

January 31, 2022

**AUTOBACS SEVEN announces Organizational and Personnel Changes**

(Translation of Major Points of Japanese Release)

January 31, 2022(Tokyo, Japan) - AUTOBACS SEVEN Co., Ltd. (Representative Director and Chief Executive Officer: Kiomi Kobayashi) announces 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 in the Domestic AUTOBACS Business to strengthen its retail business
- 2) For expanding current initiatives and creating new business opportunities focusing on sustainability
- 3) For reviewing and optimizing business promotion structure

**2. Organizational Changes (effective April 1, 2022)**

**1) Changes in Management Structure**

(1) For structural reinforcement in the Domestic AUTOBACS Business:

1. Merchandise Management Department and Store Development Department to report to AUTOBACS Business Planning Officer.
2. A PIT AUTOBACS Enhancement Project under control of A PIT AUTOBACS Officer to be newly established as A PIT AUTOBACS Enhancement Department.
3. Newly establish Kanto Operation Planning Department that reports to Kanto Regional Headquarters and transfer the functions of Kanto Regional Headquarters.
4. Newly establish Southern Japan Operation Planning Department that reports to Southern Japan Regional Headquarters and transfer the functions of Southern Japan Regional Headquarters.

(2) For creating new business opportunities:

5. Newly establish Sustainability Transformation Department that reports to Chief Executive Officer. This department plans and promotes sustainability transformation in order to achieve transformation into company management that emphasizes “sustainability” over the medium to long term and balances business growth with environment, society, and governance.

(3) For optimizing business promotion structure:

6. Marketing Strategy Department to report to CEO Office / Business Planning Officer.
7. Name change Personnel Planning Department to Personnel Department.
8. Name change Personnel Department to Diversity & Inclusion Department.
9. Name change Distribution Planning and Management Department to Logistics Planning Department.
10. Abolish ICT Platform & Services Department and transfer part of its function to Sustainability Transformation Department and Online Alliance Business Development Department.

<Summary of the Changes in Management Structure>

(1) For structural reinforcement in the Domestic AUTOBACS Business:

No.	New Department	Current Department	Description
1	Merchandise Management Department	same as on the left	change of officer in charge
	Store Development Department	same as on the left	
2	A PIT AUTOBACS Enhancement Department	—	new establishment
3	Kanto Operation Planning Department	—	new establishment
4	Southern Japan Operation Planning Department	—	new establishment

(2) For creating new business opportunities:

No.	New Department	Current Department	Description
5	Sustainability Transformation Department	—	new establishment

(3) For optimizing business promotion structure:

No.	New Department	Current Department	Description
6	Marketing Strategy Department	same as on the left	change of officer in charge
7	Personnel Department	Personnel Planning Department	Name change
8	Diversity & Inclusion Department	Personnel Department	Name change
9	Logistics Planning Department	Distribution Planning and Management Department	Name change
10	—	ICT Platform & Services Department	Transfer part of its function and abolish

## 2) Changes in Officers' titles and duties

1. Divide the duties of Head of AUTOBACS Business Planning and Operations into Head of AUTOBACS Business Planning and Head of Operations.
2. Consolidate the duties of AUTOBACS Business Management Officer to AUTOBACS Business Planning Officer.
3. Consolidate the duties of Marketing Officer to CEO Office / Business Planning Officer.
4. Rename the title of IT Strategy Officer to IT Strategy / DX Strategy Officer.
5. Divide the duties of BtoB Business Officer into Wholesaling Business Officer and Fleet Business Officer.

<Summary of the Changes in Officers' title and duties>

	New title	Current title	Description
1	Head of AUTOBACS Business Planning	Head of AUTOBACS Business Planning and Operations	divide
	Head of Operations		
2	AUTOBACS Business Planning Officer	AUTOBACS Business Planning Officer	consolidate
		AUTOBACS Business Management Officer	
3	CEO Office / Business Planning Officer	CEO Office / Business Planning Officer	consolidate
		Marketing Officer	
4	IT Strategy / DX Strategy Officer	IT Strategy Officer	rename
5	Wholesaling Business Officer	BtoB Business Officer	divide
	Fleet Business Officer		

### 3.Changes in Personnel (Effective April 1, 2022)

Name	New position	Current position
Yugo Horii	Senior Managing Executive Officer Head of AUTOBACS Business Planning CEO Office / Business Planning	Senior Managing Executive Officer Head of AUTOBACS Business Planning & Operations CEO Office / Business Planning
Eiichi Kumakura	Senior Managing Executive Officer Head of Merchandising & Services Wholesaling Business	Senior Managing Executive Officer Head of Merchandising & Services Car Parts & Accessories
Shinichi Fujiwara	Senior Managing Executive Officer Head of Operations Kanto Regional Headquarters	Senior Managing Executive Officer Kanto Regional Headquarters
Kazushige Hojo	Officer Logistics / Product Quality Control / Land Use & Development General Manager of Logistics Planning Department	Officer Distribution / Product Quality Control / Land Use & Development AUTOBACS Business Management General Manager of Land Use & Development Department
Noritaka Hiraga	Officer Human Resources / General Affairs / Legal	Officer Human Resources / General Affairs / Legal General Manager of Personnel Planning Department
Ken Ozone	Officer Lifestyle Business	Officer Marketing Lifestyle Business
Ryotaro Yamazoe	Officer A PIT AUTOBACS General Manager of A PIT AUTOBACS Enhancement Department	Officer A PIT AUTOBACS Project Manager of A PIT AUTOBACS SHINONOME Project
Yukihiro Kitagawa	Officer Fleet Business General Manager of Fleet Business Department	Officer BtoB Business General Manager of Wholesale Business Department
Nobuo Norisue	Officer IT Strategy / DX Strategy	Officer IT Strategy Online Alliance Business
Minoru Kamikubo	Officer Car Parts & Accessories	Director of AUTOBACS Minami- Nihon Sales Ltd. President of Nankai Company and Kagawa Company
Kenichi Hosoya	Officer Online Alliance Business General Manager of Internet Business Department	General Manager Internet Business Department
Takao Togashi	General Manager Kanto Operation Planning Department	Group Manager Kanto Regional Headquarters
Michiaki Takeda	General Manager Tokyo and Chiba Area Operation Department	General Manager Car Accessories Department
Yoichi Shinada	General Manager Koshinetsu Area Operation Department	Group Manager Koshinetsu Area Operation Department
Masayoshi Hirai	General Manager Southern Japan Operation Planning Department	Group Manager Southern Japan Regional Headquarters

Name	New position	Current position
Ryo Kondo	General Manager Merchandising Strategy Department	Group Manager Merchandising Strategy Department
Kosaku Suzuki	General Manager Tires, Wheels and Motor Sports Goods Department	Group Manager Tires, Wheels and Motor Sports Goods Department
Takuro Zama	General Manager Car Accessories Department	Group Manager Car Accessories Department
Hidehito Takatsuka	General Manager Corporate Audit Department	Group Manager Corporate Audit Department
Tetsuo Endo	General Manager Personnel Department	General Manager General Affairs Department
Yumiko Sako	General Manager Diversity & Inclusion Department	General Manager Personnel Department
Toru Yamasaki	General Manager General Affairs Department	General Manager Koshinetsu Area Operation Department
Naoki Mizoguchi	General Manager Land Use & Development Department	Group Manager Land Use & Development Department
Yoichi Kawaguchi	General Manager Wholesale Business Department	Group Manager Chubu Regional Headquarters
Takafumi Inagi	General Manager Sustainability Transformation Department	Group Manager Store Model Development Department

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