

January 30, 2015

AUTOBACS SEVEN Announces Organizational and Personnel Change

January 30, 2015 (Tokyo, Japan) - AUTOBACS SEVEN Co., Ltd. (Representative Director and CEO: Setsuo Wakuda), announced today that its board of directors resolved the following changes in its organization and personnel.

1. Organizational Changes (effective April 1, 2015)

1) Changes in Management Structure

- ① Consolidate “Internal Control Department” and “General Affairs Department” for the purpose of improving company-level controls and rename to “General Affairs and Internal Control Department.”
- ② Enhance the profit improvement supporting function of “Store Subsidiary Strategy Department” and rename to “Store Subsidiary Advancement and Support Department.”
- ③ Consolidate “Northern Japan Region Headquarters” and “Kanto Region Headquarters” and rename to “Eastern Japan Region Headquarters.”
- ④ Consolidate “Chubu Region Headquarters,” “Kansai Region Headquarters” and “Southern Japan Region Headquarters” and rename to “Western Japan Region Headquarters.”
- ⑤ Newly establish “Eastern Japan Operation Planning Department” and “Western Japan Operation Planning Department” and concentrate the staff function of each Region Headquarters.
- ⑥ Reorganize “Northern Kanto Area Operation Department,” “Chiba and Ibaraki Area Operation Department” and “Tokyo Area Operation Department” to “Tokyo and Chiba Area Operation Department” and “Northern Kanto Area Operation Department.”
- ⑦ Consolidate “Northern Japan CARS Promotion Department” and “Kanto CARS Promotion Department” and rename to “Eastern Japan CARS Promotion Department.”
- ⑧ Consolidate “Kyoto, Shiga, and Nara Area Operation Department” and “Osaka and Wakayama Area Operation Department” and rename to “Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department.”
- ⑨ Consolidate “Northern Kyushu Area Operation Department” and “Southern Kyushu Area Operation Department” and rename to “Kyushu Area Operation Department.”
- ⑩ Consolidate “Chubu CARS Promotion Department,” “Kansai CARS Promotion Department” and “Southern Japan CARS Promotion Department” and rename to “Western Japan CARS Promotion Department.”
- ⑪ Consolidate “Car Electronics Department,” “Car Maintenance and Accessories Department” and “Tire and Wheel Department” and rename to “Car Parts and Accessories Department.”

- ⑫ Divide “Car Maintenance & Insurance Services Department” into “Statutory Safety Inspections Department” and “Car Maintenance & Insurance Services Department.”
- ⑬ Consolidate “Land Use & Development Department” into “Store Development Department.”
- ⑭ Newly establish “Chain Human Resources Department” that supports the recruiting and personnel management of AUTOBACS Chain stores and consolidate “Chain Staff Training Department.”
- ⑮ Consolidate “Marketing Planning Department” and “Sales Promotion Department” and rename to “Marketing Department.”
- ⑯ Newly establish “Omni-Channel Department” that performs planning and development of omni-channel strategy and consolidate “E-Commerce Promotion Department.”
- ⑰ Abolish “Store Format Planning and Management Department” and transfer its function to “Chain Store Planning Department” and “Merchandise Planning Department.”

<Summary of the Changes in Management Structure>

	New Department	Current Department	Description
①	General Affairs and Internal Control Department	General Affairs Department Internal Control Department	Consolidation
②	Store Subsidiary Advancement and Support Department	Store Subsidiary Strategy Department	Name change
③	Eastern Japan Region Headquarters	Northern Japan Region Headquarters Kanto Region Headquarters	Consolidation
④	Western Japan Region Headquarters	Chubu Region Headquarters Kansai Region Headquarters Southern Japan Region Headquarters	Consolidation
⑤	Eastern Japan Operation Planning Department Western Japan Operation Planning Department	– –	New establishment
⑥	Tokyo and Chiba Area Operation Department, Northern Kanto Area Operation Department	Northern Kanto Area Operation Department, Chiba and Ibaraki Area Operation Department, Tokyo Area Operation Department	Reorganization
⑦	Eastern Japan CARS Promotion Department	Northern Japan CARS Promotion Department Kanto CARS Promotion Department	Consolidation
⑧	Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department	Kyoto, Shiga, and Nara Area Operation Department Osaka and Wakayama Area Operation Department	Consolidation

