

January 31, 2017

AUTOBACS SEVEN Announces Organizational and Personnel Changes

(Translation of Major Points of Japanese Release)

January 31, 2017 (Tokyo, Japan) – AUTOBACS SEVEN Co., Ltd. (Representative Director and CEO: Kiomi Kobayashi) announces that it has passed a resolution at a meeting of its Board of Directors held today, to make the following organizational and personnel changes.

1. Purpose of the changes

To reinforce framework for quick business operation under Head Officer positions responsible for overseeing each division, so as to increase the efficiency of business execution in the new medium-term business plan, the company changes the organizational structure as follows.

- 1) Domestic AUTOBACS Business: creates four Head Officer positions with strong mutual collaboration and communication, expecting to speed up the implementation of its business strategy as well as strengthen the function of new store model and merchandise development.
- 2) Overseas Business and New Business: creates Head Officer positions that oversees each area of Business, expecting to reinforce business structures and speed up decision makings and executions.
- 3) Corporate administration: creates a Head Officer position that oversees the entire corporate administrative function, expecting to carry out reforms of the Consolidated Group's profit and cost structure.

2. Organizational Changes (effective April 1, 2017)

1) Changes in Management Structure

For Domestic AUTOBACS Business:

- ① Transfer the profit improvement planning function and the control & management support function of the domestic store subsidiaries from "Store Subsidiary Advancement and Support Department" to "Eastern/Western Japan Operation Planning Department" and each "Area Operation Department."
- ② Transfer the function of "Eastern/Western Japan CARS Promotion Department" to each "Area Operation Department."
- ③ "Merchandising Strategy Department" to report to newly established "Merchandising Head Officer."
- ④ Divide "Car Parts and Accessories Department" by merchandise categories, namely "Tires, Oil & Batteries and Wheels & Motor Sports Goods Department^{*1}," "Car Accessories Department" and "ICT Devices and Car Electronics Department^{*2}." "ICT Devices and Car Electronics Department" includes development functions of products and services utilizing ICT technologies along with the Car Electronics policy development and operation implementation function of "Car Parts and Accessories Department."
- ⑤ Transfer the brand logo control and management functions of "Store Development Department" to "Marketing Department."

*1 WS stands for "Wheels" and "Motor Sports Goods".

*2 ICT is an abbreviation for information and communication technology, refers to all equipment, applications and services that involve communication.

- ⑥ Rename “Customer Relations Department” to “Customer Services Department,” and to report to “Marketing Officer.”
- ⑦ “Store Development Department” to report to newly established “Store Model Development Officer.”
- ⑧ Rename “Store Operation Planning Department” to “Store Model Development Department” and transfer the store model development & operation function of “Chain Store Planning Department” as well as the in-store promotion & floor planning function of “Merchandising Strategy Department,” and to report to “Store Model Development Officer.”
- ⑨ Rename “Chain Store Planning Department” to “AUTOBACS Business Planning Department” and transfer the AUTOBACS Chain human resource strategy & planning function of “Chain Human Resources Department.”
- ⑩ Transfer the AUTOBACS Chain human resource strategy implementation function of “Chain Human Resources Department” to Chain Growth Co., Ltd. (name change from the to-be-acquired Support-A Ltd.)
- ⑪ Abolish “Store Subsidiary Advancement and Support Department,” “Eastern/Western Japan CARS Promotion Department” and “Chain Human Resources Department.”

For Overseas Business:

- ⑫ Rename “Overseas Business Planning & Management Department” to “Overseas Business Department.”

For New Business:

- ⑬ “Automobile Business Department” to report to newly established “New Business Officer.”
- ⑭ Newly establish “BtoB Department” that is to develop and implement the BtoB business, and to report to “New Business Officer.”

