

January 31, 2018

AUTOBACS SEVEN Announces Organizational and Personnel Changes

(Translation of Major Points of Japanese Release)

January 31, 2018 (Tokyo, Japan) – AUTOBACS SEVEN Co., Ltd. (“the Company,” Representative Director and CEO: Kiomi Kobayashi) announces that it has passed a resolution at a meeting of its Board of Directors held today, to make the following organizational and personnel changes.

1. Purpose of the changes

To focus on the key measures of the medium-term business plan and to speed up actions on customer value-adding initiatives, the Company changes its organizational structure as follows.

- 1) All officers of the Domestic AUTOBACS Business report directly to the “Chief AUTOBACS Chain Officer,” to improve efficiency and ensure quick decision making of actions and tasks that relate to the entire domestic AUTOBACS business.
- 2) Put together the business planning functions into “Office of the President” that reports directly to the “Chief Executive Officer,” to integrate all aspects of business planning within the Company.
- 3) “BtoB Business and Car Dealer Business Officer,” “Internet Business Officer” and “Overseas Business Officer” report directly to the “Chief Executive Officer,” to enable quick action on significant issues.

2. Organizational Changes (effective April 1, 2018)

1) Changes in Management Structure

For Domestic AUTOBACS Business:

- ① “Eastern Japan Operation Planning Department,” “Hokkaido Area Operation Department,” “Tohoku Area Operation Department,” “Tokyo and Chiba Area Operation Department,” “Kanagawa and Shizuoka Area Operation Department,” “Northern Kanto Area Operation Department” and “Koshin-etsu Area Operation Department” to report to newly established “Eastern Japan Region Headquarters Officer.”
- ② “Western Japan Operation Planning Department,” “Hokuriku Area Operation Department,” “Tokai Area Operation Department,” “Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department,” “Western Hyogo and San-in Area Operation Department,” “Chugoku and Shikoku Area Operation Department” and “Kyushu Area Operation Department” to report to newly established “Western Japan Region Headquarters Officer.”
- ③ Divide “ICT Devices and Car Electronics Department” into “Car Electronics Department” and “Digital Transformation & Services Department,” and both to report to newly established “Merchandising Officer.”
- ④ “Merchandising Strategy Department,” “Tires, Oil & Batteries and Wheels & Motor Sports Goods Department” and “Car Accessories Department” to report to newly established “Merchandising Officer.”
- ⑤ Newly establish “AUTOBACS CARS Company Owned Store Operation Department” that is to operate and manage the AUTOBACS CARS Company Owned Store, and to report to “CARS Business Officer.”

⑥ Newly establish “Lifestyle Merchandise Department No.1”^{*1)} and “Lifestyle Merchandise Department No.2,”^{*2)} and both to report to “Marketing Officer.”

*1) Responsible for developing merchandise of automotive lifestyle brand such as “JACK & MARIE,” “JKM” and “GORDON MILLER,” and operating of JACK & MARIE stores

*2) Responsible for developing merchandise of outdoor goods such as camping and hiking items

⑦ “AUTOBACS Business Planning Department,” “Merchandise Management Department” and “Distribution Planning and Management Department” to report to newly established “AUTOBACS Business Planning Officer.”

⑧ Abolish “Merchandise Development Department” and transfer its function to “Merchandising Strategy Department” and each merchandise department.

For BtoB Business, Car Dealer Business and Internet Business:

⑨ Name change “BtoB Department” to “BtoB Business Department,” and to report to newly established “BtoB Business and Car Dealer Business Officer.”

⑩ Newly establish “Car Dealer Business Department,” and to report to newly established “BtoB Business and Car Dealer Business Officer.”

⑪ “Internet Business Department” to report to newly established “Internet Business Officer.”

⑫ Abolish “Automobile Business Department” and transfer its function to “CARS Business Department,” “AUTOBACS CARS Company Owned Store Operation Department” and “Car Dealer Business Department.”

For Corporate Administration:

⑬ “Business Development Department” to report to “Office of the President, Business Planning Officer.”

⑭ Newly establish “Next Generation Business Project” that is to search and examine the range of new businesses and business opportunities on a long -term perspective, and to report to “Office of the President, Business Planning Officer.”

