

November 21, 2023

Company Name SHIMANO INC.
Representative President, Taizo Shimano
(Code 7309 Tokyo Stock Exchange, Prime)
Inquiries Deputy President, Masahiro Tsuzaki
Phone: +81 72 223 3957

Notice of Organizational and Personnel Changes

SHIMANO INC. announces organizational and personnel changes to take effect on 1 January, 2024, as outlined below.

1. Organizational Changes

Regarding “Bicycle Components Division” and “Fishing Operations Division”, each division will be reorganized to strengthen its functions through the appropriate allocation of planning, sales and production management functions.

Regarding "SDM Development Division", it will be reorganized and consolidated to strengthen its functions through the appropriate allocation of manufacturing management and assembly technology function at the main factory.

Regarding "SDA Development Division" and "Corporate Governance Administration Department" will be reorganized into the "Corporate Administration Division" to strengthen its functions through the appropriate allocation of corporate functions, and "Global Internal Auditing" will be newly established to demonstrate independence of internal audit functions.

2. Personnel Changes

(1) Executive Officer Changes

Name	New	Current
Kinji Kiyotani	Senior Executive Officer Head of Fishing Operations Division, Supervising of Global Procurement Department	Senior Executive Officer Head of Fishing Operations Division, Vice President, Fishing Production Department in Fishing Operations Division

Masahiro Ohtake	Executive Officer Supervising of Global Internal Auditing	Executive Officer Supervising of Corporate Governance Administration Department
Takuma Kanai	Executive Officer Supervising of ESG Development Department, Corporate Governance Administration Department and Accounting Department in Corporate Administration Division	Executive Officer Vice President, General Affairs Administration Department in SDA Development Division and Supervising of Accounting Department in SDA Development Division
Gozo Shimano	Executive Officer Vice President, Fishing Planning Department, Fishing Business Management Department and Supervising of Fishing Marketing Department in Fishing Operations Division	Executive Officer Vice President, Fishing Sales Department and Supervising of Planning Department in Fishing Operations Division
Yuzo Shimano	Executive Officer Vice President, BC Planning Department, Supervising of BC Marketing Department and BC Sales Management Department in Bicycle Components Division	Executive Officer Vice President, Marketing Department, Supervising of New Partnership and Communication Planning Department and Sales Department in Bicycle Components Division
Yoshitaka Nose	Executive Officer Supervising of Assembly Production Department in SDM Development Division	Vice President, TIC Factory in SDM Development Division

(2) Vice President Changes

Name	New	Current
Takeshi Kuroiwa	Vice President, BC Marketing Department in Bicycle Components Division	Vice President, New Partnership and Communication Planning Department in Bicycle Components Division
Yutaka Taniyama	Vice President, BC Sales Management Department in Bicycle Components Division	Vice President, Sales Department in Bicycle Components Division
Masakazu Iwabuchi	Vice President, Fishing Marketing Department in Fishing Operations Division	Vice President, Fishing Planning & Marketing Department in Fishing Operations Division
Masayoshi Yoshimoto	Vice President, Fishing Procurement Department in Fishing Operations Division	Vice President, Fishing Procurement Department, SPI Management Department in Fishing Operations Division
Hiroataka Igawa	Vice President, Production Administration Department, Production Department 1 in SDM Development Division	Vice President, Forming Technology Department in SDM Development Division
Shin Tanabe	Vice President, Production Department 2 in SDM Development Division	Vice President, Production Department SIP in Bicycle Components Division
Yoshihiro Kawakami	Vice President, Human Resources and General Affairs Department in Corporate Administration Division	Vice President, Human Resources Department in SDA Development Division
Katsuhide Yoshida	Vice President, Accounting Department in Corporate Administration Division	Vice President, Accounting Department in SDA Development Division
Hideki Hirano	Vice President, Corporate Governance Administration Department in Corporate Administration Division	Vice President, Corporate Governance Administration Department

Chikara Shimada	Vice President, Information Systems Department in Corporate Administration Division	Vice President, Information Systems Department in SDM Development Division
Takashi Matsuda	Vice President, ESG Development Department in Corporate Administration Division	Assistant Vice President, General Affairs Administration Department in SDA Development Division