

December 26, 2022

**AUTOBACS SEVEN announces The New Management Structure
and Organizational and Personnel Changes**

(Translation of Major Points of Japanese Release)

December 26, 2022 (Tokyo, Japan) - AUTOBACS SEVEN Co., Ltd. (Representative Director and Chief Executive Officer: Yugo Horii) announces the new management structure and organizational and personnel changes as follows.

1. The New Management Structure

In the business environment which the automobile industry is entering a period of major change, and major changes are expected in society, automobiles, people's lives, and customer needs, we are working on reforming the company to seize new opportunities while increasing the speed of management, evolving the automotive goods and services business and challenging new business fields. However, the business environment is changing rapidly and customer needs are becoming more and more diversified. Therefore, we will speed up the process of transformation to create the value through the close connection between each business and to make faster and better decisions. For this purpose, we are implementing the new management system as follows.

<Purpose of the changes>

For increasing speed of the decision-making and the process of transformation.

<Changes>

- 1) Abolish the officer system and strengthen the business portfolio management.
- 2) Establish the new management positions (General Manager) which are responsible for each business.

*General Managers are assigned by each strategic business unit, and expected to connect each business effectively and take a role in executing company-wide strategy.

Details of changes in the management structure, and organizational and personnel changes are as follows.

2. Changes in the Management Structure (Effective April 1, 2023)

<Newly establish>

- 1) Newly establish Executive General Manager of Eastern Japan Sales Operations that takes charge of Northern Japan Regional Headquarters and Kanto Regional Headquarters.
- 2) Newly establish Executive General Manager of Western Japan Sales Operations that takes charge of Chubu Regional Headquarters, Kansai Regional Headquarters and Southern Japan Regional Headquarters.
- 3) Newly establish General Manager of Car Trading Business and change the reporting line of the car purchase and sales (CARS) function from Statutory Safety Inspection & Services / CARS Business Officer, and make it an independent business.
- 4) Newly establish General Manager of Finance Business that takes charge of AUTOBACS Financial Service Co., Ltd.
- 5) Newly establish General Manager of Property Development Business and change the reporting line of the store development function from AUTOBACS Business Planning Officer and the land use and development function from Logistics / Land Use and Development Officer, and make it an independent business.

<Abolish>

- 6) Abolish AUTOBACS Business Planning Officer and the area is taken by Chief AUTOBACS Chain Officer.
- 7) Abolish A PIT AUTOBACS Officer and the area is taken by Chief AUTOBACS Chain Officer.
- 8) Abolish Car Parts & Accessories Officer and Statutory Safety Inspection & Services / CARS Business Officer. The function of car parts & accessories and statutory safety inspections & services are taken by General Manager of Merchandising & Services.

- 9) Abolish Logistics / Land Use and Development Officer and the logistics function is taken by Chief Executive Officer.

<Name change>

- 10) Name change Overseas Business Officer to General Manager of Overseas Business.
 11) Name change Wholesaling Business Officer to General Manager of Wholesaling Business.
 12) Name change Fleet Business Officer to General Manager of Fleet Business.
 13) Name change Online Alliance Business Officer to General Manager of Online Alliance Business.
 14) Name change Lifestyle Business Officer to General Manager of Brand Business.
 15) Name change Car Dealer Business Officer to General Manager of Car Dealer Business.
 16) Name change Corporate Planning Officer to General Manager of Corporate.
 17) Name change Finance & Accounting / PR & IR Officer to General Manager of Administration.
 18) Name change IT Strategy / DX Strategy Officer to General Manager of IT / DX.

<Summary of Changes>

No.	New Structure	Current Structure	Description
1	Executive General Manager of Eastern Japan Sales Operations	—	New Establishment
2	Executive General Manager of Western Japan Sales Operations	—	New Establishment
3	General Manager of Car Trading Business	Statutory Safety Inspection & Services / CARS Business Officer	New Establishment / Change of Reporting Line
4	General Manager of Finance Business	—	New Establishment
5	General Manager of Property Development Business	AUTOBACS Business Planning Officer Logistics / Land Use and Development Officer	New Establishment / Change of Reporting Line
6	Chief AUTOBACS Chain Officer	AUTOBACS Business Planning Officer	Abolishment
7	Chief AUTOBACS Chain Officer	A PIT AUTOBACS Officer	Abolishment
8	General Manager of Merchandising & Services	Car Parts & Accessories Officer Statutory Safety Inspection & Services / CARS Business Officer	Abolishment / Change of Reporting Line
9	Chief Executive Officer	Logistics / Land Use and Development Officer	Abolishment / Change of Reporting Line
10	General Manager of Overseas Business	Overseas Business Officer	Name Change
11	General Manager of Wholesaling Business	Wholesaling Business Officer	Name Change
12	General Manager of Fleet Business	Fleet Business Officer	Name Change
13	General Manager of Online Alliance Business	Online Alliance Business Officer	Name Change
14	General Manager of Brand Business	Lifestyle Business Officer	Name Change
15	General Manager of Car Dealer Business	Car Dealer Business Officer	Name Change
16	General Manager of Corporate	Corporate Planning Officer	Name Change