<Summary of the Changes in Management Structure>

	New Department	Current Department	Description
Domestic AUTOBACS Business			
①	Eastern/Western Japan Operation Planning Department	Eastern/Western Japan Operation Planning Department	Function addition
②	Area Operation Departments	Area Operation Departments	
③	Merchandising Strategy Department	Merchandising Strategy Department	Partial transfer of function Change of Officer in charge
④	Tires, Oil & Batteries and Wheels & Motor Sports Goods Department Car Accessories Department ICT Devices and Car Electronics Department	Car Parts and Accessories Department	Divide
⑤	Marketing Department	Marketing Department	Function addition
⑥	Customer Services Department	Customer Relations Department	Name change Change of Officer in charge
⑦	Store Development Department	Store Development Department	Partial transfer of function Change of Officer in charge
⑧	Store Model Development Department	Store Operation Planning Department	Name change Function addition

New Department		Current Department	Description
⑨	AUTOBACS Business Planning Department	Chain Store Planning Department	Name change Function addition Partial transfer of function
⑩	Chain Growth Co., Ltd. (name change from the to-be-acquired Support-A Ltd.)	Chain Human Resources Department	Transfer of function
⑪	-	Store Subsidiary Advancement and Support Department Eastern/Western Japan CARS Promotion Department Chain Human Resources Department	Abolishment
Overseas Business			
⑫	Overseas Business Department	Overseas Business Planning & Management Department	Name change
New Business			
⑬	Automobile Business Department	Automobile Business Department	Change of Officer in charge
⑭	BtoB Department	-	New establishment

2) Changes in Officers' titles and duties

For Domestic AUTOBACS Business:

- ① Newly establish the titles of "Eastern Japan Region Headquarters Head Officer," "Western Japan Region Headquarters Head Officer," "Merchandising Head Officer" and "AUTOBACS Business Planning Head Officer."
- ② "Statutory Safety Inspections and Services Officer," "CARS Business Officer (change of duties and name change from "Car Purchase and Sales Officer"), "Marketing Officer" and "Store Model Development Officer (new title)" to report to "AUTOBACS Business Planning Head Officer."
- ③ Abolish the titles of "Vice Chief AUTOBACS Chain Officer," "Chain Store Planning Officer," "Store Subsidiary Advancement and Support Officer," "Eastern Japan Region Headquarters Officer," "Western Japan Region Headquarters Officer" and "Car Parts & Accessories Officer."

For Overseas Business:

- ④ Newly establish the title of "Overseas Business Head Officer."
- ⑤ "Overseas Business Planning Officer (new title)" and "Overseas Business Officer" to report to "Overseas Business Head Officer."

For New Business:

- ⑥ Newly establish the title of "New Business Development Head Officer."
- ⑦ "New Business Planning Officer (new title)," "New Business Officer (new title)" and "Business Development Officer" to report to "New Business Development Head Officer."

For Corporate administration:

- ⑧ Newly establish the title of "Corporate Administration Head Officer" to be reported by "Human Resources, General Affairs & Internal Control and Information Technology Strategy Officer (change of duties)" and

“Finance & Accounting and Legal Officer (change of duties).”

- ⑨ Newly establish the title of “Office of the President Officer” that reports to the “Chief Executive Officer,” and oversees “Corporate Planning Department” and “IR & PR Department.”

<Summary of Changes in Officers' titles and duties>

	New Title	Current Title	Description
Domestic AUTOBACS Business			
①	Eastern Japan Region Headquarters Head Officer	-	New
	Western Japan Region Headquarters Head Officer		
	Merchandising Head Officer		
	AUTOBACS Business Planning Head Officer		
②	CARS Business Officer	Car Purchase and Sales Officer	Change of duties Name change
	Store Model Development Officer	-	New
③	-	Vice Chief AUTOBACS Chain Officer	Abolish
		Chain Store Planning Officer	
		Store Subsidiary Advancement and Support Officer	
		Eastern Japan Region Headquarters Officer	
		Western Japan Region Headquarters Officer	
	Car Parts & Accessories Officer		
Overseas Business			
④	Overseas Business Head Officer	-	New
⑤	Overseas Business Planning Officer	-	New
New Business			
⑥	New Business Development Head Officer	-	New
⑦	New Business Planning Officer	-	New
	New Business Officer		
Corporate administration			
⑧	Corporate Administration Head Officer	-	New
	-Human Resources, General Affairs & Internal Control and Information Technology Strategy Officer -Finance & Accounting and Legal Officer	-Corporate Planning and IR & PR and Information Technology Strategy Officer -Human Resources, General Affairs & Internal Control and Legal Officer -Finance & Accounting Officer	Change of duties
⑨	Office of the President Officer	-	New

