

February 7, 2024

For Immediate Release

Listed company name: **SANKYO CO., LTD.**
 Representative: Akihiko Ishihara
 President & CEO
 (Code:6417, TSE Prime Market)
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Notice concerning Change of Representative Directors and Organizational Changes and Personnel Changes

The Company announces that, at the Board of Directors' meeting held today, a decision was made to implement changes of Representative Directors, organizational changes, and personnel changes as described below. The appointment of Directors (excluding Directors who are Audit and Supervisory Committee Members) and the appointment of Directors who are Audit and Supervisory Committee Members are subject to the Company's transition to a company with an audit and supervisory committee, for which approval is required at the 59th Ordinary General Meeting of Shareholders scheduled to be held on June 27, 2024 for the amendments to the Articles of Incorporation necessary for the transition to a company with an audit and supervisory committee.

1. Change of Representative Directors

(1) Reason of Change

The Company's transition to a new management structure upon the retirement of Mr. Ichiro Tomiyama as Representative Director due to the expiry of his term of office as of June 27, 2024.

(2) Details of the change (effective June 27, 2024)

Name	New Position	Current Position
Akihiko Ishihara	Representative Director, President & Chief Executive Officer (CEO) & Chief Operating Officer (COO)	Representative Director, President & Chief Executive Officer (CEO)
Ichiro Tomiyama	Advisor	Representative Director, Senior Executive Vice President & Chief Operating Officer (COO) Supervising Sales & Marketing Division & Product Management Division

2. Organizational Changes

- (1) Establishment of the "Sales Management department" in the Sales & Marketing Division
In order to accelerate decision-making and realize a structure for meticulous sales follow-up and management of sales offices
- (2) Establishment of the "Secretary Office"
In order to supervise and manage secretarial work

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3. Appointment of Directors (excluding Directors who are Audit and Supervisory Committee Members (effective June 27, 2024))

Name	New Position	Current Position
Toshio Ogura	Director & Senior Executive Operating Officer Head of Product management Division	Senior Executive Operating Officer Head of Product management Division
Junko Tsuruoka	Director Secretary Office Manager	Chairman's secretary

4. Appointment of Directors who are Audit and Supervisory Committee Members (effective June 27, 2024)

Name	New Position	Current Position
Yoko Igarashi	Director, chairperson of the Audit and Supervisory Committee (note1)	Corporate Auditor (Full-Time)
Toshiaki Ishiyama	Director, Audit and Supervisory Committee Member	Corporate Auditor
Takashi Miura	Outside Director, Audit and Supervisory Committee Member (note2)	—
Taro Kitani	Outside Director, Audit and Supervisory Committee Member (note2)	Outside Director
Hiroyuki Yamasaki	Outside Director, Audit and Supervisory Committee Member (note2)	Outside Director

(note1) If Ms. Yoko Igarashi's election is approved at the 59th Ordinary General Meeting of Shareholders, which will be held on June 27, 2024, She is scheduled to assume chairperson of the Audit and Supervisory Committee after deliberation by the Audit and Supervisory Committee Member

(note2) If Mr. Takashi Miura, Mr. Taro Kitani and Mr. Hiroyuki Yamasaki are elected as Outside Directors, the Company intends to notify Tokyo Stock Exchange, Inc. of their designation as an Independent Director as defined in the Securities Listing Regulations of the Exchange.

5. Personnel Changes of Operating Officers (effective April 1, 2024)

Name	New Position	Current Position
Yuji Togo	Senior Executive Operating Officer Head of Sales & Marketing Division	Executive Operating Officer Head of Sales & Marketing Division & General Manager of Sales Strategy Department
Hiroshi Takahashi	Senior Executive Operating Officer Head of Administration Division & General Manager of Corporate Planning Department	Executive Operating Officer Head of Administration Division & General Manager of Corporate Planning Department

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Takeshi Busujima	Executive Operating Officer Head of Information Technology Systems Division	Operating Officer Head of Information Technology Systems Division
Koji Hasegawa	Executive Operating Officer Deputy head of Product Management Division	Operating Officer Deputy head of Product Management Division & General Manager of Product Planning Department
Shingo Takabayashi	Executive Operating Officer Deputy head of Product Management division	Operating Officer Deputy head of Product Management division & General Manager of Pachislot Development Department
Masaru Inoue	Executive Operating Officer Deputy Head of Administration Division & General Manager of Accounting & Finance Department	Operating Officer Deputy Head of Administration Division & General Manager of Accounting & Finance Department
Masahiro Akaishi	Executive Operating Officer Deputy Head of Administration Division & General Manager of General Affairs Department	Operating Officer Deputy Head of Administration Division & General Manager of General Affairs Department
Junichi Tsutsumi	Executive Operating Officer General Manager of Product Management Department; Product Management Division	Operating Officer General Manager of Product Management Department; Product Management Division
Hideyuki Yoda	Executive Operating Officer General Manager of Internal Affairs Department; Product Management Division	Operating Officer General Manager of Internal Affairs Department; Product Management Division
Takashi Haneji	Executive Operating Officer General Manager of Purchasing Department ; Product Management Division	Operating Officer General Manager of Purchasing Department ; Product Management Division
Ryo Naoi	Operating Officer Deputy Head of Sales & Marketing Division & General Manager of Sales Strategy Department	Regional General Manager for the Kanto Region & General Manager of Tokyo Branch; Sales & Marketing Division

