

Announcement regarding Organisational Changes and Personnel Transfers

Daido Metal Co., Ltd. (Chairman and Chief Executive Officer Seigo Hanji) hereby announces the following organisational changes and personnel transfers effective from 1st April 2016 (although note some changes effective from 1st June 2016).

Organisational Changes

No. 1 Company: Thinwall Bearings & Turbo Charger Bearings Division No.2 Company: Marine & Industrial Bearings Division

No.3 Company: Polymer Bearings Division

No.4 Company: High Performance Bearings Division

No.	Details of Organisational Changes
1	<p>【Changes at No. 1 Company】 A Global Business Administration Department will be established at No. 1 Company which can create a rationalised production system, plan and implement capital investment and consider the best method of procurement on a global basis.</p>
2	<p>【Changes at Corporate and Financial Planning Division】 The European Headquarters (EHQ) will become defunct, with the corporate management function added to the Corporate Planning Department, and the Application Engineering and R&D functions becoming part of the new European Technical Centre (UK) under the Technology Division. The quality planning function will be transferred to Daido Metal Europe Limited.</p>
3	<p>【Changes at Head Office】 A new Business Process Re-engineering Department will be established in order to enable more efficient business, and to strengthen to steps between planning and implementation for the introduction of a new IT system in the coming year. The Secretarial Group will be independent from the General Affairs Department and will become the new Secretarial Department, and within the General Affairs Department the two new Groups of Corporate Communications Group and General Affairs Group will be created in order to strengthen public and investor relations and internal communications.</p>

Personnel Transfers

(1) Changes for Directors

New Role	Previous Role	Name
Director and Managing Executive Officer General Manager of the Business Process Re-engineering (BPR) Department President of Daido Metal Saga Co., Ltd.	Director and Managing Executive Officer Head of the Corporate and Financial Planning Division President of Daido Metal Saga Co., Ltd.	Toshiyuki Sasaki
Director and Managing Executive Officer Head of No. 1 Company General Manager of the Global Business Administration Department (until 31st May 2016)	Director and Managing Executive Officer Head of No. 1 Company	Yasuo Kawamura
Director and Managing Executive Officer Head of the Human Resources Planning Division Head of the Daido Metal College	Director and Managing Executive Officer Head of the Human Resources Planning Division General Manager of the Human Resources Planning Department, and Head of the Daido Metal College	Masaki Ikawa

(2) Changes for Senior Executive Officers

New Role	Previous Role	Name
Senior Executive Officer General Manager of the Quality Management and Planning Department	Senior Executive Officer Head of No. 2 Company and General Manager of the Low Speed Diesel Engine Bearings Dept	Atsushi Okado
Senior Executive Officer Head of the Corporate and Financial Planning	Senior Executive Officer Deputy Head of the Corporate and Financial Planning	Keiichi Kogure

New Role	Previous Role	Name
Division	Division and General Manager of the Corporate Planning Department	
Senior Executive Officer Deputy Head of No. 1 Company General Manager of the Global Business Administration Department (from 1st June 2016)	Senior Executive Officer Deputy Head of the Corporate and Financial Planning Division and General Manager of the Finance Department	Toshiyuki Miyawaki
Executive Officer President of Dyna Metal Co., Ltd.	Executive Officer Deputy Head of No. 2 Company and General Manager of the High and Medium Speed Diesel Engine Bearings Department	Shingo Asai

(3) Changes for Departmental Managers

New Role	Previous Role	Name
General Manager of the Tokyo Branch	Daido Metal U.S.A. Inc.	Yasuhiro Okura
General Manager of the Nagoya Branch	Nagoya Branch, Sales Group for No. 4 Company	Yoshihiko Miwa
General Manager of the Hamamatsu Sales Office	Nagoya Branch, Group Leader of Sales Group for No. 3 Company	Shoji Goto
Head of No. 2 Company General Manager of the Low Speed Diesel Engine Bearings Department	Managing Director of Daido Metal Czech s.r.o.	Nobutaka Hiramatsu
General Manager of the Medium and High Speed Diesel Engines Department	General Manager of the Tokyo Branch	Akira Watanabe
Maehara Plant General Manager of No. 2 Company	Plant General Manager of Daido Industrial Bearings Japan Co., Ltd.	Hiroataka Kayukawa
Managing Director of Daido Industrial Bearings Europe Ltd. Deputy Managing Director of Daido Metal Europe Ltd.	General Manager of the European Headquarters	Yoshihiro Sano
Managing Director of Daido Metal Czech s.r.o.	Factory Manager of Daido Plain Bearings Co., Ltd.	Koji Ishihara
General Manager of the Corporate Planning Department	Corporate Planning Department	Makoto Kawase
General Manager of the Finance Department (from 1st June 2016)	Corporate Planning Department	Naoki Kurita
General Manager of the Human Resources Planning Department	Human Resources Planning Group Leader	Kenichi Fujii
General Manager of the Environment and Safety Management Department	Manager of the Inspection Department, Bimetal Division	Takuya Tanaka
General Manager of the General Affairs Department Corporate Communications Group Leader	General Manager of the Nagoya Branch	Yoshifumi Asano
General Manager of the Secretarial Department	Group Leader of the Secretarial Group	Motomi Okugawa
General Manager of the Business Promotion Department, Design Department	General Manager of the Business Promotion Department, Research and Development Department	Takeshi Katagiri
Chief of the European Technical Centre (UK)	European Headquarters	Yuichi Tomita
General Manager of the Business Promotion Department, Research and Development Department	Group Leader of Intellectual Property Group, Business Promotion Department, Research and Development Department	Masaki Hamajima
Plant General Manager of Daido Plain Bearings Co., Ltd.	Maehara Plant General Manager of No. 2 Company	Yukihiko Kagohara
Plant General Manager of Daido Industrial Bearings Japan Co., Ltd.	Managing Director of Daido Industrial Bearings Europe Ltd.	Toshiaki Kawachi
Plant General Manager of Daido Metal Saga Co., Ltd.	General Manager of Production Engineering Maintenance Department, Bimetal Division	Toshihiko Takagi