3. Changes in Personnel (effective April 1, 2017)

Name	New position	Current position
Teruyuki Matsumura	Director and Senior Managing Executive Officer, Head of Overseas Business and New Business Development	Director and Senior Managing Executive Officer, Eastern Japan Region Headquarters
Isao Hirata	Director and Senior Managing Executive Officer, Head of Corporate Administration	Director and Senior Managing Executive Officer, Corporate Planning and IR & PR and Information Technology Strategy
Naoyuki Koyama	Director and Senior Managing Executive Officer, Head of AUTOBACS Business Planning and Representative Director of ABT Marketing Co., Ltd.	Director and Senior Managing Executive Officer, Vice Chief AUTOBACS Chain Officer
Eiichi Kumakura	Director and Senior Executive Officer, Head of Western Japan Region Headquarters	Director and Senior Executive Officer, Western Japan Region Headquarters
Yugo Horii	Director and Senior Executive Officer, Office of the President and Overseas Business Planning	Director and Senior Executive Officer, Overseas Business
Masaru Sasaki	Senior Executive Officer, Head of Merchandising	Senior Executive Officer, Car Parts & Accessories
Shinichi Fujiwara	Senior Executive Officer, Head of Eastern Japan Region Headquarters	Officer, Chain Store Planning
Shinya Kurahayashi	Officer, CARS Business, New Business Planning and New Business	Officer, Car Purchase and Sales
Kazushige Hojo	Officer, Human Resources, General Affairs & Internal Control and Information Technology Strategy	Officer, Human Resources, General Affairs & Internal Control and Legal
Noritaka Hiraga	Officer, Finance & Accounting and Legal	Officer, Finance & Accounting
Yukihiro Kitagawa	Officer, Statutory Safety Inspections and Services	General Manager, Car Parts and Accessories Department
Ryotaro Yamazoe	Officer, Store Model Development	General Manager, Chain Store Planning Department
Toshio Kitamura	Officer, Overseas Business	General Manager, Overseas Business Planning & Management Department
Jun Kenmotsu	Area General Manager, Tokyo and Chiba Area Operation Department	Group Manager, Hokkaido Area Operation Department
Kentaro Kawanishi	Area General Manager, Koshin-etsu Area Operation Department	AUTOBACS Fukuoka Ltd.
Kazuhiro Kamimura	General Manager, Western Japan Operation Planning Department	Area General Manager, Chugoku and Shikoku Area Operation Department
Akihiro Kusuyama	Area General Manager, Chugoku and Shikoku Area Operation Department	Group Manager, Merchandise Development Department
Shin Matsui	General Manager, Merchandising Strategy Department	Area General Manager, Koshin-etsu Area Operation Department
Tetsuo Endo	General Manager, Tires, Oil & Batteries and Wheels & Motor Sports Goods Department	General Manager, Merchandising Strategy Department
Michiaki Takeda	General Manager, Car Accessories Department	Group Manager, Statutory Safety Inspections Department
Masaaki Yatsuzuka	General Manager, ICT Devices and Car Electronics Department	Marketing Department
Nobuyuki Kishibe	General Manager, Customer Services Department	General Manager, Customer Relations Department
Takayuki Kawazoe	General Manager, Store Model Development Department	General Manager, Store Operation Planning Department

Name	New position	Current position
Toshihiro Fukuhara	General Manager, AUTOBACS Business Planning Department	General Manager, Western Japan Operation Planning Department
Hisamitsu Kubota	General Manager, BtoB Department	AUTOBACS Sun Ace Ltd.
Kazuhiro Terakita	General Manager, Corporate Audit Department	Representative Director, AUTOBACS Management Service Co., Ltd.
Yasutoshi Omura	General Manager, Finance & Accounting Department	Marketing Department

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