

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

Osaka, Japan – December 11, 2015 – TOYO TIRE & RUBBER CO., LTD. (President: Takashi Shimizu), announces the following changes of assignment for Directors, Corporate Officers and Others, Personnel Changes and Organizational Changes.

1. Changes of Assignment for Director, Corporate Officers (Effective 1 January, 2016)

Name	New Position	Former Position	Continuing Position
Katsumi Komaguchi	Representative Director	Director	Chairman
Takashi Shimizu		Group Executive Officer, Tire Business	President Representative Director Chief Risk Management Officer Chief Compliance Management Officer General Manager, Seismic Isolation Rubber Division
Koichi Ono	Group Executive Officer, Tire Business Deputy General Manager, Seismic Isolation Rubber Division	General Manager, Tire Planning Division, Tire Business Group Headquarters General Manager, North America Business Unit, Tire Business Group Headquarters General Manager, Tire R&D Division, Tire Business Group Headquarters	Director Senior Corporate Officer Overseeing Administrative Divisions

Name	New Position	Former Position	Continuing Position
Masaji Ishino	General Manager, DT Planning Division DT Business Group Headquarters Chairman, Wuxi-Toyo Meifeng Rubber Products Co., Ltd.		Director Senior Corporate Officer Group Executive Officer, DT Business
Tetsuo Tatara		Overseeing DT Production Division	Director Senior Corporate Officer General Manager, Fundamental Technology Center General Manager, Central Research Center General Manager, Production Engineering Center Overseeing Tire Production Division
Tomoshige Mizutani	Chairman & CEO, Toyo Tire U.S.A. Corp Chairman & CEO, Nitto Tire U.S.A. Inc.	Senior 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.	Senior Corporate Officer
Yasushi Takagi	Deputy General Manager, Seismic Isolation Rubber Division	Chief Compliance Officer	Senior Corporate Officer General Manager, Original Equipment Sales Division, Tire Business Group Headquarters General Manager, O.E. Sales Planning and Administrative Dept., Original Equipment Sales Division

Name	New Position	Former Position	Continuing Position
Tamotsu Sakuramoto	Senior Corporate Officer General Manager, Replacement Tire Sales Division, Tire Business Group Headquarters Overseeing DT Sales Division	Corporate Officer General Manager, Japan Business Unit, Tire Business Group Headquarters Chairman, Toyo Tire Japan Co., Ltd.	
Shinji Tanabe	Overseeing DT Production Division		Corporate Officer General Manager, Tire Production Division, Tire Business Group Headquarters Chairman, Toyo Tire Zhangjiagang Co., Ltd. Chairman, Toyo Tire (Zhucheng) Co., Ltd.
Kenichi Ueda		General Manager, Standards Management Dept., Quality Assurance Division	Corporate Officer General Manager, Quality Assurance Division
Masao Takiwaki	Chief Compliance Officer		Corporate Officer General Manager, Compliance & Legal Center General Manager, Legal Dept., Compliance & Legal Center
Ikuo Ohno		General Manager, Corporate Planning Division General Manager, Accounting & Finance Dept., Administrative Division President, F.T.G. Co., Ltd.	Corporate Officer General Manager, Administrative Division
Sadao Ichihara	Retired	Senior Corporate Officer Deputy General Manager, Seismic Isolation Rubber Division	

Name	New Position	Former Position	Continuing Position
Tetsuya Kuze	Retired	Corporate Officer General Manager, DT Planning Division, DT Business Group Headquarters General Manager, DT Strategy and Planning Dept., DT Planning Division Deputy General Manager, Seismic Isolation Rubber Division	
Takuji Yamamoto	Retired	Special Advisor Assistant to General Manager, Seismic Isolation Rubber Division	
Kazuyuki Ito	Retired	Advisor(full-time) General Manager, Hyogo Manufacturing Complex, DT Production Division Plant General Manager, Akashi Plant, Toyo Chemical Industrial Products Co., Ltd.	

2. New Appointment of Corporate Officers (Effective January 1, 2016)

Name	New Position	Former Position	Position Continuation
Hidefumi Uematsu	Corporate Officer		President, Toyo Tire Japan Co., Ltd.
Iori Suzuki	Corporate Officer President, Toyo Tire Holdings of Americas Inc.	Director, Senior Vice President & General Counsel, Toyo Tire Holdings of Americas Inc.	
Masayuki Kanai	Corporate Officer General Manager, Tire R&D Division, Tire Business Group Headquarters	Deputy General Manager, Tire R&D Division, General Manager, Tire Planning & Administrative Dept., Tire Business Group Headquarters	
Yukio Shinozaki	Corporate Officer General Manager, Corporate Planning Division General Manager, Corporate Planning Dept., Corporate Planning Division	Deputy General Manager, Corporate Planning Division	

Name	New Position	Former Position	Continuing Position
Tatsuo Mitsuhashi	Corporate Officer General Manager, Tire Planning Division, Tire Business Group Headquarters General Manager, Tire Overseas Sales Planning Dept., Tire Planning Division Chairman, Toyo Tire (Shanghai) Co., Ltd.	General Manager, Europe Business Unit, Tire Business Group Headquarters President, Toyo Tire Europe GmbH President, Toyo Tire Deutschland GmbH President, