



UNITED ARROWS LTD.

March 28, 2008

### **Notice Concerning Organizational Change and Personnel Change**

UNITED ARROWS LTD. hereby announces organizational change and personnel change as of April 1, 2008, as described below.

#### 1. Organizational Change

##### (1) New placement of Business Supervisor

To strengthen business supporting functions, a Business Supervisor will be placed to supervise the three business supporting divisions (Sales Supporting Division, Merchandise Supporting Division and Operation Supporting Division). Back offices will be the Management Development Division and the Administrations Division.

##### (2) New establishment of BY (BEAUTY & YOUTH) Division and departments within this division

The UNITED ARROWS business was rebranded into UNITED ARROWS and BEAUTY & YOUTH UNITED ARROWS in September 2006 to meet diversifying tastes and values of our customers. The BY Division will be established standing in line with the UA Division from April 2008. Together with this, the Sales Department, the Business Strategy Department, Men's Merchandise Department, and the Women's Merchandise Department will be newly established.

##### (3) Restructuring of GLR (green label relaxing) Division and departments within this division

The GLR business is now under reconstruction, and in order to concentrate resource and to strengthen merchandise development, the Sales Supervising Department, the Business Strategy Department, the Men's Merchandise Department, the Women's Merchandise Department and the Kid's/Accessories Merchandise Department will be newly established.

##### (4) New establishments of departments within the UA Division

The Business Strategy Department, the Style for Living Business Promotion Office, and the Kimono Business Promotion Office will be established within the UA Division.

(5) New establishment of department within the Sales Supporting Division

The Store Development Supporting Department will be established within the Sales Supporting Division.

(6) New establishment of department within the Operation Supporting Division

The IT System Department will be established within the Operation Supporting Division.

(7) New establishment of departments within the MD Supporting Division

The Quality Control Office and P.C. Supervising Department will be established within the MD Supporting Division.

(8) New establishment of department within the Management Development Division

The CRM Department will be established within the Management Development Division.

(9) New establishment of Dream Plan Office

The Dream Plan Office will be established under the supervision of the COO to promote middle to long term strategies.

(10) The International Trading Division and the Business Development Division will be united.

2. Renamed Organizations

- Sales Supervising Division → Sales Supporting Division
- MD Supervising Division → Merchandise Supporting Division
- Business Supporting Division → Operation Supporting Division
- Merchandise Department , UA Division → Men's Merchandise Department, UA Division
- Merchandise Department → Women's Merchandise Department, UA Division
- MD Supervising Department → Merchandise Supporting Department

3. Personnel Change

New Title	Name	Former Title
Executive Vice President	Koichi Mizunoya	Executive Vice President / General Manager, Sales Supervising Division / Department Manager, Sales Supervising Department
Managing Director / General Manager, Administrations Division	Masami Koizumi	Managing Director / General Manager, Management Division / Department Manager, Finance & Accounting Department, Management Division
Managing Director / General Manager, Operation Supporting Division	Yatsuhiko Sagawa	Managing Director / General Manager, Business Supporting Division / Department Manager, Operation Development Department
Managing Director / Business Supervisor / General Manager, Merchandise Supporting Division	Akira Hitomi	Managing Director / General Manager, MD Supervising Division
General Manager, UA Division	Hiroyuki Higashi	Deputy General Manager, UA Division
General Manager, BY Division	Naoki Ota	General Manager, UA Division
General Manager, GLR Division	Mitsunori Fujisawa	General Manager, GLR Division / Department Manager, Sales Department, GLR Division
General Manager, Business Development Division	Mitsuhiro Takeda	General Manager, International Trade Division / Department Manager, International Trade Department

