

January 28, 2020

AUTOBACS SEVEN announces Organizational and Personnel Changes

(Translation of Major Points of Japanese Release)

January 28, 2020 (Tokyo, Japan) – AUTOBACS SEVEN Co., Ltd. (Representative Director and CEO: Kiomi Kobayashi) announces that it has resolved at the Board of Directors meeting held today, the following organizational and personnel changes.

1. Purpose of the changes

The Company changes its organizational structure for the purpose of achieving following three main objectives.

- 1) For structural reinforcement of domestic AUTOBACS business to strengthen its retail business
- 2) For the development of cross-cutting business platform
- 3) For structural development that enables new business creation

2. Organizational Changes (effective April 1, 2020)

1) Changes in Management Structure

(1) For structural reinforcement of domestic AUTOBACS business:

1. Newly establish Store Operation Improvement Department that reports to AUTOBACS Business Planning Officer and transfer the function of improving retail store operations from AUTOBACS Business Planning Department.
2. Name change Marketing Department to Sales Promotion Department to report to AUTOBACS Business Planning Officer and transfer the function of sales promotion for franchisees and stores from Eastern Japan Operation Planning Department and Western Japan Operation Planning Department.
3. Merchandise Management Department and Store Development Department to report to the newly established AUTOBACS Business Management Officer.
4. Reorganize Eastern Japan Region Headquarters and Western Japan Region Headquarters into Northern Japan Regional Headquarters, Kanto Regional Headquarters, Chubu Regional Headquarters, Kansai Regional Headquarters and Southern Japan Regional Headquarters, and to report to the newly established AUTOBACS Business Planning & Operations Head Officer.
5. Abolish Eastern Japan Operation Planning Department and Western Japan Operation Planning Department and transfer their function to each Regional Headquarters and Sales Promotion Department.
6. Each Area Operation Department to report to Regional Headquarters in jurisdiction. Name change Chugoku and Shikoku Area Operation Department to Chugoku Area Operation Department.
7. Reorganize Tires, Oil & Batteries and Wheels & Motor Sports Goods Department, Car Electronics Department and Car Accessories Department into Tires, Wheels and Motor Sports Goods Department, Car Electronics Department, Car Maintenance Parts Department and Car Care Items, Car Accessories & Interior Goods Department. Abolish Merchandising Strategy Department and transfer its function to each merchandise department.
8. Consolidate Statutory Safety Inspection & Services Business Department and Pit Services Management & Maintenance Department and rename it Statutory Safety Inspection and Pit Services Management Department.
9. Both Lifestyle Merchandise Department No.1 and Lifestyle Merchandise Department No.2 to report to the newly established Lifestyle Merchandise Officer.

(2) For the development of business platform:

10. Corporate Planning Department to report to CEO Office and Business Planning Officer.
11. Name change Customer Services Department to Car Lifestyle Support Center, and to report to CEO Office and Business Planning Officer.
12. Divide Human Resources & General Affairs Department into Personnel Planning Department, Personnel Department and General Affairs Department.
13. Set the Marketing Strategy Department, Product Quality Control Department and Distribution Planning & Management Department in the structure of business infrastructure development.
14. Newly establish Land Use & Development Department that reports to the newly established Distribution, Product Quality Control and Land Use & Development Officer.

(3) For new business creation and development:

15. Newly establish Digital Transformation Strategy Department that reports to IT Strategy Officer.
16. Name change BtoB Business Department to Wholesale Business Department.
17. Newly establish Networking Business Development Department that reports to Networking Business Officer.
18. Name change Digital Transformation & Services Department to ICT Platform & Services Department, and to report to Networking Business Officer.
19. Newly establish JACK & MARIE Business Department and ARTA Motorsports Business Department that report to the newly established Lifestyle Business Officer.

