

## **New Corporate Officers System and Personnel Changes Announced**

On May 13, 2005 at its Board of Directors Meeting, Gunze Limited resolved to adopt a Corporate Officers System and named new Corporate Officers. Details are as follows:

### **1. Launch of Corporate Officers System**

Gunze has been working on reforming and strengthening its corporate governance system through the implementation of a Chief Officer System as well as a Managing Executives Meeting. To further stimulate its Board of Directors and facilitate greater flexibility and speed for decision-making, Gunze has decided to adopt a Corporate Officers System. Corporate Officers are appointed at the Board of Directors Meeting and tasked to execute and promote operations and business in which they are respectively engaged in accordance with management strategies determined at the Board of Directors Meeting. The term of service for Corporate Officers will be one year.

Together with the launch of the Corporate Officers System, the authorized number of directors will be limited to 15 from the current 20 as specified by its Articles of Incorporation. Accordingly, after the closing of the General Shareholders Meeting, directors on the Board will be reduced from the current 13 to 11.

### **2. Date of Corporate Officers System Launch**

June 29, 2005

### **3. Change of Directors**

On May 13, 2005 at its Board of Directors Meeting, the following persons were selected as members of the Board (see "Attachment").

These directors and auditors will be officially appointed at the General Shareholders Meeting on June 29, 2005, as well as at the Board of Directors Meeting and Board of Auditors Meeting on the same day.

## Attachment

Board Members and Corporate Officers after the Launch of the Corporate Officers System

Name	New Post	Current Post
Shigeo Kodani	Representative Director & President (CEO & COO)	Representative Director & President (CEO, COO & CMO)
Hiroshi Hirata	Representative Director, <u>Senior Managing Director</u> & <u>Senior Managing Officer</u> (General Manager of Group Management & Strategy Department, General Manager of Tokyo Office, CMAO, CHO, CIO & CCSRO)	Representative Director & Managing Director (General Manager of Group Management & Strategy Department, General Manager of Tokyo Office, CMAO, CHO, CIO & CCSRO)
Hiroshi Shibamoto	Managing Director & <u>Managing Corporate Officer</u> (Company President of Plastic Film Company & CRO)	Managing Director (Company President of Plastic Film Company & CRO)
Yoshinobu Yanagi	Managing Director & <u>Managing Corporate Officer</u> (Company President of Men's & Kids' Wear Company & CLO)	Managing Director (Company President of Men's & Kids' Wear Company & CLO)
Hiroyuki Hayashi	Director & <u>Corporate Officer</u> (General Manager of Technology Center, CTO & CCO)	Director (General Manager of Technology Center, CTO & CCO)
Toshihiko Takahashi	Director & <u>Corporate Officer</u> (General Manager of Threads & Accessories Division)	Director (General Manager of Threads & Accessories Division)
Akira Kumaki	Director & <u>Corporate Officer</u> (General Manager of SOZ Divisions Group)	Director (General Manager of SOZ Divisions Group)
Shigeru Kaseyama	Director & <u>Corporate Officer</u> (General Manager of Electronic Component Division)	Director (General Manager of Electronic Component Division)
Heizaburo Moriyama	Director & <u>Corporate Officer</u> (General Manager of Research & Development Center)	Director (General Manager of Research & Development Center)
Meguru Hiromasa	Director & <u>Corporate Officer</u> ( <u>Company President of Ladies' and Leg Wear Company</u> & General Manager of Ladies' Innerwear Division)	Director (Company Vice President of Ladies' and Leg Wear Company & General Manager of Ladies' Innerwear Division)
Hideo Tanbara	Director & <u>Corporate Officer</u> (General Manager of Engineering Plastics Division)	Director (General Manager of Engineering Plastics Division)
Kumio Ishii	<u>Corporate Officer</u> (General Manager of Marketing Department & CMO)	Deputy General Manager of Marketing Department

Itaru Yoshida	<u>Corporate Officer</u> (General Manager of Higashinihon Branch)	General Manager of Higashinihon Branch
Hiroyoshi Kanai	<u>Corporate Officer</u> ( <u>Company Vice President of Ladies' and Leg Wear Company &amp; General Manager of Leg Wear Division</u> )	General Manager of Leg Wear Division, Ladies' and Leg Wear Company
Yoshiaki Fukuda	<u>Corporate Officer</u> (Company Vice President of Men's & Kids' Wear Company)	Company Vice President of Men's & Kids' Wear Company
Nodoka Kodama	<u>Corporate Officer</u> ( <u>General Manager of Business Support Center, CFO &amp; Deputy CHO</u> )	Senior Manager of Management & Strategy Section, Group Management & Strategy Department
Makoto Hamamura	<u>Corporate Officer</u> ( President of Gunze Development Co., Ltd. )	President of Gunze Development Co., Ltd.
Shuji Osafune	Standing Corporate Auditor	Director (Company President of Ladies' & Leg Wear Company)
Rokuro Adachi	Standing Corporate Auditor	Director (General Manager of Business Support Center, CFO & Deputy CHO)
Hidetsugu Ito	Corporate Auditor	Corporate Auditor
Shigeichi Kaji	Corporate Auditor	Corporate Auditor

Note: Post change is underlined.

(1) Change of Representative Director

Not applicable

(2) Directors to be promoted

Hiroshi Hirata, Representative Director & Senior Managing Director

(3) Directors subject to Role Change

Meguru Hiromasa, Director, Company President of Ladies' and Leg Wear Company & General Manager of Ladies' Innerwear Division

(4) Retiring Directors

Rokuro Adachi (Standing Corporate Auditor)

Shuji Osafune (Standing Corporate Auditor)

(5) Retiring Auditors

Takao Kanaya

Kiyoji Akai

CEO: Chief Executive Officer

COO: Chief Operating Officer

CMO: Chief Marketing Officer

CMAO: Chief Management & Accounting Officer

CHO: Chief Human Resources Officer

CIO: Chief Information Officer

CCSRO: Chief CSR Officer

CRO: Chief Research and Development Officer

CLO: Chief Logistics Officer

CTO: Chief Technical Officer

CCO: Chief Compliance Officer

CFO: Chief Financial Officer