

February 26, 2021

For Immediate Release

Listed company name: **SANKYO CO., LTD.**
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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, 2021)

The Sales Administration Department will be abolished.

The Sales Administration Department's operations will be transferred to the Sales Strategy Department and other organizations of the Company in order to enhance operational efficiency and integrate administrative functions.

2. New Operating Officers (scheduled to assume office on April 1, 2021)

Name	New Position	Current Position
Koji Hasegawa	Operating Officer General Manager of Product Planning Department; Product Management Division	General Manager of Product Strategy Department; Product Management Division
Shingo Takabayashi	Operating Officer General Manager of Pachislot Development Department; Product Management Division	General Manager of Product Planning Department; Product Management Division

3. Personnel Changes of Operating Officers (effective April 1, 2021)

Name	New Position	Current Position
Toshio Ogura	Senior Executive Operating Officer Head of Intellectual Property Division & Deputy Head of Product Management Division & General Manager of Research & Development Department	Senior Executive Operating Officer Head of Intellectual Property Division & Deputy Head of Product Management Division
Katsumasa Takai	Executive Operating Officer Head of Manufacturing Division	Executive Operating Officer Head of Manufacturing Division & Senior General Manager of Sanwa Plant
Yoko Oshima	Executive Operating Officer Head of Administration Division & Supervising Business Planning Department & General Manager of General Affairs Department	Executive Operating Officer Head of Administration Division & Supervising Business Planning Department

This material is an English translation of Japanese announcement made on February 26, 2021. Although the Company intended to faithfully translate the Japanese document into English, the accuracy and correctness of this translation are not guaranteed.

Yuji Togo	Operating Officer Deputy Head of Sales & Marketing Division & Regional General Manager for the Kyushu Region & General Manager of Fukuoka Branch	Operating Officer Deputy Head of Sales & Marketing Division & Regional General Manager for the Chugoku Shikoku Region & General Manager of Hiroshima Branch
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4. Personnel Changes of General Managers etc. (effective April 1, 2021)

Name	New Position	Current Position
Kazuhiko Sanpei	Regional General Manager for the Hokkaido Region & General Manager of Sapporo Branch; Sales & Marketing Division	Regional General Manager for the Tohoku Region & General Manager of Sendai Branch; Sales & Marketing Division
Ryo Naoi	Regional General Manager for the Kanto Region & General Manager of Tokyo Branch; Sales & Marketing Division	General Manager of Yokohama Branch; Sales & Marketing Division
Mitsuhiro Shiota	Regional General Manager for the Tohoku Region & General Manager of Sendai Branch; Sales & Marketing Division	Regional General Manager for the Kinki Region & General Manager of Osaka Branch; Sales & Marketing Division
Junichi Moriyama	Regional General Manager for the Kinki Region & General Manager of Osaka Branch; Sales & Marketing Division	Deputy General Manager of Osaka Branch; Sales & Marketing Division
Eiji Saita	Regional General Manager for the Chugoku Shikoku Region & General Manager of Hiroshima Branch; Sales & Marketing Division	Regional General Manager for the Kyushu Region & General Manager of Fukuoka Branch; Sales & Marketing Division
Kenji Adachi	General Manager of Yokohama Branch; Sales & Marketing Division	Manager of Ibaraki Sales Office; Sales & Marketing Division
Akira Takahashi	Deputy Senior General Manager of Parlor Business Department & General Manager of Sales Department; Sales & Marketing Division	General Manager of Sales Department of Parlor Business Department; Sales & Marketing Division
Keiji Shuto	Senior General Manager of Sanwa Plant & General Manager of Internal Affairs Department; Manufacturing Division	General Manager of Internal Affairs Department ; Manufacturing Division
Shinichi Ito	General Manager of Business Planning Department	General Manager of Business Planning Department & Office Manager of IT Business Planning Office
Eisuke Suyama	Office Manager of IT Business Planning Office; Administration Division	Deputy General Manager of IT Business Planning Office

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