

## Announcement of Changes of Assignment for Directors and Corporate Officers, Personnel Movement and Organizational Changes

Osaka, Japan – 2 December, 2013 – TOYO TIRE & RUBBER CO., LTD. (President and CEO: Akira Nobuki), announced the following changes of assignment for Directors and Corporate Officers, Personnel Movement and Organizational Changes, effective January 1, 2014.

1. Directors, Corporate Officers : Change in Title, Responsibilities (Effective January 1, 2014)

Name	New Position	Former Position	Continuing Position
Hidenori Fukutomi	General Manager, China Business Unit Chairman, Toyo Tire (Zhucheng) Co., Ltd. Chairman, Toyo Tire (Shanghai) Co., Ltd.	General Manager, Japan Business Unit	Director, Senior Corporate Officer
Sadao Ichihara	General Manager, Corporate Planning Division		Corporate Officer, General Manager, Corporate Purchasing Division
Michihiro Kawata	General Manager, Rubber Autoparts Business Unit General Manager, Rubber Autoparts Production Dept.	General Manager, DT Manufacturing Division	Corporate Officer

Tamotsu Sakuramoto	General Manager, Japan Business Unit Chairman Toyo Tire Japan Co., Ltd.	General Manager, Europe Business Unit President, Toyo Tire Europe GmbH	Corporate Officer
Toshiaki Okazaki		President, Toyo Chemical & Industrial Products Co., Ltd.	Corporate Officer, Chemical & Industrial Products Business Unit

## 2. Other Personnel Changes (Effective January 1, 2014)

Name	New Position	Former Position	Position Continuation
Takashi Shimizu	General Manager, Europe Business Unit		General Manager, Tire Planning Division General Manager, Tire Administration Dept.
Shoji Hirao	General Manager, Tire Sales Planning Dept.	President, Toyo Tire Canada Inc.	
Hiroaki Sugimoto	General Manager, TBR and OTR Tire Development Dept.	TBR and OTR Tire Development Dept.	
Takao Fukui	General Manager, Tire Technical Service Dept.	Tire Technical Service Dept.	
Yukio Takashima	General Manager, Rubber Autoparts Sales Dept.	General Manager, DT Manufacturing Administrative Dept.	
Kenji Murase	General Manager, Rubber Autoparts R&D Division	General Manager, DT R&D Division	

Name	New Position	Former Position	Position Continuation
Hiroshi Oono	General Manager, Product Development Dept.	General Manager, Rubber Products R&D Dept.	
Tetsuya Watanabe	General Manager, Material Development Dept.	General Manager, Rubber Materials Technology Dept.	
Toshihiko Hombo	General Manager, Urethane Autoparts Business Unit	General Manager, Corporate Planning Division	
Takahiro Nakai	General Manager, Urethane Autoparts Production Dept. President, Toyo Soflan Co., Ltd. *non-executive	President Toyo Soflan Co., Ltd.	President, F.T.C. Co., Ltd. *non-executive
Hiroaki Ono	General Manager, Urethane Autoparts Sales & Development Dept.	Rubber Materials Technology Dept.	
Satoshi Takashina	General Manager, Business Sustainability Planning Dept.	Business Sustainability Planning Dept.	

3. Subsidiary Company Representative Personnel Changes (Effective January 1, 2014)

Name	New Position	Former Position	Position Continuation
Hidefumi Uematsu	President, Toyo Tire Japan Co., Ltd.	Toyo Tire Japan Co., Ltd.	
Kiyohito Hasumi	President, Toyo Tire Canada Inc.	Toyo Tire U.S.A. Corp.	

Name	New Position	Former Position	Position Continuation
Yutaka Nozaki	President, Toyo Tire (Shanghai) Co., Ltd..	General Manager, Business Sustainability Planning Dept.	
Naoki Gonsui	President, Toyo Tire Europe GmbH	President, Toyo Tyre (U.K.) Ltd.	
Keishi Inoue	President, Toyo Tyre (U.K.) Ltd.	Toyo Tire Europe GmbH	
Katsumi Fujimaki	President, Toyo Chemical & Industrial Products Co., Ltd.	President, Soflan Wiz Co., Ltd.	
Takashi Ooga	President, Soflan Wiz Co., Ltd.	Soflan Wiz Co., Ltd.	

#### 4. Organization Changes (effective January 1, 2014)

- 1) Two divisions (DT Manufacturing Division, DT R&D Division) and four departments (DT Manufacturing Administrative Dept., DT R&D Administrative Dept., Rubber Materials Technology Dept. and Rubber Products R&D Dept.) will be dissolved.
- 2) Two business units (Rubber Autoparts Business Unit and Urethane Autoparts Business Unit) will be newly established under DT Business Group Headquarters.
- 3) Rubber Autoparts Sales Dept., Rubber Autoparts Production Dept. and Autoparts R&D Division will be newly established under Rubber Autoparts Business Unit, and auto parts sales functions of Original Equipment Sales Division will be transferred to Rubber Autoparts Sales Dept.
- 4) Product Development Dept. and Material Development Dept. will be newly established under Rubber Autoparts R&D Division.
- 5) Hyogo Manufacturing Complex will be transferred to Chemical & Industrial Products Business Unit, and Kuwana Plant to Rubber Autoparts Production Dept.
- 6) Urethane Autoparts Production Dept. and Urethane Autoparts Sales & Development Dept. will be newly established under Urethane Autoparts Business Unit, and urethane manufacturing and sales functions of Original Equipment Sales Division will be transferred to Urethane Autoparts Sales & Development Dept.

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