	New Department	Current Department	Description
⑨	Kyushu Area Operation Department	Northern Kyushu Area Operation Department	Consolidation
		Southern Kyushu Area Operation Department	
⑩	Western Japan CARS Promotion Department	Chubu CARS Promotion Department	Consolidation
		Kansai CARS Promotion Department	
		Southern Japan CARS Promotion Department	
⑪	Car Parts and Accessories Department	Car Electronics Department	Consolidation
		Car Maintenance and Accessories Department	
		Tire and Wheel Department	
⑫	Statutory Safety Inspections Department	Car Maintenance & Insurance Services Department	Divide
	Car Maintenance & Insurance Services Department		
⑬	Store Development Department	Store Development Department	Consolidation
		Land Use & Development Department	
⑭	Chain Human Resources Department	–	New establishment,
		Chain Staff Training Department	Consolidation
⑮	Marketing Department	Marketing Planning Department	Consolidation
		Sales Promotion Department	
⑯	Omni-Channel Department	–	New establishment,
		E-Commerce Promotion Department	Consolidation
⑰	–	Store Format Planning and Management Department	Abolishment

2) Changes in Officers' titles and duties

- ① Change the duties of “Internal Control and Legal Officer” and rename to “Legal, General Affairs and Internal Control Officer.”
- ② Change the duties of “Human Resources, General Affairs and Information Technology Strategy Officer” and rename to “Human Resources, Finance & Accounting and Information Technology Strategy Officer.”
Abolish the title of “Finance & Accounting Officer.”
- ③ Newly establish the title of “Overseas Business and New Business Development Head Officer.”
- ④ Rename “Store Subsidiary Strategy Officer” to “Store Subsidiary Advancement and Support Officer.”
- ⑤ Consolidate each Region Headquarters Officers to “Northern Japan Region Headquarters Officer” and “Western Japan Regional Headquarters Officer.”
- ⑥ Rename “Car Goods & Services Officer” to “Car Parts and Accessories Officer.”

- ⑦ Rename “Car Maintenance & Insurance Services Officer” to “Statutory Safety Inspections & Services Officer.”
- ⑧ Rename “Car Sales Officer” to “Car Purchase and Sales Officer.”
- ⑨ Consolidate the duties of “Merchandise Planning and E-Commerce Officer” to “Marketing Officer.”
- ⑩ Rename “Chain Store Planning Head Officer” to “Chain Store Strategy Head Officer.”
- ⑪ Consolidate the duties of “Store Development Officer” to “Chain Store Planning Officer.”

<Summary of Changes in Officers' titles and duties>

	New Title	Current Title	Description
①	Legal, General Affairs and Internal Control Officer	Internal Control and Legal Officer	Change of duties
②	Human Resources, Finance & Accounting and Information Technology Strategy Officer	Human Resources, General Affairs and Information Technology Strategy Officer	Change of duties
		Finance & Accounting Officer	
③	Overseas Business and New Business Development Head Officer	–	New establishment
④	Store Subsidiary Advancement and Support	Store Subsidiary Strategy Officer	Name change
⑤	Eastern Japan Region Headquarters Officer	Northern Japan Region Headquarters Officer	Consolidation
		Kanto Region Headquarters Officer	
	Western Japan Region Headquarters Officer	Chubu Region Headquarters Officer	Consolidation
		Kansai Region Headquarters Officer	
	Southern Japan Region Headquarters Officer		
⑥	Car Parts and Accessories Officer	Car Goods & Services Officer	Name change
⑦	Statutory Safety Inspections & Services Officer	Car Maintenance & Insurance Services Officer	Name change
⑧	Car Purchase and Sales Officer	Car Sales Officer	Name change
⑨	Marketing Officer	Marketing Officer	Consolidation
		Merchandise Planning and E-Commerce Officer	
⑩	Chain Store Strategy Head Officer	Chain Store Planning Head Officer	Name change
⑪	Chain Store Planning Officer	Chain Store Planning Officer	Consolidation
		Store Development Officer	

