

For Immediate Release

Listed company name: **SANKYO CO., LTD.**  
Representative: Hideyuki Busujima, CEO  
(TSE 1<sup>st</sup> Sec. Code 6417)  
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## Notice regarding Introduction of the Operating Officer System and Changes of Personnel

SANKYO Co., Ltd. today announced that the introduction of the Operating Officer System and changes in personnel were decided at a meeting of the board of directors of the Company held on February 27, 2008. The Company also today issued another press release titled "Notice regarding Change of Representative Directors".

### 1. Introduction of the Operating Officer System (effective date: April 1, 2008)

#### (1) Purpose of the introduction

The Company will introduce the Operating Officer System in order to strengthen corporate governance and to secure speed and accuracy of decision-making. The role of the board of directors will be clarified as that of an organ making management decisions and overseeing execution of operations. Operating officers, with authority delegated by the board of directors, will be responsible for execution of operations of the specific business fields with which they are entrusted. In line with the introduction of the Operating Officer System, the number of directors will be reduced from ten to five.

#### (2) Overview of the system

From among the directors or employees of the Company, the board of directors will select people suitable for assuming responsibility for execution of operations of the Group's specific business fields as operating officers. The term of office will be two years, in principle, and operating officers will execute operations based on the management policies determined by the board of directors and assume responsibility for execution.

### 2. Resignation of directors

#### (1) Names of resigning directors

Name	Current Position
<b>Yasuji Suzuki</b>	<b>Director</b> Deputy Head of Sales & Marketing Div. & Senior General Manager of Head Office Sales Dept.
<b>Junko Takimoto</b>	<b>Director</b> Head of Manufacturing Div. & General Manager of Sanwa Plant
<b>Akiyoshi Suzuki</b>	<b>Director</b> Regional General Manager for the Kyushu Region & General Manager of Fukuoka Branch
<b>Akira Yamada</b>	<b>Director</b> Senior General Manager of Parlor Business Div.
<b>Hitoshi Eto</b>	<b>Director</b> Head of Administration Div. & General Manager of Accounting & Finance Dept.

#### (2) Date of resignation

March 31, 2008

(3) Reason for the resignation

Mr. Yasuji Suzuki, Ms. Junko Takimoto, Mr. Akiyoshi Suzuki, and Mr. Hitoshi Eto will resign from their positions as directors of the Company in light of the introduction of the new Operating Officer System.

Mr. Akira Yamada, who has been selected as a candidate for the position of representative director and president of Nippon Game Card Corporation (scheduled to assume the position on April 1, 2008), for which he currently serves as a director, will resign his position as a director of the Company in order to concentrate on the management of Nippon Game Card.

**3. Directors and Officers after the introduction of the Operating Officer System (effective date: April 1, 2008)**

<b>Name</b>	<b>New Position</b>	<b>Current Position</b>
<b>Hideyuki Busujima</b>	<b>Representative Director, Chairman of the Board &amp; CEO</b>	<b>Representative Director, President &amp; CEO</b>
<b>Akihiko Sawai</b>	<b>Representative Director, President &amp; COO</b>	<b>Representative Director &amp; Executive Vice President</b> Head of Intellectual Property Div.
<b>Kunio Busujima</b>	<b>Director &amp; Senior Adviser to the Board</b>	<b>Representative Director &amp; Chairman</b>
<b>Kimihisa Tsutsui</b>	<b>Director &amp; Senior Executive Operating Officer</b> Head of Administration Div. & General Manager of Corporate Planning Div.	<b>Managing Director</b> General Manager of Corporate Planning Div.
<b>Junzo Hamaguchi</b>	<b>Director &amp; Senior Executive Operating Officer</b> Head of Sales & Marketing Div.	<b>Managing Director</b> Head of Sales & Marketing Div.
<b>Yasuji Suzuki</b>	<b>Executive Operating Officer</b> Deputy Head of Sales & Marketing Div. & Senior General Manager of Head Office Sales Dept.	<b>Director</b> Deputy Head of Sales & Marketing Div. & Senior General Manager of Head Office Sales Dept.
<b>Junko Takimoto</b>	<b>Operating Officer</b> Head of Manufacturing Div. & General Manager of Sanwa Plant	<b>Director</b> Head of Manufacturing Div. & General Manager of Sanwa Plant
<b>Akiyoshi Suzuki</b>	<b>Operating Officer</b> Regional General Manager for the Kyushu Region & General Manager of Fukuoka Branch	<b>Director</b> Regional General Manager for the Kyushu Region & General Manager of Fukuoka Branch
<b>Akihiko Ishihara</b>	<b>Operating Officer</b> General Manager of Sales Planning Dept.	General Manager of Sales Planning Dept.
<b>Satoshi Kouketsu</b>	<b>Operating Officer</b> Head of Product Management Div.	Head of Product Management Div.
<b>Ichiro Tomiyama</b>	<b>Operating Officer</b> Deputy Head of Sales & Marketing Div. & Regional General Manager for the Kinki & Shikoku Region & General Manager of Osaka Branch	Regional General Manager for the Kinki & Shikoku Region & General Manager of Osaka Branch
<b>Minoru Yoshikawa</b>	<b>Operating Officer</b> Senior General Manager of Parlor Business Div.	Regional General Manager for the Tohoku Region & General Manager of Sendai Branch
<b>Ritoku Kotabe</b>	<b>Operating Officer</b> Senior General Manager of Pachislot Business Div.	Senior General Manager of Pachislot Business Div.

**4. Other changes of personnel (effective date: April 1, 2008)**

<b>Name</b>	<b>New Position</b>	<b>Current Position</b>
<b>Susumu Sekiguchi</b>	Regional General Manager for the Kanto Region & General Manager of Tokyo Branch	Manager of Aomori Sales Office
<b>Keisaku Seki</b>	Regional General Manager for the Kita-Kanto & Shinetsu Region & General Manager of Kita-Kanto Branch	Regional General Manager for the Kanto Region & General Manager of Tokyo Branch
<b>Yukichi Ito</b>	Regional General Manager for the Tohoku Region & General Manager of Sendai Branch	Manager of Kyoto Sales Office
<b>Koji Kobayashi</b>	General Manager of Sales Dept., Parlor Business Div.	Deputy General Manager of Sales Dept., Parlor Business Div.
<b>Hitoshi Eto</b>	General Manager of Accounting & Finance Dept.	Director Head of Administration Div. & General Manager of Accounting & Finance Dept.
<b>Junichi Tsutsumi</b>	General Manager of Product Management Dept.	Deputy General Manager of Product Management Dept.
<b>Katsuya Okabe</b>	General Manager of R&D Dept. 1	Deputy General Manager of R&D Dept. 1
<b>Iwao Shishido</b>	Executive Operating Officer, Nippon Game Card Corporation (transferred)	Regional General Manager for the Kita-Kanto & Shinetsu Region & General Manager of Kita-Kanto Branch