<Summary of the Changes in Management Structure>

(1) For structural reinforcement of domestic AUTOBACS business:

No.	New Department	Current Department	Description
1	Store Operation Improvement Department	--	new establishment
2	Sales Promotion Department	Marketing Department	name change, function addition and change of officer in charge
3	Merchandise Management Department	same as on the left	change of officer in charge
	Store Development Department	same as on the left	
4	- Northern Japan Regional Headquarters - Kanto Regional Headquarters - Chubu Regional Headquarters - Kansai Regional Headquarters - Southern Japan Regional Headquarters	- Eastern Japan Region Headquarters - Western Japan Region Headquarters	reorganization
5	--	- Eastern Japan Operation Planning Department - Western Japan Operation Planning Department	transfer of function and abolish
6	Hokkaido Area Operation Department	same as on the left	change of officer in charge
	Tohoku Area Operation Department	same as on the left	
	Tokyo and Chiba Area Operation Department	same as on the left	

No.	New Department	Current Department	Description
	Kanagawa and Shizuoka Area Operation Department	same as on the left	
	Northern Kanto Area Operation Department	same as on the left	
	Koshin-etsu Area Operation Department	same as on the left	
	Hokuriku Area Operation Department	same as on the left	
	Tokai Area Operation Department	same as on the left	
	Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department	same as on the left	
	Western Hyogo and San-in Area Operation Department	same as on the left	
	Chugoku Area Operation Department	Chugoku and Shikoku Area Operation Department	name change and change of officer in charge
	Kyushu Area Operation Department	same as on the left	change of officer in charge
7	- Tires, Wheels and Motor Sports Goods Department - Car Electronics Department - Car Maintenance Parts Department - Car Care Items, Car Accessories & Interior Goods Department	- Tires, Oil & Batteries and Wheels & Motor Sports Goods Department - Car Electronics Department - Car Accessories Department	reorganization and function addition
	--	Merchandising Strategy Department	transfer of function and abolish
8	Statutory Safety Inspection and Pit Services Management Department	Statutory Safety Inspection & Services Business Department Pit Services Management & Maintenance Department	consolidation and rename
9	Lifestyle Merchandise Department No.1	same as on the left	change of officer in charge
	Lifestyle Merchandise Department No.2	same as on the left	

(2) For the development of business platform:

No.	New Department	Current Department	Description
10	Corporate Planning Department	same as on the left	change of officer in charge
11	Car Lifestyle Support Center	Customer Services Department	name change and change of officer in charge
12	Personnel Planning Department	Human Resources & General Affairs Department	divide
	Personnel Department		
	General Affairs Department		

No.	New Department	Current Department	Description
13	Marketing Strategy Department	same as on the left	change of position in structure
	Product Quality Control Department	same as on the left	
	Distribution Planning & Management Department	same as on the left	
14	Land Use & Development Department	--	new establishment

(3) For new business creation and development:

No.	New Department	Current Department	Description
15	Digital Transformation Strategy Department	--	new establishment
16	Wholesale Business Department	BtoB Business Department	name change
17	Networking Business Development Department	--	new establishment
18	ICT Platform & Services Department	Digital Transformation & Services Department	name change and change of officer in charge
19	JACK & MARIE Business Department	--	new establishment
	ARTA Motorsports Business Department	--	new establishment

2) Changes in Officers' titles and duties

(1) For structural reinforcement of domestic AUTOBACS business:

- Newly establish the titles of Head of AUTOBACS Business Planning & Operations and Head of Merchandising & Services.
- Newly establish the title of AUTOBACS Business Management Officer.
- Rename the title of A PIT AUTOBACS SHINONOME Officer to A PIT AUTOBACS Officer.
- Reorganize the duties of Office of Eastern Japan Region Head Officer and Western Japan Region Head Officer into Northern Japan Regional Headquarters Officer, Kanto Regional Headquarters Officer, Chubu Regional Headquarters Officer, Kansai Regional Headquarters Officer and Southern Japan Regional Headquarters Officer.
- Rename the title of Merchandising Officer to Car Parts & Accessories Officer.
- Consolidate the titles of Statutory Safety Inspection & Services Officer and CARS Business Officer to Statutory Safety Inspection & Services and CARS Business Officer.
- Newly establish the title of Lifestyle Merchandise Officer.
- Abolish the title of Merchandise Management, Distribution and Store Development Officer.

(2) For the development of business platform:

- Set the Marketing Officer in the in the structure of business infrastructure development.
- Reorganize the duties of Office of the President and Business Planning Officer, Corporate Planning, Human Resources & General Affairs Officer and Finance & Accounting, Legal and IR & PR Officer into CEO Office and Business Planning Officer, Human Resources, General Affairs and Legal Officer and Finance & Accounting and IR & PR Officer.
- Newly establish the title of Distribution, Product Quality Control and Land Use & Development Officer.

