



March 2, 2020

To whom it may concern

Company Name	Takihyo Co., Ltd.
Representative	Kazuo Taki, Representative Director, Chief Executive Officer (Code No. 9982 TSE/NSE 1st Section)
Contact	Atsushi Muto, Director, Senior Managing Executive Officer General Manager, Administrative Division (TEL. +81-52-587-7111)

Notice regarding organizational changes and personnel transfers

Takihyo Co., Ltd. will carry out organizational changes and personnel transfers on March 1, 2020, as follows.

1. Organizational changes

(1) Purpose of organizational changes

- The apparel industry is now experiencing a turning point in structural changes, and ladies apparel, our core business, has been stagnant for several years. Due to this situation, Takihyo will reorganize the structure of each individual item that has been a strength up until now (such as cut and sew garments, bottoms, knitwear, and ladies' clothes), and strengthen its product planning that appeals to both Young and Mrs. customers based on total coordination (harmonizing the entire garment including silhouette, color and materials based on concepts).
- In order to enhance product proposals and production efficiency of baby and kids apparel, we will reorganize the existing units into age groups (Baby Kids Department I for new born babies, Baby Kids Department II for babies and toddlers, Baby Kids Department III for school kids) that are not separated into character products and general products.
- With regard to the production-related operations that have been carried out by each sales organization, we will establish a new Production Management Dept. as a company-wide organization. We will also incorporate QC (Quality Control and Technical Guidance) functions to further improve the stability of quality levels.

(2) Please refer to the attached organizational chart (comparison chart).

2. Changes in appointed duties for directors

Name	New	Former
Satoshi Okamoto	Director, Senior Managing Executive Officer, Assistant Manager of Sales Division Manager	Director, Senior Managing Executive Officer, Assistant Manager of Sales Division Manager, Person in Charge/Sales Dept. II and Quality Control Office
Atsushi Muto	Director, Senior Managing Executive Officer, General Manager /Administrative Division, Person in Charge/Sales Dept. I, and Komeda Dept., General Manager/Corporate Planning Dept., and Legal/Compliance Office	Director, Senior Managing Executive Officer, General Manager /Administrative Division, Person in Charge/Komeda Dept., General Manager/Corporate Planning Dept., and IT Dept.
Masahiko Ikeda	Director, Executive Officer, Vice Person in Charge/Sales Dept. I, General Manager/Young Tops Dept., Young Bottoms Dept., Young Career Wear Dept., and Production Management Dept., Manager/Osaka Branch	Director, Executive Officer, Person in Charge/Ladies' Wear Dept. IV, V, Ladies' Wear Dept. and Ladies' Wear Sales Dept of Sales Dept. I, General Manager/Ladies' Wear Dept. IV of Sales Dept. I and General Planning & Policy Office, Manager/Osaka Branch
Kentaro Yunoki	Director, Executive Officer, Vice Person in Charge/Sales Dept. I, General Manager/Missy Mrs. Wear Dept., and General Planning & Policy Office	Director, Executive Officer, Person in Charge/Ladies' Wear Dept. I, II, and III of Sales Dept. I, General Manager/New Business Development Office

3. Changes in appointed duties for executive officers

Name	New	Former
Norio Wakayama	Executive Officer, Person in Charge/Production Management Dept.	Executive Officer, Special Appointive Manager of Production, Assistant to Executive General Manager of Sales Division
Keizo Nagashima	Executive Officer, Assistant to Executive General Manager of Sales Division	Executive Officer, General Manager/Home Wear Dept. of Sales Dept. II
Toshiaki Ichihara	Executive Officer, General Manager/Missy Mrs. Wear Dept. of Sales Dept. I	Executive Officer, General Manager/ Ladies' Wear Dept. I of Sales Dept. I
Mariko Isomura	Executive Officer, Person in Charge/Sales Dept. II	Executive Officer, General Manager/Disney Baby & Kids Dept. of Sales Dept. II

4. Appointment of Executive Officers

Name	Business Consignment
Katsuhiko Otani	General Manager/Human Resources Dept.
Takahide Miwa	General Manager/Accounting Dept.