General Manager, Sales Supporting Division / Department Manager, Store Development Supporting Department, Sales Supporting Division	Daisaku Itaya	General Manager, Business Development Division
Deputy General Manager, BY Division / Department Manager, Business Strategy Department, BY Division	Yoshinori Matsuzaki	Department Manager, Sales Strategy Department, UA Division
Deputy General Manager, GLR Division	Yasuo Uno	Department Manager, Merchandise Department, GLR Division
Deputy General Manager, Business Development Division / Department Manager, JC Department, Business Development Division	Nobuhiro Hiranuma	Department Manager, JC Department, Business Development Division
Deputy General Manager, Merchandise Supporting Department / General Manager, Quality Control Office, Merchandise Supporting Department / Department Manager, Merchandise Supporting Department, Merchandise Supporting Division	Naoki Tanigawa	Department Manager, MD Supervising Department, MD Supervising Division
Department Manager, Sales Strategy Department, UA Division	Hiroshi Fujikawa	Department Manager, Merchandise Department, UA Division
Department Manager, Business Strategy Department, UA Division	Katsuya Ota	Manager, Section No.1, Merchandise Department I, UA Division

Department Manager, Men's Merchandise Department, UA Division	Takuji Morita	Department Manager, Merchandise Department I, UA Division
Department Manager, Women's Merchandise Department, UA Division	Isao Okoshi	Department Manager, Merchandise Department II, UA Division
Department Manager, Market Development Department, UA Division / General Manager, Kimono Business Promotion Office, UA Division	Hideki Okumura	Department Manager, Market Development Department, UA Division
General Manager, Style for Living Business Promotion Office, UA Division	Momoyo Ando	(Newly appointed)
Department Manager, Sales Department, BY Division	Takaya Waseda	Deputy Department Manager, Sales Department, UA Division
Department Manager, Men's Merchandise Department, BY Division	Hiroyuki Matsui	Deputy Department Manager, Merchandise Department II, UA Division
Department Manager, Women's Merchandise Department, BY Division	Yuuki Iwamachi	Deputy Department Manager, Merchandise Department I, UA Division
Department Manager, Sales Supervising Department, GLR Division	Tatsuya Kimura	Manager, Sales Promotion Section, Market Planning Department, GLR Division
Department Manager, Business Strategy Department, GLR Division	Yuko Sajima	(Newly appointed)
Department Manager, Men's Merchandise Department, GLR Division	Yoshiyasu Baba	Manager, Section No.1, Merchandise Department, GLR Division

Department Manager, Women's Merchandise Department, GLR Division	Noriyuki Miyao	Deputy Department Manager, Merchandise Department, GLR Division
Department Manager, Kid's / Accessories Merchandise Department, GLR Division	Shoichi Odagiri	Department Manager, FG/DLN Department, GLR Division
General Manager, Customer Consulting Support Office, Sales Supporting Division	Hisashi Takayama	(Newly appointed)
Department Manager, IT System Department, Operation Supporting Division	Kenji Takada	(Newly appointed)
Department Manager, Operation Promotion Department, Operation Supporting Division	Daisuke Okazaki	Manager, Sales Section No.1, Sales Department, GLR Division
Department Manager, P.C. Supervising Department, Merchandise Supporting Division	Hiroshi Tachikawa	Manager, P.C. Supervising Section, MD Supervising Department, MD Supervising Division
Department Manager, Finance & Accounting Department, Administrations Division	Takeo Sudo	Department Manager, Business Management Department, Management Development Division
Department Manager, Advertising & Communications Department, Management Development Division	Toshiharu Mii	Manager, Public Relations & CSR Section, Advertising & Communications Department, Management Development Division
Department Manager, Corporate Planning Department, Management Development Division	Mariko Yamasaki	Executive Manager, Advertising & Communications Division and Brand Management Division, Management Development Division

Department Manager, CRM Department, Management Development Division	Yu Murakami	(Newly appointed)
General Manager, Dream Plan Office	Yuzo Kamiyama	Department Manager, Corporate Planning Department, Management Development Division

For reference: Simplified organization chart of UNITED ARROWS LTD. (as of April 1, 2008) All sections are omitted in this chart

