

Personnel transfers of executives

DOWA HOLDINGS CO., LTD. (14-1 Sotokanda, 4-chome, Chiyoda-ku, Tokyo; Capital: 36.4 billion yen, President: Masao Yamada) hereinafter, the “Company”) announces that a meeting of the Board of Directors held today resolved to make the following personnel transfers of executives and officers, including the change of president and representative director.

1. Change of representative director (Effective as of June 26, 2018 (plan))

(1) Reason of the change

The Company aims to achieve further growth for the Group and enhance its enterprise value by strengthening its management basis under a new management Team.

(2) Details of the change

Name	New position	Current position
Masao Yamada	Chairman and representative director	President and representative director
Akira Sekiguchi	President and representative director	Executive vice president and senior officer*

* To be appointed pursuant to personnel transfers effective as of April 1, 2018.

(3) Brief personal history of the new president and representative director

Name: Akira Sekiguchi
 Place of birth: Hyogo prefecture
 Date of birth: October 18, 1960
 Academic background: Graduated from the school of law, Waseda University in March, 1983.
 Career in brief: April 1983: Joined DOWA MINING CO., LTD. (currently, DOWA HOLDINGS CO., LTD.)
 August 2004: General manager of resource development & raw materials department of its Metals company.
 April 2006: General manager of strategic planning department of its Metals company.
 October 2006: Director and general manager of strategic planning department of DOWA METALS & MINING CO., LTD. (As a result of the transition to a holding company system)
 April 2011: President and representative director of KOSAKA SMELTING & REFINING CO., LTD.

April 2013: Officer of the Company (part-time), and president and representative director of DOWA METALS & MINING CO., LTD.

April 2018: (To be appointed) Executive vice president and senior officer of the Company.

(4) Scheduled date of change

June 26, 2018 (plan)

(To be officially appointed by resolution of the ordinary general meeting of shareholders that will be held on this date and a meeting of the Board of Directors that will take place after the closing of the said general meeting of shareholders.)

2. Personnel transfers of other executives and officers (to be effective on March 28 or April 1, 2018)

Personnel transfer as of March 28, 2018*

Name	New position	Current position
Hiroshi Nakashio	Auditor (full-time), FUJITA KANKO INC.	Director

* The transfer was resolved at a meeting of the Board of Directors held on February 9, 2018 and an announcement has already been made.

Personnel transfers as of April 1, 2018

(1) Promotion

Name	New position	Current position
Akira Sekiguchi	Executive vice president and senior officer	Officer (part-time) President and representative director, DOWA METALS & MINING CO., LTD.

(2) Retirement

Name	New position	Current position
Toshiro Sumida	Adviser, DOWA THERMOTECH CO., LTD.	Senior officer (part-time) President and representative director, DOWA THERMOTECH CO., LTD.
Akira Otsuka	President and representative director, DOWA INTERNATIONAL CORPORATION	Senior officer (part-time) President and representative director, DOWA ELECTRONICS MATERIALS CO., LTD.

(3) New appointment

Name	New position	Current position
Jun kawaguchi	Officer in charge of strategic planning and public relations, general affairs and legal	President and representative director, KOSAKA SMELTING & REFINING CO., LTD.
Toshiaki Suyama	Officer (part-time) President and representative director, DOWA METALS & MINING CO., LTD.	Director and general manager of resource development & raw materials department, DOWA METALS & MINING CO., LTD.
Koji Suzuki	Officer (part-time) President and representative director, DOWA ELECTRONICS MATERIALS CO., LTD.	President and representative director, DOWA ELECTRONICS MATERIALS OKAYAMA CO., LTD.
Ryuji Tsuji	Officer (part-time) President and representative director, DOWA THERMOTECH CO., LTD.	Director and general manager of heat treatment department, DOWA THERMOTECH CO., LTD.
Eiichi Wakabayashi	Officer (part-time) President and representative director, DOWA MANAGEMENT SERVICES CO., LTD.	General manager of general affairs and legal department

The list of executives as of April 1, 2018, including the transfers described above, is shown in the exhibit.

(Exhibit) Executives as of April 1, 2018

Title	Name	Commissioned as
President and representative director	Masao Yamada	
Executive vice president and Senior officer	Akira Sekiguchi	
Director	Yutaka Mitsune	
Director	Katsuji Matsushita	
Director	Susumu Kagaya	
Outside director	Eiji Hosoda	
Outside director	Yoshiko Koizumi	
Corporate auditor (full-time)	Katsuya Yukitake	
Corporate auditor (full-time)	Hidefumi Kobayashi	
Corporate auditor (part-time)	Jin Takeda	
Corporate auditor (part-time)	Kazuo Nakasone	
Officer	Jun Kawaguchi	In charge of strategic planning and public relations, general affairs and legal
Officer (part-time)	Minoru Tobita	President and representative director, DOWA ECO-SYSTEM CO., LTD.
Officer (part-time)	Toshiaki Suyama	President and representative director, DOWA METALS & MINING CO., LTD.
Officer (part-time)	Koji Suzuki	President and representative director, DOWA ELECTRONICS MATERIALS CO., LTD.
Officer (part-time)	Akira Sugawara	President and representative director, DOWA METALTECH CO., LTD.
Officer (part-time)	Ryuji Tsuji	President and representative director, DOWA THERMOTECH CO., LTD.
Officer (part-time)	Kiyoshi Yamada	President and representative director, DOWA TECHNOLOGY CO., LTD.
Officer (part-time)	Eiichi Wakabayashi	President and representative director, DOWA MANAGEMENT SERVICES CO., LTD.