February 28, 2020

For Immediate Release

Listed company name:	**SANKYO CO., LTD.**
Representative:	Kimihisa Tsutsui
	President & COO
	(TSE 1st Sec. Code 6417)
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Notice concerning Organizational Changes and Personnel Changes

SANKYO Co, Ltd. today announced that the decision was taken to implement the organizational changes and personnel changes described below.

1. Organizational Changes (effective April 1, 2020)
The Product Strategy Office of the Product Management Division will be renamed as the Product Strategy Department.
The aim of this change is to strengthen the structure for collecting, analyzing and utilizing information in order to further enhance product appeal.

2.Personnel Changes of Operating Officers(effective April 1, 2020)

Name	New Position	Current Position
Akihiko Ishihara	**Senior Executive Vice President** General Manager of Corporate Planning Division	Representative Director, SANKYO-EXCEL CO.,LTD
Fumitaka Sekine	**Operating Officer** Purchasing and Quality Specialist ; Manufacturing Division	**Operating Officer** General Manager of Purchasing Department ; Product Management Division

3. Personnel Changes of General Managers etc. (effective April 1, 2020)

Name	New Position	Current Position
Katsuya Okabe	Representative Director, SANKYO-EXCEL CO.,LTD (*)	Technorogy Specialist ; Product Management Division
Koji Hasegawa	General Manager of Product Strategy Department ; Product Management Division	Office Manager of Product Strategy Office ; Product Management Division
Takashi Haneji	General Manager of Purchasing Department ; Product Management Division	Deputy General Manager of Purchasing Department ; Product Management Division

(*)SANKYO-EXCEL CO., LTD is a consolidated subsidiary of the Company.