(3) For new business creation and development:

12. Rename the title of Internet Business Officer to Networking Business Officer.
13. Newly establish the title of Lifestyle Business Officer.
14. Newly establish the title of Car Dealer Business Officer.

<Summary of Changes in Officers' titles and duties>

(1) For structural reinforcement of domestic AUTOBACS business:

No.	New title	Current title	Description
1	Head of AUTOBACS Business Planning & Operations	--	new
	Head of Merchandising & Services	--	
2	AUTOBACS Business Management Officer	--	new
3	A PIT AUTOBACS Officer	A PIT AUTOBACS SHINONOME Officer	name change
4	- Northern Japan Regional Headquarters Officer - Kanto Regional Headquarters Officer - Chubu Regional Headquarters Officer - Kansai Regional Headquarters Officer - Southern Japan Regional Headquarters Officer	- Eastern Japan Region Head Officer - Western Japan Region Head Officer	change of duties
5	Car Parts & Accessories Officer	Merchandising Officer	name change
6	Statutory Safety Inspection & Services and CARS Business Officer	Statutory Safety Inspection & Services Officer	consolidation
		CARS Business Officer	
7	Lifestyle Merchandise Officer	--	new
8	--	Merchandise Management, Distribution and Store Development Officer	abolish

(2) For the development of business platform:

No.	New Department	Current Department	Description
9	Marketing Officer	same as on the left	change of position in structure
10	- CEO Office and Business Planning Officer - Human Resources, General Affairs and Legal Officer - Finance & Accounting and IR & PR Officer	- Office of the President and Business Planning Officer - Corporate Planning, Human Resources & General Affairs Officer - Finance & Accounting, Legal and IR & PR Officer	change of duties
11	Distribution, Product Quality Control and Land Use & Development Officer	--	new

(3) For new business creation and development:

No.	New Department	Current Department	Description
12	Networking Business Officer	Internet Business Officer	name change
13	Lifestyle Business Officer	--	new
14	Car Dealer Business Officer	--	new

2. Changes in Personnel (effective April 1, 2020)

Name	New position	Current position
Yugo Horii	Director and Senior Managing Executive Officer, Head of AUTOBACS Business Planning & Operations, and CEO Office and Business Planning and Representative Director of ABT Marketing Co., Ltd.	Director and Senior Executive Officer, Office of the President and Business Planning, and AUTOBACS Business Planning and Representative Director of ABT Marketing Co., Ltd.
Eiichi Kumakura	Director and Senior Managing Executive Officer, Head of Merchandising & Services, and Car Parts & Accessories	Director and Senior Executive Officer, Western Japan Region Headquarters
Shinichi Fujiwara	Senior Managing Executive Officer, Northern Japan Regional Headquarters and Kanto Regional Headquarters	Senior Executive Officer, Eastern Japan Region Headquarters
Masaru Sasaki	Senior Executive Officer, Kansai Regional Headquarters	Senior Executive Officer, Merchandising
Hiroki Yoshiyama	Senior Executive Officer, Car Dealer Business and Representative Director of AUTOBACS DEALER GROUP HOLDINGS CO.,LTD. and Autoplatz K.K.	Representative Director of AUTOBACS DEALER GROUP HOLDINGS CO.,LTD. and Autoplatz K.K.
Shinya Kurahayashi	Senior Executive Officer, Statutory Safety Inspection & Services and CARS Business and General Manager of A PIT BASE Enhancement Project	Officer, Statutory Safety Inspection & Services and CARS Business
Kazushige Hojo	Officer, Distribution, Product Quality Control and Land Use & Development, and AUTOBACS Business Management and General Manager of Land Use & Development Department	Officer, Merchandise Management, Distribution and Store Development and General Manager of Store Development Department
Noritaka Hiraga	Officer, Human Resources, General Affairs and Legal	Officer, Finance & Accounting, Legal and IR & PR
Ken Ozone	Officer, Marketing, Lifestyle Business and Lifestyle Merchandise	Officer, Marketing
Ryotaro Yamazoe	Officer, A PIT AUTOBACS and General Manager of A PIT SHINONOME Enhancement Project	Officer, A PIT AUTOBACS SHINONOME