<Summary of the Changes in Management Structure>

	New Department	Current Department	Description
Domestic AUTOBACS			
①	Eastern Japan Operation Planning Department	same as left	change of officer in charge
	Hokkaido Area Operation Department	same as left	
	Tohoku Area Operation Department	same as left	
	Tokyo and Chiba Area Operation Department	same as left	
	Kanagawa and Shizuoka Area Operation Department	same as left	
	Northern Kanto Area Operation Department	same as left	

	New Department	Current Department	Description
	Koshin-etsu Area Operation Department	same as left	
②	Western Japan Operation Planning Department	same as left	change of officer in charge
	Hokuriku Area Operation Department	same as left	
	Tokai Area Operation Department	same as left	
	Osaka, Wakayama, Kyoto, Shiga and Nara Area Operation Department	same as left	
	Western Hyogo and San-in Area Operation Department	same as left	
	Chugoku and Shikoku Area Operation Department	same as left	
	Kyushu Area Operation Department	same as left	
③	Car Electronics Department	ICT Devices and Car Electronics Department	divide
	Digital Transformation & Services Department		
④	Merchandising Strategy Department	same as left	change of officer in charge
	Tires, Oil & Batteries and Wheels & Motor Sports Goods Department	same as left	
	Car Accessories Department	same as left	
⑤	AUTOBACS CARS Company Owned Store Operation Department	-	new establishment
⑥	Lifestyle Merchandise Department No.1	-	new establishment
	Lifestyle Merchandise Department No.2	-	
⑦	AUTOBACS Business Planning Department	same as left	change of officer in charge
	Distribution Planning and Management Department	same as left	
	Merchandise Management Department	same as left	
⑧	-	Merchandise Development Department	abolition and transfer of function
BtoB, Car Dealer and Internet			
⑨	BtoB Business Department”	BtoB Department	name change and change of officer in charge
⑩	Car Dealer Business Department	-	new establishment
⑪	Internet Business Department	same as left	change of officer in charge
⑫	-	Automobile Business Department	abolition and transfer of function
Corporate			
⑬	Business Development Department	same as left	change of officer in charge
⑭	Next Generation Business Project	-	new establishment

2) Changes in Officers' titles and duties

For Domestic AUTOBACS Business:

- ① “Eastern Japan Region Headquarters Officer “(new title), “Western Japan Region Headquarters Officer”

(new title), “Merchandising Officer” (new title), “CARS Business Officer,” “Statutory Safety Inspections and Services Officer,” “Marketing Officer,” “Store Model Development Officer” and “AUTOBACS Business Planning Officer” (new title) to report to “Chief AUTOBACS Chain Officer.”

- ② Abolish the titles of “Eastern Japan Region Headquarters Head Officer,” “Western Japan Region Headquarters Head Officer,” “Merchandising Head Officer” and “AUTOBACS Business Planning Head Officer.”

For Overseas Business:

- ③ “Overseas Business Officer” to report to “Chief Executive Officer.”
 ④ Abolish the title of “Overseas Business Head Officer.”

For BtoB Business, Car Dealer Business and Internet Business:

- ⑤ “BtoB Business and Car Dealer Business Officer” (new title) and “Internet Business Officer” (new title) to report to “Chief Executive Officer.”
 ⑥ Abolish the title of “New Business Development Head Officer.”

For Corporate Administration:

- ⑦ “Corporate Administration Officer” (new title) to report to “Chief Executive Officer.”
 ⑧ Consolidate the duties of “Office of the President Officer,” “Overseas Business Planning Officer” and “New Business Planning Officer” to “Office of the President and Business Planning Officer” that reports to “Chief Executive Officer.”
 ⑨ “Human Resources, General Affairs & Internal Control, Information Technology Strategy and Internet Business Officer” and “Finance & Accounting and Legal Officer” to report to “Corporate Administration Officer.”
 ⑩ Abolish the title of “Corporate Administration Head Officer.”

<Summary of Changes in Officers' titles and duties>

	New Title	Current Title	Description	
Domestic AUTOBACS				
①	Eastern Japan Region Headquarters Officer	-	new	
	Western Japan Region Headquarters Officer	-		
	Merchandising Officer	-		
	AUTOBACS Business Planning Officer	-		
	CARS Business Officer	same as left		change of reporting line
	Statutory Safety Inspections and Services Officer	same as left		
	Marketing Officer	same as left		
	Store Model Development Officer	same as left		
②	-	Eastern Japan Region Headquarters Head Officer	abolish	
	-	Western Japan Region Headquarters Head Officer		