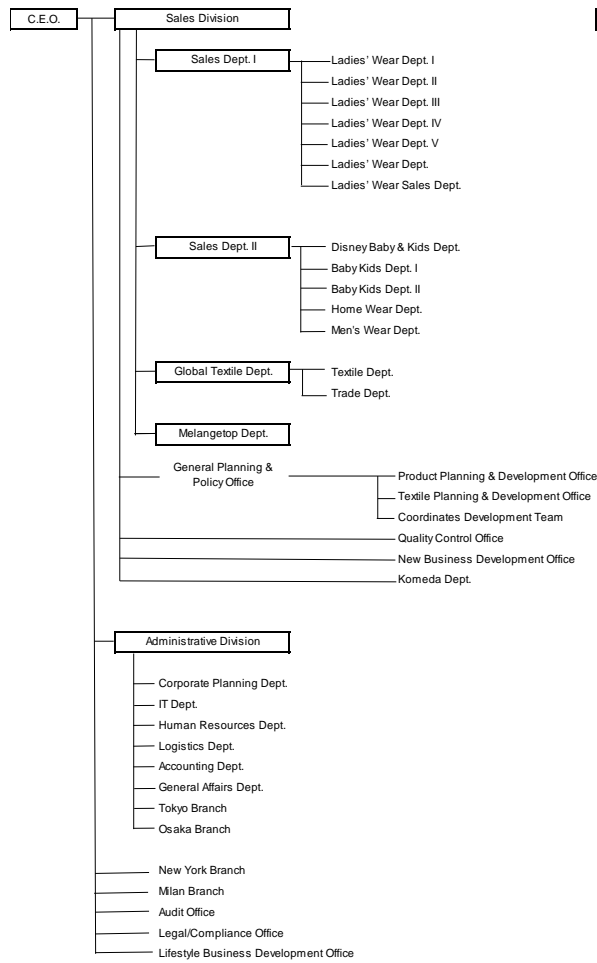
(Translation)

5. Personnel transfers

Name	New	Former
Takehiko Matsubara	General Manager/Young Tops Dept. of Sales Dept. I	General Manager/Ladies' Wear Dept. of Sales Dept. I
Hidenori Itakura	General Manager/Young Bottoms Dept. of Sales Dept. I	General Manager/Ladies' Wear Dept. II of Sales Dept. I
Tamon Shibata	General Manager/Young Career Wear Dept. of Sales Dept. I	General Manager/Ladies' Wear Dept. III of Sales Dept. I
Hiroyuki Sakaguchi	Sales Manager/Missy Mrs. Wear Dept. of Sales Dept. I	General Manager/Ladies' Wear Dept. V of Sales Dept. I
Mitsuo Chubachi	Vice Person in Charge/Sales Dept. II, and Person in Charge/New Business P.T.	General Manager/Baby Kids Dept. I of Sales Dept. II
Masaki Sasaki	General Manager/Baby Kids Dept. I of Sales Dept. II	Manager/ Sec. 331 of Disney Baby & Kids Dept. of Sales Dept. II
Taira Inoue	General Manager/Baby Kids Dept. II of Sales Dept. II	Manager/ Sec. 332 of Disney Baby & Kids Dept. of Sales Dept. II
Masataka Yoshikawa	General Manager/Baby Kids Dept. III of Sales Dept. II	General Manager/Baby Kids Dept. II of Sales Dept. II
Masahito Oba	General Manager/Home Wear Dept. of Sales Dept. II	Manager/ Home Wear Sec. 371 and Nagoya Sales Sec. of Home Wear Dept. of Sales Dept. II
Hitoshi Kajino	General Manager/Production Management Office of Production Management Dept.	General Manager/Ladies' Wear Sales Dept. of Sales Dept. I
Hideo Taki	General Manager/Strategy Development Office of Corporate Planning Dept.	General Manager/Legal/Compliance Office
Kazuhiro Yokoyama	General Manager/Corporate Planning of Corporate Planning Dept.	General Manager/Corporate Planning of Corporate Planning Dept.
Ryutaro Kagawa	General Manager/IT Dept.	Manager/Systems Operations & Management of IT Dept.
Yoji Fujihashi	General Manager/Audit Office	Manager/ Audit Group of Audit Office

Organization Chart (Comparison Chart)

Before changes



After changes As of March 1, 2020

