

April 25, 2013

**NEWS RELEASE**

**Notice of Executive Personnel Changes**

ITO EN, LTD. (headquartered in Shibuya-ku, Tokyo) announced that a meeting of its board of directors on April 25, 2013, approved the following executive personnel changes.

1. Executive Appointment of ITO EN, LTD.

- (1) Promotion (Effective as of May 1, 2013)

**Masami Kanayama**, Managing Director (current: Director)

- (2) Candidates for New Director (Effective following the adoption of the resolution at the Ordinary General Meeting of Shareholders in late July, 2013)

**Hirokazu Uchiki**, Director (current: President, UCHIKI GLASS CO., LTD.)

**Morikazu Taguchi**, Director (current: Professor Dr.Dr.h.c., Waseda Law School, Waseda University)

Above-named are candidates for outside directors.

- (3) Candidates for New Auditor (Effective following the adoption of the resolution at the Ordinary General Meeting of Shareholders in late July, 2013)

**Yutaka Tanaka**, Auditor (current: Certified Public Tax Accountant, Head of Tanaka Tax Certified Accountant Office)

Above-named is candidate for outside auditor.

- (4) Candidates for Substitute Auditor

**Masaru Yamamoto**, Auditor (current: Certified Public Accountant, Head of Yamamoto Masaru Office)

Above-named is substitute candidate for outside auditor.

- (5) Candidates for Retirement of Auditors (Effective following the adoption of the resolution at the Ordinary General Meeting of Shareholders in late July, 2013)

**Toshihiro Sato**, Auditor

**Masayuki Takase**, Auditor

2. Executive Appointment of Important Consolidated Subsidiary

- (1) Promotion (Effective as of May 1, 2013)

**Shinichi Machizawa**, Executive Vice-President, Tully's Coffee Japan Co., Ltd.

(current: Executive Managing Director)

**Akira Maruhashi**, Managing Director, Tully's Coffee Japan Co., Ltd. (current: Director)