6. Personnel Changes of General Managers etc. (effective April 1, 2024)

Name	New Position	Current Position
Takayuki Goto	General Manager of Sales Management Department; Sales & Marketing Division	Manager of Sales Strategy Department; Sales & Marketing Division
Takahiro Maegochi	General Manager of Business Administration Department; Parlor Business Division ; Sales & Marketing Division	Deputy General Manager of Business Administration Department; Parlor Business Division ; Sales & Marketing Division
Satoshi Miura	Regional General Manager for the Kita-Kanto & Shinetsu Regional & General Manager of Kita-Kanto Branch; Sales & Marketing Division	General Manager of Ibaraki Sales Office; Sales & Marketing Division

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Tomohiro Odagiri	Regional General Manager for the Kanto Regional & General Manager of Tokyo Branch; Sales & Marketing Division	General Manager of Tokyo Branch; Sales & Marketing Division
Katsuyuki Hirano	Regional General Manager for the Chugoku & Shikoku Regional & General Manager of Hiroshima Branch; Sales & Marketing Division	Regional General Manager for the Chugoku & Shikoku Regional & General Manager of Hiroshima Branch & General Manager of Okayama Sales Office; Sales & Marketing Division
Toshihiro Yoshimizu	General Manager of Product Planning Department; Product Management Division	Manager of Product Planning Department; Product Management Division
Toshiyuki Takeishi	General Manager of Pachislot Development Department; Product Management Division	Deputy General Manager of Pachislot Development Department; Product Management Division
Nobuaki Konno	General Manager of Internal Affairs Department; Manufacturing Division	Deputy General Manager of Internal Affairs Department; Manufacturing Division

7. Personnel Changes of Representative Directors of subsidiary of the Company (After the approval in next general meeting of shareholders of each subsidiary of the company)

Name	New Position	The Company's position (As of April 1,2024)
Yuji Togo	Bisty Co;Ltd. Representative Director,President	SANKYO CO.,LTD. Senior Executive Operating Officer Head of Sales & Marketing Division
Junichi Tsutsumi	JB Co; Ltd. Representative Director,President	SANKYO CO.,LTD. Executive Operating Officer General Manager of Product Management Department; Product Management Division

(Reference) Directors and Officers after June 27, 2024

Name	Position
Hideyuki Busujima	Director, Chairman of the Board
Akihiko Ishihara	Representative Director, President & CEO & COO
Toshio Ogura	Director, Senior Executive Operating Officer Head of Product Management Div.
Junko Tsuruoka	Director Secretary Office Manager
Yoko Igarashi	Director, chairperson of the Audit and Supervisory Committee
Toshiaki Ishiyama	Director, Audit and Supervisory Committee Member
Takashi Miura	Outside Director, Audit and Supervisory Committee Member
Taro Kitani	Outside Director, Audit and Supervisory Committee Member
Hiroyuki Yamasaki	Outside Director, Audit and Supervisory Committee Member

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Yuji Togo	Senior Executive Operating Officer Head of Sales & Marketing Div.
Hiroshi Takahashi	Senior Executive Operating Officer Head of Administration Div. & General Manager of Corporate Planning Dept.
Katsumasa Takai	Executive Operating Officer Head of Manufacturing Div.
Masato Ando	Executive Operating Officer Head of Intellectual Property Div.
Takeshi Busujima	Executive Operating Officer Head of Information Technology Systems Div.
Koji Hasegawa	Executive Operating Officer Deputy head of Product Management Div.
Shingo Takabayashi	Executive Operating Officer Deputy head of Product Management Div.
Masaru Inoue	Executive Operating Officer Deputy Head of Administration Div. & General Manager of Accounting & Finance Department
Masahiro Akaishi	Executive Operating Officer Deputy Head of Administration Div. & General Manager of General Affairs Department
Junichi Tsutsumi	Executive Operating Officer General Manager of Product Management Department; Product Management Div.
Hideyuki Yoda	Executive Operating Officer General Manager of Internal Affairs Department; Product Management Div.
Takashi Haneji	Executive Operating Officer General Manager of Purchasing Department ; Product Management Div.
Keiji Shuto	Operating Officer Deputy Head of Manufacturing Div. & Senior General Manager of Sanwa Plant
Ryo Naoi	Operating Officer Deputy Head of Sales & Marketing Div. & General Manager of Sales Strategy Department

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