

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

Osaka, Japan – June 30, 2015 – TOYO TIRE & RUBBER CO., LTD. (President: Takuji Yamamoto), announced the following changes of assignment for Directors, Corporate Officers and Others, Personnel Changes and Organizational Changes.

### 1. Changes of Assignment for Directors, Corporate Officers and Others and Appointment of Compliance Officers (Effective July 1, 2015)

Name	New Position	Former Position	Continuing Position
Takuji Yamamoto	General Manager, Seismic Isolation Rubber Division	General Manager, North America Business Unit, Tire Business Group Headquarters	President Representative Director Group Executive Officer, Tire Business Chief Risk Management Officer Chief Compliance Management Officer
Sadao Ichihara	Deputy General Manager, Seismic Isolation Rubber Division In charge of dealing with customers and repairing work		Director Senior Corporate Officer Group Executive Officer, DT Business General Manager, Chemical & Industrial Products Business Unit
Tetsuya Kuze	Senior Corporate Officer Deputy General Manager, Seismic Isolation Rubber Division In charge of dealing with control departments	Representative Director Executive Corporate Officer Overseeing CSR Center	General Manager, Administrative Division General Manager, Corporate Planning Division Overseeing Corporate Purchasing Division
Koichi Ono	Senior Corporate Officer General Manager, Central Research Center	Corporate Officer	General Manager, Tire R&D Division, Tire Business Group Headquarters
Tomoshige Mizutani	Senior Corporate Officer	Corporate Officer	General Manager, Nitto Business Unit, Tire Business Group Headquarters President, Toyo Tire Holdings of Americas Inc. President, Toyo Tire U.S.A. Corp.

Name	New Position	Former Position	Continuing Position
Takashi Shimizu	Senior Corporate Officer General Manager, North America Business Unit, Tire Business Group Headquarters Compliance Officer, Tire Business Group Headquarters	Corporate Officer	General Manager, Tire Planning Division, Tire Business Group Headquarters Deputy General Manager, Administrative Division
Yasushi Takagi	Senior Corporate Officer Chief Compliance Officer	Corporate Officer	General Manager, Original Equipment Sales Division, Tire Business Group Headquarters General Manager, O.E. Sales Planning and Administrative Dept., Tire Business Group Headquarters
Michihiro Kawada	General Manager, Recall Division, Seismic Isolation Rubber Division		Corporate Officer, General Manager, Rubber Autoparts Business Unit, DT Business Group Headquarters General Manager, Rubber Autoparts Production Dept.
Tetsuo Tatara	General manager, Fundamental Technology Center		Corporate Officer, General manager, Production Engineering Center
Yoshikazu Nishiwaki	Compliance Officer, control departments		Corporate Officer General Manager, Corporate Purchasing Division
Masaji Ishino	Deputy Group Executive Officer, DT Business Compliance Officer, DT Business Group Headquarters	General Manager, Central Research Center	Corporate Officer
Kazuyuki Ito	Advisor (full-time) General Manager, Hyogo Manufacturing Complex Plant General Manager, Akashi Plant, Toyo Chemical Industrial Products Co., Ltd. General Manager, Technology & Production Division, Toyo Chemical Industrial Products Co., Ltd.	Director Senior Corporate Officer General Manager, Technology Management Center Overseeing Tire Production Division Overseeing Central Research Center Overseeing Technology Development of DT	

## 2. New Corporate Officers (Effective July 1, 2015)

Name	New Position	Former Position	Continuing Position
Kenichi Ueda	Corporate Officer, General Manager, Quality Assurance Division	Of Tire Business Group Headquarters Temporary transfer to Toyo Tire Holdings of Americas Inc.	
Toshihiko Hombo	Corporate Officer, General Manager, Customer Facing Division, Seismic Isolation Rubber Division Compliance Officer, Seismic Isolation Rubber Division		General Manager, Urethane Autoparts Business Unit, DT Business Group Headquarters
Masao Takiwaki	Corporate Officer, General Manager, Compliance & Legal Center	General Manager, CSR Center General Manager, CSR Promotion Dept.	

## 3. Personnel Changes (Effective July 1, 2015)

Name	New Position	Former Position	Continuing Position
Kenji Murase	Deputy General Manager, Recall Division, Seismic Isolation Rubber Division		General Manager, Rubber Autoparts R&D Division
Satoshi Takashina	Management Dept., Customer Facing Division, Seismic Isolation Rubber Division	General Manager, Business Sustainability Planning Dept.	
Minoru Matsumura	Seismic Isolation Rubber Division	General Manager, Purchasing Dept., Corporate Purchasing Division	
Michihiro Tamaki	General Manager, Purchasing Dept., Corporate Purchasing Division	General Manager, Purchasing Administration Dept., Corporate Purchasing Division	
Shinichi Murata	General Manager, Purchasing Administration Dept., Corporate Purchasing Division	Purchasing Administration Dept., Corporate Purchasing Division	
Yasukiyo Itoh	General Manager, Standards Management Dept., Quality Assurance Division	Tire Quality Assurance Dept., Technology Management Center	
Masahiro Shimoda	General Manager, Compliance Promotion Dept. Compliance & Legal Center	Human Resources & General Affairs Dept., Administrative Division	
Kenji Murase	Deputy General Manager, Recall Division, Seismic Isolation Rubber Division		General Manager, Rubber Autoparts R&D Division
Satoshi Takashina	Management Dept., Customer Facing Division, Seismic Isolation Rubber Division	General Manager, Business Sustainability Planning Dept.	

