

For Immediate Release

Listed company name: **SANKYO CO., LTD.**  
 Representative: Akihiko Sawai  
 President & COO  
 (TSE 1<sup>st</sup> Sec. Code 6417)  
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## Notice concerning Organizational Changes and Personnel Changes

SANKYO Co, Ltd. today announced that at the meeting of the Company's Board of Directors held on February 22, 2012, the decision was taken to implement the organizational changes and personnel changes described below.

### 1. Organizational Changes (effective April 1, 2012)

(1) Renaming of the Sales Planning Office as the Sales Strategy Department

The purpose is to enhance the role and capability of the current Sales Planning Office with regard to formulation of sales strategies and sales promotion measures and the gathering, analysis, and utilization of information necessary for promotion of sales & marketing at sales offices, with the aim of achieving the Group's growth through expansion of sales over the medium to long term.

(2) Establishment of the Sales Administration Department

The responsibility for control of the Group's sales administration process is distributed among the head office and sales offices. The purpose of establishing the Sales Administration Department is to unify control by promoting an efficient business process.

### 2. Personnel Changes of Representative Directors (effective April 1, 2012)

Name	New Position	Current Position
<b>Kimihisa Tsutsui</b>	<b>Representative Director, President &amp; COO</b>	<b>Director &amp; Senior Executive Vice President</b> Supervising Administration Div., Manufacturing Div., Intellectual Property Div. and Corporate Planning Div.
<b>Akihiko Sawai</b>	<b>Director</b>	<b>Representative Director, President &amp; COO</b>

For details of the change of the representative directors, please refer to the Notice concerning the Change of the Representative Directors announced today, separately.

### 3. Personnel Changes of Operating Officers

(1) Personnel Changes of Operating Officers (effective April 1, 2012)

Name	New Position	Current Position
<b>Junko Takimoto</b>	<b>Executive Operating Officer</b> Head of Manufacturing Div.	<b>Operating Officer</b> Head of Manufacturing Div.
<b>Ichiro Tomiyama</b>	<b>Executive Operating Officer</b> Head of Sales & Marketing Div. & General Manager of Sales Strategy Dept. & Senior General Manager of Head Office Sales Dept.	<b>Operating Officer</b> Regional General Manager for the Kinki Region & General Manager of Osaka Branch

(2) Candidate for New Operating Officers (scheduled to assume office on April 1, 2012)

Name	New Position	Current Position
<b>Toshio Ogura</b>	<b>Operating Officer</b> Head of Intellectual Property Div. & General Manager of Intellectual Property Dept.	Head of Intellectual Property Div. & General Manager of Intellectual Property Dept.
<b>Katsumasa Takai</b>	<b>Operating Officer</b> Deputy Head of Manufacturing Div. & Senior General Manager of Sanwa Plant	Deputy Head of Manufacturing Div. & Senior General Manager of Sanwa Plant
<b>Yoko Oshima</b>	<b>Operating Officer</b> General Manager of Accounting & Finance Dept.	General Manager of Accounting & Finance Dept.

### 4. Other Changes (effective April 1, 2012)

Name	New Position	Current Position
<b>Fumitaka Sekine</b>	General Manager of Purchasing Dept. & General Manager of Research & Development Dept.1	General Manager of Purchasing Dept.
<b>Katsuya Okabe</b>	Technology Specialist	Director, SANKYO-EXCEL CO.,LTD
<b>Susumu Sekiguchi</b>	Regional General Manager for the Tohoku Region & General Manager of Sendai Branch	Senior General Manager of Head Office Sales Dept.
<b>Yukichi Ito</b>	Regional General Manager for the Kinki Region & General Manager of Osaka Branch	Regional General Manager for the Tohoku Region & General Manager of Sendai Branch
<b>Keiichi Kato</b>	General Manager of Sales Administration Dept.	Deputy General Manager of Pachislot Business Div.

This material is an English translation of Japanese announcement made on February 22, 2012. Although the Company intended to faithfully translate the Japanese document into English, the accuracy and correctness of this translation are not guaranteed.