New Title		Current Title	Description
		Merchandising Head Officer	
		AUTOBACS Business Planning Head Officer	
Overseas			
③	Overseas Business Officer	same as left	change of reporting line
④	-	Overseas Business Head Officer	abolish
BtoB, Car Dealer and Internet			
⑤	BtoB Business and Car Dealer Business Officer	-	new
	Internet Business Officer	-	
⑥	-	New Business Development Head Officer	abolish
Corporate			
⑦	Corporate Administration Officer	-	new
⑧	Office of the President and Business Planning Officer	Office of the President Officer	consolidation
		Overseas Business Planning Officer	
		New Business Planning Officer	
⑨	Human Resources, General Affairs & Internal Control, Information Technology Strategy and Internet Business Officer	same as left	change of reporting line
	Finance & Accounting and Legal Officer	same as left	
⑩	-	Corporate Administration Head Officer	abolish

3. Changes in Personnel (effective April 1, 2018)

Name	New position	Current position
Kiomi Kobayashi	Representative Director and Chief Executive Officer, Chief AUTOBACS Chain Officer	Representative Director and Chief Executive Officer, Chief AUTOBACS Chain Officer and Head of AUTOBACS Business Planning
Teruyuki Matsumura	Director and Senior Managing Executive Officer, BtoB Business and Car Dealer Business	Director and Senior Managing Executive Officer, Head of Overseas Business and New Business Development
Isao Hirata	Director and Senior Managing Executive Officer, Corporate Administration	Director and Senior Managing Executive Officer, Head of Corporate Administration and Representative Director of ABT Marketing Co., Ltd.
Eiichi Kumakura	Director and Senior Executive Officer, Western Japan Region Headquarters	Director and Senior Executive Officer, Head of Western Japan Region Headquarters
Yugo Horii	Director and Senior Executive Officer, Office of the President and Business Planning, and AUTOBACS Business Planning	Director and Senior Executive Officer, Office of the President and Overseas Business Planning
Masaru Sasaki	Senior Executive Officer, Merchandising	Senior Executive Officer, Head of Merchandising
Shinichi Fujiwara	Senior Executive Officer, Eastern Japan Region Headquarters	Senior Executive Officer, Head of Eastern Japan Region Headquarters
Shinya Kurahayashi	Officer, CARS Business	Officer, CARS Business, New Business Planning and New Business
Ryotaro Yamazoe	Officer, Store Model Development and Representative Director of ABT Marketing Co., Ltd.	Officer, Store Model Development

Name	New position	Current position
Kazushige Hojo	Officer, Human Resources, General Affairs & Internal Control, Information Technology Strategy and Internet Business	Officer, Human Resources, General Affairs & Internal Control and Information Technology Strategy
Takayuki Kawazoe	General Manager, Eastern Japan Operation Planning Department	General Manager, Store Model Development Department
Yasutaka Kurosawa	Area General Manager, Hokkaido Area Operation Department	Shinwa Co., Ltd. (secondment)
Takayuki Fukunaga	General Manager, Car Electronics Department	Group Manager, Eastern Japan Operation Planning Department
Masaaki Yatsuzuka	General Manager, Digital Transformation & Services Department	General Manager, ICT Devices and Car Electronics Department
Tetsuya Chiwaki	General Manager, CARS Business Department	General Manager, Merchandise Development Department
Kenji Oka	General Manager, AUTOBACS CARS Company Owned Store Operations Department	Area General Manager, Hokkaido Area Operation Department
Tomohiro Habata	General Manager, Marketing Department	General Manager, Eastern Japan Operation Planning Department
Koji Takamatsu	General Manager, Lifestyle Merchandise Department No.1	General Manager, Marketing Department
Nobuhiko Murakoshi	General Manager, Lifestyle Merchandise Department No.2	General Manager, CARS Business Department
Kunio Nakazawa	General Manager, Store Model Development Department	Store General Manager, SUPER AUTOBACS Tokyo Bay Shinonome
Nobuo Ito	General Manager, Information Technology Strategy Department	Group Manager, Information Technology Strategy Department
Hiroyuki Takano	General Manager, Finance & Accounting Department	Group Manager, Finance & Accounting Department
Hisamitsu Kubota	General Manager, BtoB Business Department	General Manager, BtoB Department
Junichi Tanabe	General Manager, Car Dealer Business	General Manager, Automobile Business Department
Mitsuya Minatogawa	General Manager, Corporate Planning Department and IR & PR Department	General Manager, Corporate Planning Department
Takashi Matsumoto	Store General Manager SUPER AUTOBACS Tokyo Bay Shinonome	Store Manager SUPER AUTOBACS Tokyo Bay Shinonome

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.