

March 28, 2022

AUTOBACS SEVEN announces Additions to Organizational and Personnel Changes

(translation of major points of Japanese release)

March 28, 2022(Tokyo, Japan) - AUTOBACS SEVEN Co., Ltd. (Representative Director and Chief Executive Officer: Kiomi Kobayashi) announces additions to the disclosed material of organizational and personnel changes announced on January 31, 2022.

1. Purpose of the changes

Optimization of organization responsive to the changes in management structure for the fiscal year ending March 2023

2. Organizational Changes (effective April 1, 2022)

1) Changes in Officers' titles and duties

- i. Abolish the title of Head of AUTOBACS Business Planning.
- ii. Abolish the title of Human Resources / General Affairs / Legal Officer.
- iii. Newly establish the title of Corporate Planning Officer.
- iv. Change the title and duties of Logistics / Product Quality Control / Land Use & Development Officer to Logistics / Land Use & Development Officer.

<Summary of the changes in officers' title and duties>

	New title	Current title	Description
i	-	Head of AUTOBACS Business Planning	Abolish
ii	-	Human Resources / General Affairs / Legal Officer	Abolish
iii	Corporate Planning Officer	-	New
iv	Logistics / Land Use & Development Officer	Logistics / Product Quality Control / Land Use & Development Officer	Change of duties

2) Changes in Officers' jurisdiction departments

- i. Corporate Planning Department and Business Development Department to report to Corporate Planning Officer.
- ii. Personnel Department, Diversity & Inclusion Department, General Affairs Department, Legal Department, Product Quality Control Department, Car Lifestyle Support Center, Marketing Strategy Department and Sustainability Transformation Department to report to CEO Office / Business Planning Officer.

<Summary of the changes in officers' jurisdiction departments>

No.	New officer in charge	Current officer in charge	Department
i	Corporate Planning Officer	CEO Office / Business Planning Officer	Corporate Planning Department
			Business Development Department
ii	CEO Office / Business Planning Officer	Human Resources / General Affairs / Legal Officer	Personnel Department
			Diversity & Inclusion Department
			General Affairs Department
			Legal Department
		Logistics / Product Quality Control / Land Use & Development Officer	Product Quality Control Department
		CEO Office / Business Planning Officer	Car Lifestyle Support Center
		Marketing Officer	Marketing Strategy Department
-	Sustainability Transformation Department		

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

Name	New position	Current position
Yugo Horii	Representative Director and Senior Managing Executive Officer CEO Office / Business Planning	Director and Senior Managing Executive Officer Head of AUTOBACS Business Planning & Operations CEO Office / Business Planning
Kazushige Hojo	Officer Logistics / 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 Corporate Planning	Officer Human Resources / General Affairs / Legal General Manager of Personnel Planning Department

This proposal has been resolved by the Board of Directors after being consulted by the Company's Corporate Governance Committee, which is an advisory body to the Board of Directors.

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