2. Changes in Personnel (effective April 1, 2015)

Name	New position	Current position
Setsuo Wakuda	Representative Director and Chief Executive Officer	Representative Director and Chief Executive Officer, Chief AUTOBACS Chain Officer
Hironori Morimoto	Director and Vice Chief Executive Officer, Head of Corporate Administration	Director and Vice Chief Executive Officer, Head of Corporate Administration and Finance & Accounting
Kiomi Kobayashi	Director and Vice Chief Executive Officer, Chief AUTOBACS Chain Officer	Director and Vice Chief Executive Officer, Vice Chief AUTOBACS Chain Officer, Head of Chain Store Planning and Store Subsidiary Strategy
Teruyuki Matsumura	Director and Senior Managing Executive Officer, Head of Overseas Business and New Business Development	Director and Senior Managing Executive Officer, Head of Merchandising and Merchandise Planning and E-Commerce
Kozo Sumino	Director and Senior Executive Officer, Head of Merchandising and Statutory Safety Inspections & Services	Director and Senior Executive Officer, Merchandise Development
Hiroki Yoshiyama	Senior Executive Officer, Head of Chain Store Strategy and Chain Store Planning	Senior Executive Officer, Northern Japan Region Headquarters
Eiji Kaminishizono	Senior Executive Officer, Store Subsidiary Advancement and Support	Senior Executive Officer, Kansai Region Headquarters
Masaru Sasaki	Officer, Eastern Japan Region Headquarters	Officer, Kanto Region Headquarters
Eiichi Kumakura	Officer, Western Japan Region Headquarters	Officer, Southern Japan Region Headquarters
Tetsuya Kato	Officer, Car Parts and Accessories	Officer, Car Goods & Services
Shinya Kurahayashi	Officer, Car Purchase and Sales	Officer, Car Sales
Kosuke Kaya	Officer, Merchandise Development	Officer, Store Development and Land Use & Development
Shinichi Fujiwara	Officer, Marketing	Officer, Chain Store Planning and Marketing
Yugo Horii	Officer, Legal, General Affairs and Internal Control	Officer, Internal Control and Legal
Kazushige Hojo	Officer, Human Resources, Finance & Accounting and Information Technology Strategy	Officer, Human Resources, General Affairs and Information Technology Strategy

Name	New position	Current position
Hiroyuki Furuta	General Manager, Store Subsidiary Advancement and Support Department	General Manager, Store Subsidiary Strategy Department
Tetsuya Chiwaki	General Manager, Eastern Japan Operation Planning Department	Area General Manager, Northern Kanto Area Operation Department
Tomohito Habata	Area General Manager, Tohoku Area Operation Department	General Manager, Sales Promotion Department
Yasuhiro Obayashi	Area General Manager, Tokyo and Chiba Area Operation Department	Area General Manager, Chiba and Ibaraki Area Operation Department
Junichi Tanabe	Area General Manager, Northern Kanto Area Operation Department	Area General Manager, Koshin-etsu Area Operation Department
Shin Matsui	Area General Manager, Koshin-etsu Area Operation Department	Area General Manager, Tokyo Area Operation Department
Ryoji Ono	Area General Manager, Eastern Japan CARS Promotion Department	Area General Manager, Tohoku Area Operation Department
Koji Takamatsu	General Manager, Western Japan Operation Planning Department	Area General Manager, Northern Kyushu Area Operation Department
Koji Asano	Area General Manager, Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department	Area General Manager, Osaka and Wakayama Area Operation Department
Nobuyuki Todaka	Area General Manager, Western Hyogo and San-in Area Operation Department	Area General Manager, Chugoku and Shikoku Area Operation Department
Kazuhito Kamimura	Area General Manager, Chugoku and Shikoku Area Operation Department	Area General Manager, Southern Japan CARS Promotion Department
Masayoshi Kaneko	Area General Manager, Kyushu Area Operation Department	Area General Manager, Southern Kyushu Area Operation Department
Seiji Sakuragi	Area General Manager, Western Japan CARS Promotion Department	Area General Manager, Kansai CARS Promotion Department
Hitoshi Iwaki	General Manager, Merchandise Management Department	General Manager, Merchandise Planning Department
Yukihiro Kitagawa	General Manager, Car Parts and Accessories	General Manager, Tire and Wheel Department
Kenichi Hosoya	General Manager, Statutory Safety Inspections Department	General Manager, Car Maintenance & Insurance Services Department
Tadashi Yamamura	General Manager, Car Maintenance & Insurance Services Department	General Manager, Store Development Department
Ryo Shigeyama	General Manager, Merchandise Development Department	General Manager, Car Electronics Department



Name	New position	Current position
Seiichi Matsumoto	General Manager, Store Development Department	General Manager, Chain Staff Training Department
Hideki Sekiguchi	General Manager, Chain Human Resources Department	General Manager, Human Resources Department
Maori Takase	General Manager, Marketing Department	Marketing Planning Department
Tetsuo Endo	General Manager, Merchandise Planning Department	General Manager, Marketing Planning Department
Hiroshige Onoda	General Manager, Omni-Channel Department	General Manager, E-Commerce Promotion Department
Yoshiharu Yamada	General Manager, Audit and Supervisory Board Member's Office	General Manager, General Affairs Department
Junji Iwashita	General Manager, General Affairs and Internal Control Department	General Manager, Internal Control Department
Hisamitsu Kubota	General Manager, Human Resources Department	Group Manager, Human Resources Department

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