMANO INC. announces organizational and personnel changes to take effect on 1st January 2025, as outlined below.

1. Organizational Changes

- With the aim of strengthening its functions as “Digital Manufacturing”, the functions of ‘SDM Development Division’ will be integrated and reorganized as follows.
 - The functions of ‘SDM Development Division’ will be integrated into ‘Production Division’, and ‘Surface Treatment Development Project’ will be established with the aim of strengthening surface treatment technology.
 - ‘Process Assurance Management Division’ will be reorganized ‘Process Quality Assurance Division’, and ‘Production Engineering Department’ will be renamed ‘Process Technology Development Department’.
 - ‘Procurement Department’ will be reorganized ‘Purchasing and Procurement Department’ as an independent organization from ‘Bicycle Components Division’.
- With the aim of strengthening of R&D strategies based on the technologies of bicycle components and fishing tackle products, and managing technology information, ‘Technology Information Management Department’ which will be newly established, ‘R&D Strategy Department’ and ‘Technology R&D Department’ will be reorganized into three departments.
- Regarding ‘Fishing Operations Division’, ‘Fishing Research and Development Department’ will be reorganized into ‘Fishing Tackle R&D Department 1’ and ‘Fishing Tackle R&D Department 2’ with the aim of strengthening R&D capabilities of fishing product type, and ‘Fishing Procurement Department’ will be renamed ‘Fishing Tackle Supplies & Rod Purchasing Department’.

2. Personnel Changes

(1) Executive Officer Changes

| Name | New | Current |
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| Takuma Kanai | Senior Executive Officer In charge of ESG Development Department, Corporate Governance Administration Department and Information Systems Department, and Supervising of Accounting Department and Human Resources and General Affairs Department in Corporate Administration Division | Executive Officer Supervising of ESG Development Department, Corporate Governance Administration Department and Accounting Department in Corporate Administration Division |
| Tomohiro Ohtsu | Senior Executive Officer Supervising of Global Procurement Department and Procurement Department Shimonoseki Factory, and Vice President, Shimonoseki Factory and Production Department, Shimonoseki Factory in Bicycle Components Division | Executive Officer Vice President, Shimonoseki Factory and Production Department, Shimonoseki Factory in Bicycle Components Division |
| Yuzo Shimano | Senior Executive Officer In charge of BC Sales Management Department, and Vice President, BC Marketing Department and BC Planning Department in Bicycle Components Division | Executive Officer Supervising of BC Marketing Department and BC Sales Management Department, and Vice President, BC Planning Department in Bicycle Components Division |
| Gozo Shimano | Executive Officer Head of Fishing Operations Division, and Vice President, Fishing Business Management Department and Fishing Tackle Supplies & Rod Purchasing Department in Fishing Operations Division | Executive Officer Supervising of Fishing Marketing Department, and Vice President, Fishing Planning & Marketing Department and Fishing Business Management Department in Fishing Operations Division |
| Yoshitaka Nose | Executive Officer Supervising of Product R&D Department 1, Product R&D Department 2 in Bicycle Components Division and | Executive Officer Supervising of Assembly Production Department in SDM Development Division |

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| | Assembly Production Department in Production Division | |
| Kinji Kiyotani | Senior Advisor on Fishing Operations | Senior Executive Officer Head of Fishing Operations Division, and Supervising of Global Procurement Department |
| Fabio Masahiro Takayanagi | Executive Officer Supervising of BC Sales Management Department in Bicycle Components Division, and Vice President, Business Management Department | Vice President Business Management Department in Bicycle Components Division |
| Chikara Shimada | Executive Officer Supervising of Information Systems Department in Corporate Administration Division | Vice President Information Systems Department in Corporate Administration Division |
| Hideki Hirano | Executive Officer Supervising of ESG Development Department, and Vice President, Corporate Governance Administration Department in Corporate Administration Division | Vice President Corporate Governance Administration Department in Corporate Administration Division |

(2) Vice President Changes

| Name | New | Current |
|-------------------|---|--|
| Masakazu Iwabuchi | Vice President Fishing Marketing Department and Fishing Planning & Marketing Department in Fishing Operations Division | Vice President Fishing Marketing Department in Fishing Operations Division |
| Hiroataka Igawa | Vice President Production Department 1 and Production Department 2 in Production Division | Vice President Production Administration Department and Production Department 1 in SDM Development Division |
| Shin Tanabe | Vice President Surface Treatment Development Project in Production Division | Vice President Production Department 2 in SDM Development Division |

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| Osamu Kariyama | Vice President Technology Information Management Department | Assistant Vice President R&D Strategy Department in Bicycle Components Division |
| Soichi Takeda | Vice President Production Administration Department in Production Division | Assistant Vice President Production Administration Department in SDM Development Division and Technology R&D Department in Bicycle Components Division |
| Kazuma Taniguchi | Vice President Fishing Tackle R&D Department 2 in Fishing Operations Division | Assistant Vice President Fishing Research and Development Department in Fishing Operations Division |
| Minoru Omori | Vice President Product R&D Department 2 in Bicycle Components Division | Assistant Vice President Technology R&D Department in Bicycle Components Division |
| Takeshi Yoshiyama | Vice President SHIMANO EUROPE B.V. Strategic Planning | Assistant Vice President SHIMANO EUROPE B.V. Strategic Planning |