

September 1, 2008

To whom it may concern:

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Announcement of Organizational and Personnel Changes

We are pleased to announce the following organizational and personnel changes effective October 1, 2008.

1. Organizational changes

(1) Production and Engineering Division

We have divided to Kyoto Plant and Shiga plant in the Production and Engineering Division.

(2) Creation of Administrative Division

We have created a new unit, called "Administrative Division". There are Finance and Accounting Department, PR and IR Department, and General Affairs & Human Resources Department in the Administrative Division.

2. Personnel changes

Name	New Post		Previous Post	
	Post Title	Charge	Post Title	Charge
Masanori Ishida	Senior Managing Director	Director, Member of the Board Total management CEO of SKE Korea Co., Ltd.	Managing Director	Director, Member of the Board Total management, General Affairs & Human Resources Development Division, CEO of SKE Korea Co., Ltd.
Kazuomi Furuta	Managing Director	Director, Member of the Board Sales and Production New Business Development Division President Finex Co.,Ltd	Director	Director, Member of the Board Sales and Production New Business Development Division President Finex Co.,Ltd
Hideaki Horiuchi	Director	Director, Member of the Board Management Strategy Division and Administrative Division	Director	Director, Member of the Board Management Strategy Division

Name	New Post	Previous Post	
Ryuichi Maeno	Executive Officer CEO Finex Co.,Ltd.	Production and Engineering Division CEO Finex Co.,Ltd.	
Kazuya Shiojiri	Executive Officer Shiga Plant Production and Engineering Division	General Manager Production and Engineering Division	
Tokuo Ueno	Executive Officer Marketing and Sales Division	General Manager Marketing and Sales Division	
Yoshiro Murakami	General Manager Kyoto Plant Production and Engineering Division	Associate General Manager Production and Engineering Division	
Kensaku Hirai	Associate General Manager Kyoto Plant Production and Engineering Division	Manager Production Engineering Group Production and Engineering Division	
Masanori Hashimoto	Associate General Manager Shiga Plant Production and Engineering Division	Manager Planning Division for Shiga Plant Production and Engineering Division	
Hidehiro Fujiwara	General Manager Administrative Division	Advisor	
Hisahito Suematsu	Associate General Manager Administrative Division	Manager General Affairs & Human Resources Development Division	