

December 26, 2023

**AUTOBACS SEVEN announces Changes in the Management Structure, Organizational & Personnel Changes**

(Translation of Major Points of Japanese Release)

December 26, 2023 (Tokyo, Japan) - AUTOBACS SEVEN Co., Ltd. ("the Company," Representative Director & Chief Executive Officer: Yugo Horii) announces that its Board of Directors resolved at the meeting held today, the changes in its management structure as follows. The Company also announces its organizational and personnel changes as follows.

1. Purpose of the changes

The current business environment is undergoing a paradigm shift and customers' choices and values are becoming increasingly diverse. To respond to these changes and ensure medium- to long-term growth and sustainable competitiveness, we recognize that is necessary to further speed up management and improve execution results. For this purpose, we are making the following organizational changes.

2. Changes in the Management Structure (Effective April 1, 2024)

1) Newly establish Executive General Manager of AUTOBACS Business Strategies that takes charge of AUTOBACS Business Strategy Department, A PIT Planning & Enhancement Department, ASM Enhancement Department and Sales Promotion Department.

2) Consolidate Executive General Manager of Eastern Japan Sales Operations and Executive General Manager of Western Japan Sales Operations into Executive General Manager of Sales Operations.

<Summary of Changes>

No.	New Structure	Current Structure	Description
1	Executive General Manager of AUTOBACS Business Strategies	—	New Establishment
2	Executive General Manager of Sales Operations	Executive General Manager of Sales Operations Executive General Manager of Eastern Japan Sales Operations Executive General Manager of Western Japan Sales Operations	Consolidate

3. Organizational Changes (Effective April 1, 2024)

1) Name change A PIT AUTOBACS Enhancement Department to A PIT Planning & Enhancement Department.

2) Consolidate Eastern Japan Sales Planning Department and Western Japan Sales Planning Department and rename as Sales Planning Department.

3) Name change Western Hyogo, Kyoto and Shiga Area Sales Department to Kyoto, Shiga & Western Hyogo Area Sales Department.

4) Transfer the motorsports goods dealing function from Tires, Wheels and Motor Sports Goods Department to Car Electronics Department and rename each as Tires & Wheels Department and Car Electronics & Motor Sports Goods Department.

5) Consolidate Brand Business Merchandise Department and Brand Business Sales Department and rename as Brand Business Enhancement Department.

<Summary of Changes>

No.	New department	Current department	Description
1	A PIT Planning & Enhancement Department	A PIT AUTOBACS Enhancement Department	Name change
2	Sales Planning Department	Eastern Japan Sales Planning Department	Consolidate & name change
		Western Japan Sales Planning Department	
3	Kyoto, Shiga & Western Hyogo Area Sales Department	Western Hyogo, Kyoto and Shiga Area Sales Department	Name change
4	Tires & Wheels Department, Car Electronics & Motor Sports Goods Department	Tires, Wheels and Motor Sports Goods Department	Transfer part of function & name change
		Car Electronics Department	
5	Brand Business Enhancement Department	Brand Business Merchandise Department	Consolidate & name change
		Brand Business Sales Department	

4. Changes in Personnel (Effective April 1, 2024)

Name	New position	Current position
Shinichi Fujiwara	Senior Managing Director & Executive General Manager AUTOBACS Business Strategies	Senior Managing Director & Executive General Manager Sales Operations & Eastern Japan Sales Operations
Masahiro Nishikawa	Executive General Manager Sales Operations	Executive General Manager Western Japan Sales Operations
Noritaka Hiraga	General Manager Corporate Department Manager of PR & IR Department	General Manager Corporate Management Department Manager of Corporate Planning Department
Kosuke Matsuki	General Manager Fleet Business	Director of AUTOBACS Higashi-Nihon Sales Ltd. & President of Chiba Company / Representative Director of AUTOBACS Tsukuba Ltd.
Ryuta Takeuchi	Division Manager Northern Japan Regional Headquarters	Director of AUTOBACS Higashi-Nihon Sales Ltd. & President of Tokyo Company
Hiroyuki Furuta	Division Manager Chubu Regional Headquarters	Division Manager Northern Japan Regional Headquarters
Ryotaro Yamazoe	Department Manager A PIT Planning & Enhancement Department	Department Manager A PIT AUTOBACS Enhancement Department
Akira Kido	Department Manager Sales Promotion Department	Department Manager Brand Business Merchandise Department
Masayoshi Hirai	Department Manager Sales Planning Department	Department Manager Western Japan Sales Planning Department
Ryo Shigeyama	Department Manager Tohoku Area Sales Department	Manager AUTOBACS Business Strategy Department

Name	New position	Current position
Takao Togashi	Department Manager Nagano & Niigata Area Sales Department	Department Manager Eastern Japan Sales Planning Department
Takeki Sato	Department Manager Northern Kanto Area Sales Department	Manager Tokyo and Chiba Area Sales Department
Naoya Kubo	Department Manager Hokuriku Area Sales Department	Manager Hokkaido Area Sales Department
Youichi Kawaguchi	Department Manager Kyoto, Shiga & Western Hyogo Area Sales Department	Department Manager Wholesale Business Department
Takahiro Azuma	Department Manager Kyushu Area Sales Department	Manager Kyushu Area Sales Department
Tomohito Habata	Department Manager Merchandising Planning Department	Department Manager Sales Promotion Department
Kosaku Suzuki	Department Manager Tires & Wheels Department	Department Manager Tires, Wheels and Motor Sports Goods Department
Kazuki Ushizawa	Department Manager Car Electronics & Motor Sports Goods Department	Department Manager Car Electronics Department
Ryo Kondo	Department Manager Wholesale Business Department	Department Manager Merchandising Planning Department
Jun Nakano	Department Manager Fleet Business Department	Department Manager PR & IR Department
Jo Miyata	Department Manager Brand Business Enhancement Department	Department Manager Brand Business Sales Department
Hironori Suzuki	Department Manager Corporate Planning Department	Manager Corporate Planning Department
Mitsuya Minatogawa	Department Manager Diversity & Inclusion Department	Division Manager Chubu Regional Headquarters

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