Name	New Position	Former Position	Continuing Position
Minoru Matsumura	Seismic Isolation Rubber Division	General Manager, Purchasing Dept., Corporate Purchasing Division	
Michihiro Tamaki	General Manager, Purchasing Dept., Corporate Purchasing Division	General Manager, Purchasing Administration Dept., Corporate Purchasing Division	
Shinichi Murata	General Manager, Purchasing Administration Dept., Corporate Purchasing Division	Purchasing Administration Dept., Corporate Purchasing Division	
Yasukiyo Itoh	General Manager, Standards Management Dept., Quality Assurance Division	Tire Quality Assurance Dept., Technology Management Center	
Masahiro Shimoda	General Manager, Compliance Promotion Dept. Compliance & Legal Center	Human Resources & General Affairs Dept., Administrative Division	
Tsugihiko Yano	General Manager, DT Quality Assurance Dept., Quality Assurance Division	General Manager, DT Quality Assurance Dept., Technology Management Center	
Eiji Azuma	General Manager, Intellectual Property Dept., Central Research Center	General Manager, Intellectual Property Dept., Technology Management Center	
Kenji Akamatsu	General Manager, Environment, Safety & Health Enhancement Dept., Fundamental Technology Center	General Manager, Environment, Safety & Health Enhancement Dept., Technology Management Center	
Hideo Tsunaka	General Manager, Legal Dept., Compliance & Legal Center	General Manager, Legal Dept., CSR Center	
Shinji Sekiguchi	General Manager, Internal Audit Dept., Compliance & Legal Center	General Manager, Internal Audit Dept., CSR Center	

#### 4. Appointment of Compliance Officers (Effective July 1, 2015)

Name	New Position	Former Position	Continuing Position
Ikuo Amitani	Compliance Officer, Japan Business Unit, Tire Business Group Headquarters		Director General Manager, Corporate Planning Division, Toyo Tire Japan Co., Ltd.
Shogo Nakanishi	Compliance Officer, North America Business Unit, Tire Business Group Headquarters		Of Administrative Division Temporary transfer to Toyo Tire Holdings of Americas Inc.
Satoshi Taketsugu	Compliance Officer, China Business Unit, Tire Business Group Headquarters		Of Administrative Division Temporary transfer to TOYO TIRE ZHANGJIAGANG CO., LTD.

Name	New Position	Former Position	Continuing Position
Kanji Kasai	Compliance Officer, Asia Oceania Business Unit, Tire Business Group Headquarters	Chairman, Toyo Tyre and Rubber Australia Ltd.	General Manager, China Business Unit, Tire Business Group Headquarters, General Manager, Asia Oceania Business Unit, Tire Business Group Headquarters Chairman, TOYO TYRE SALES AND MARKETING MALAYSIA SDN. BHD. President, Toyo Tire (Thailand) Co., Ltd. Chairman, TOYO TIRE (SHANGHAI) CO., LTD.
Tomohisa Yamaguchi	Compliance Officer, Europe Business Unit, Tire Business Group Headquarters		Of Tire Planning Division Temporary transfer to Toyo Tire Europe GmbH
Noriyuki Isobe	General Manager, Tire Quality Assurance Dept., Quality Assurance Division Compliance Officer, Quality Assurance Division	General Manager, Tire Quality Assurance Dept., Technology Management Center	
Kiyotaka Sugimoto	Compliance Officer, Fundamental Technology Center		General Manager, Electric System & Control Dept., Production Engineering Center

#### 5. Personnel Changes of Subsidiary Companies (effective July 1, 2015)

Name	New Position	Former Position	Continuing Position
Yasunori Fujita	President, Toyo Chemical Industrial Products Co., Ltd.	Of DT Business Group Headquarters Temporary transfer to Toyo Chemical Industrial Products Co., Ltd.	President, Toyo Rubber Chemical & Industrial Products (HK) Limited

#### 6. Organizational Changes (effective July 1, 2015)

- 1) Seismic Isolation Rubber Division, which was established urgently for seismic isolation rubber problems, is duly organized.
- 2) Technology Management Center is dissolved. Some quality assurance departments are upgraded to Quality Assurance Division, and it affiliates Tire Quality Assurance Dept. and DT Quality Assurance Dept. In addition, Standards Management Dept., which specializes in evaluating and controlling application for certification, is newly established under Quality Assurance Division.
- 3) Fundamental Technology Center is newly established, and Central Research Center, Production Engineering Center and Environment, Safety & Health Enhancement Dept. are transferred to it.
- 4) Intellectual Property Dept. is transferred to Central Research Center.
- 5) CSR Center is renamed Compliance & Legal Center.
- 6) CSR Promotion Dept. is renamed Compliance Promotion Dept. It has charge of secretariat of the Compliance Committee, putting instructions of Chief Compliance Officer (COO) into practice, planning and carrying out company-wide measures, coping with and supporting compliance matters in cooperation with Compliance Officers and related departments, supporting member of Compliance Committee, and so on.
- 7) CSR affairs of CSR Promotion Dept. are transferred to Human Resources & General Affairs Dept. under Administrative Division.
- 8) Business Sustainability Planning Dept. is dissolved.

7. Newly establish compliance officer system (effective July 1, 2015)  
In order to centrally manage compliance cases and grasp them companywide and organizationally, change the system to center around the chief compliance officer.

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