Name	New position	Current position
Nobuo Norisue	Officer, IT Strategy and Networking Business and General Manager of Digital Transformation Strategy Department	Officer, IT Strategy and Internet Business
Mitsuya Minatogawa	Officer, Chubu Regional Headquarters	Officer, Corporate Planning, Human Resources & General Affairs
Masahiro Nishikawa	Officer, Southern Japan Regional Headquarters and Representative Director of Hiroshima AUTOBACS Ltd. and AUTOBACS Yamaguchi Ltd.	Representative Director of Hiroshima AUTOBACS Ltd. and AUTOBACS Yamaguchi Ltd.
Tomoaki Ikeda	Officer, Finance & Accounting and IR & PR	IR & PR Department
Toshihiro Fukuhara	Officer, AUTOBACS Business Planning and General Manager of AUTOBACS Business Planning Department	General Manager of AUTOBACS Business Planning Department
Maki Inui	General Manager, Store Operation Improvement Department	Western Japan Operation Planning Department
Tomohito Habata	General Manager, Sales Promotion Department	General Manager, Marketing Department
Katsura Nakanishi	General Manager, Merchandise Management Department	Group Manager, Merchandising Strategy Department
Kazuhiro Kamimura	General Manager, Store Development Department	General Manager, Western Japan Operation Planning Department
Kenji Nakamichi	Area General Manager, Hokkaido Area Operation Department	Director of Puma Ltd.
Akihiro Ito	Area General Manager, Kanagawa and Shizuoka Area Operation Department	Group Manager, Eastern Japan Operation Planning Department
Toru Yamasaki	Area General Manager, Koshin-etsu Area Operation Department	General Manager, IR & PR Department
Yuichi Shiraishi	Area General Manager, Tokai Area Operation Department	Area General Manager, Western Hyogo and San-in Area Operation Department
Kentaro Kawanishi	Area General Manager, Western Hyogo and San-in Area Operation Department	Area General Manager, Koshin-etsu Area Operation Department
Kenichiro Kasai	Area General Manager, Chugoku Area Operation Department	AUTOBACS Fukuoka Ltd. (secondment)
Shin Matsui	General Manager, Tires, Wheels and Motor Sports Goods Department	General Manager, Merchandising Strategy Department
Akihiro Kusuyama	General Manager, Car Maintenance Parts Department	Group Manager, Car Accessories Department

Name	New position	Current position
Michiaki Takeda	General Manager, Car Care Items, Car Accessories & Interior Goods Department	General Manager, Car Accessories Department
Tetsuya Chiwaki	General Manager, Statutory Safety Inspection and Pit Services Management Department	General Manager, CARS Business Department
Jun Kenmotsu	General Manager, CARS Business Department	General Manager, Pit Services Management & Maintenance Department
Hiroshige Onoda	General Manager, Car Lifestyle Support Center	General Manager, Customer Services Department
Hiroyuki Furuta	General Manager, Personnel Planning Department	General Manager, Human Resources & General Affairs Department
Yumiko Sako	General Manager, Personnel Department	Group Manager, Corporate Planning Department
Tetsuo Endo	General Manager, General Affairs Department	General Manager, Tires, Oil & Batteries and Wheels & Motor Sports Goods Department
Yasutaka Kurosawa	General Manager, IR & PR Department	Area General Manager, Hokkaido Area Operation Department
Ryo Shigeyama	General Manager, Product Quality Control Department	Area General Manager, Kanagawa and Shizuoka Area Operation Department
Ryutaro Suzuki	General Manager, Overseas Business Department	Group Manager, Overseas Business Department
Kenji Oka	General Manager, Wholesale Business Department	General Manager, BtoB Business Department
Kenichi Hosoya	General Manager, Networking Business Development Department	General Manager, Statutory Safety Inspection & Services Business Department
Masaaki Yatsuzuka	General Manager, ICT Platform & Services Department	General Manager, Digital Transformation & Services Department
Akira Kido	General Manager, JACK & MARIE Business Department and ARTA Motorsports Business Department	Group Manager, Marketing Strategy Department

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