No.	New Structure	Current Structure	Description
17	General Manager of Administration	Finance & Accounting / PR & IR Officer	Name Change
18	General Manager of IT / DX	IT Strategy / DX Strategy Officer	Name Change

3. Organizational Changes

<Consolidate>

- 1) Consolidate AUTOBACS Business Planning Department, Store Operation Improvement Department, Store Model Development Department and Merchandise Management Department, and rename as AUTOBACS Business Strategy Department.
- 2) Consolidate Marketing Strategy Department to Sales Promotion Department.
- 3) Consolidate Lifestyle Business Department, GORDON MILLER Business Department and ARTA Motorsports Business Department, and rename as Brand Business Merchandise Department and Brand Business Sales Department.
- 4) Consolidate Land Use & Development Department and Store Development Department, and rename as Property Development Planning Department and Property Development Business Operations Department.
- 5) Consolidate Business Development Department to Corporate Planning Department.
- 6) Consolidate Product Quality Control Department to General Affairs Department.

<Change>

- 7) A PIT AUTOBACS SHINONOME store transfers to A PIT AUTOBACS Enhancement Department.
- 8) BACS BASE Project changes the reporting line from Statutory Safety Inspection & Services / CARS Business Officer to Chief AUTOBACS Chain Officer.
- 9) Name change Kanto Operation Planning Department to Eastern Japan Sales Planning Department and change the reporting line from Kanto Regional Headquarters Officer to Executive General Manager of Eastern Japan Sales Operations.
- 10) Name change Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department to Osaka, Nara and Wakayama Area Sales Department.
- 11) Name change Western Hyogo and San-in Area Operation Department to Western Hyogo, Kyoto and Shiga Area Sales Department.
- 12) Name change Southern Japan Operation Planning Department to Western Japan Sales Planning Department and change the reporting line from Southern Japan Regional Headquarters Officer to Executive General Manager of Western Japan Sales Operations.
- 13) Name change Merchandising Strategy Department to Merchandising Planning Department.

<Summary of Changes>

No.	New Department	Current Department	Description
1	AUTOBACS Business Strategy Department	AUTOBACS Business Planning Department	Consolidate / Name change
		Store Operation Improvement Department	
		Store Model Development Department	
		Merchandise Management Department	
2	Sales Promotion Department	Sales Promotion Department	Consolidate
		Marketing Strategy Department	
3	Brand Business Merchandise Department / Brand Business Sales Department	Lifestyle Business Department	Consolidate / Reorganize
		GORDON MILLER Business Department	
		ARTA Motorsports Business Department	

No.	New Department	Current Department	Description
4	Property Development Planning Department / Property Development Business Operations Department	Land Use & Development Department	Consolidate / Reorganize
		Store Development Department	
5	Corporate Planning Department	Corporate Planning Department	Consolidate
		Business Development Department	
6	General Affairs Department	General Affairs Department	Consolidate
		Product Quality Control Department	
7	—	A PIT AUTOBACS SHINONOME store	Transfer
8	BACS BASE Project: to report to Chief AUTOBACS Chain Officer	BACS BASE Project: to report to Statutory Safety Inspection & Services / CARS Business Officer	Change of Reporting Line
9	Eastern Japan Sales Planning Department: to report to Executive General Manager of Eastern Japan Sales Operations	Kanto Operation Planning Department: to report to Kanto Regional Headquarters Officer	Name Change / Change of Reporting Line
10	Osaka, Nara and Wakayama Area Sales Department	Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department	Name Change
11	Western Hyogo, Kyoto and Shiga Area Sales Department	Western Hyogo and San-in Area Operation Department	Name Change
12	Western Japan Sales Planning Department: to report to Executive General Manager of Western Japan Sales Operations	Southern Japan Operation Planning Department: to report to Southern Japan Regional Headquarters Officer	Name Change / Change of Reporting Line
13	Merchandising Planning Department	Merchandising Strategy Department	Name Change

4. Changes in Personnel (Effective April 1, 2023)

Name	New Position	Current Position
Yugo Horii	Representative Director & Chief Executive Officer Chief AUTOBACS Chain Officer	Representative Director & Chief Executive Officer Chief AUTOBACS Chain Officer
Eiichi Kumakura	Senior Managing Director & Executive General Manager Wholesaling Business	Director & Senior Managing Executive Officer Head of Merchandising & Services Wholesaling Business
Shinichi Fujiwara	Senior Managing Director & Executive General Manager Operations & Eastern Japan Operations	Director & Senior Managing Executive Officer Head of Operations Kanto Regional Headquarters
Tomoaki Ikeda	Director & General Manager Administration	Director & Officer Finance & Accounting / PR & IR
Masaru Sasaki	Executive General Manager Property Development Business	Senior Executive Officer Kansai Regional Headquarters
Hiroki Yoshiyama	Executive General Manager Car Dealer Business	Senior Executive Officer Car Dealer Business
Shinya Kurahayashi	Executive General Manager Car Trading Business / Finance Business Project Manager of BACS BASE Project	Senior Executive Officer Statutory Safety Inspection & Services / CARS Business Project Manager of BACS BASE Project
Masahiro Nishikawa	Executive General Manager Western Japan Operations	Senior Executive Officer Southern Japan Regional Headquarters
Noritaka Hiraga	General Manager Corporate	Officer Corporate Planning
Ken Ozone	General Manager Brand Business	Officer Lifestyle Business
Toshio Kitamura	General Manager Overseas Business Department Manager of Overseas Business Department	Officer Overseas Business
Yukihiro Kitagawa	General Manager Fleet Business Department Manager of Fleet Business Department	Officer Fleet Business General Manager of Fleet Business Department
Nobuo Norisue	General Manager IT / DX	Officer IT Strategy / DX Strategy
Minoru Kamikubo	General Manager Merchandising & Services	Officer Car Parts & Accessories
Kenichi Hosoya	General Manager Online Alliance Business Department Manager of Internet Business Department	Officer Online Alliance Business General Manager of Internet Business Department
Mitsuya Minatogawa	Division Manager Chubu Regional Headquarters	Officer Chubu Regional Headquarters
Hiroyuki Furuta	Division Manager Northern Japan Regional Headquarters	Officer Northern Japan Regional Headquarters

Name	New Position	Current Position
Michio Inaba	Division Manager Kanto Regional Headquarters	Area General Manager Northern Kanto Area Operation Department
Junsuke Tanaka	Division Manager Kansai Regional Headquarters	President of Fukuoka Company, AUTOBACS Minami-Nihon Sales Ltd.
Masayoshi Kaneko	Division Manager Southern Japan Regional Headquarters	President of Kumamoto Company, AUTOBACS Minami-Nihon Sales Ltd.
Takeshi Yoshizawa	Department Manager AUTOBACS Business Strategy Department	General Manager Store Model Development Department
Ryotaro Yamazoe	Department Manager A PIT AUTOBACS Enhancement Department	Officer A PIT AUTOBACS General Manager of A PIT AUTOBACS Enhancement Department
Takao Togashi	Department Manager Eastern Japan Sales Planning Department	General Manager Kanto Operation Planning Department
Yasuhiro Take	Department Manager Hokkaido Area Sales Department	General Manager CARS Business Department
Hajime Ito	Department Manager Kanagawa and Shizuoka Area Sales Department	Group Manager Western Hyogo and San-in Area Operation Department
Hiroyuki Kato	Department Manager Northern Kanto Area Sales Department	Store General Manager A PIT AUTOBACS SHINONOME
Mitsuaki Asano	Department Manager Hokuriku Area Sales Department	Group Manager Hokuriku Area Operation Department
Koji Takamatsu	Department Manager Tokai Area Sales Department	General Manager Marketing Strategy Department
Norihiko Maruyama	Department Manager Osaka, Nara and Wakayama Area Sales Department	General Manager Hokuriku Area Operation Department
Takayuki Fukunaga	Department Manager Western Hyogo, Kyoto and Shiga Area Sales Department	General Manager Car Insurance Department
Masayoshi Hirai	Department Manager Western Japan Sales Planning Department	General Manager Southern Japan Operation Planning Department
Ryo Kondo	Department Manager Merchandising Planning Department	General Manager Merchandising Strategy Department
Katsura Nakanishi	Department Manager Car Maintenance Parts Department	General Manager Merchandise Management Department
Hisamitsu Kubota	Department Manager Statutory Safety Inspection and Pit Services Management Department	General Manager Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department
Koji Yoshii	Department Manager Car Insurance Department	President of Ehime Company, AUTOBACS Minami-Nihon Sales Ltd.
Akira Kido	Department Manager Brand Business Merchandise Department	General Manager Lifestyle Business Department / ARTA Motorsports Business Department
Shingo Nakatani	Department Manager Brand Business Sales Department	General Manager GORDON MILLER Business Department



Name	New Position	Current Position
Tetsuya Chiwaki	Department Manager CARS Business Department	General Manager Statutory Safety Inspection and Pit Services Management Department
Toshihiro Fukuhara	Department Manager Property Development Planning Department	Officer AUTOBACS Business Planning General Manager of AUTOBACS Business Planning Department
Yasutaka Kurosawa	Department Manager Property Development Business Operation Department	General Manager PR & IR Department
Katsuhito Ohki	Department Manager Finance & Accounting Department	General Manager Business Development Department
Jun Nakano	Department Manager PR & IR Department	Group Manager Corporate Planning Department
Tetsuo Endo	Department Manager Personnel Department / General Affairs Department	General Manager Personnel Department
Kazushige Hojo	Department Manager Logistics Planning Department	Officer Logistics / Land Use & Development General Manager of Logistics Planning Department

Disclaimer: Please note that this document is a summary translation of the Japanese press release and prepared for reference purposes only. We do not assure the correctness or completeness of this summary translation. Please note that this summary translation may be amended without notice, or be pulled from our website for such amendment purpose, etc., at our own discretion.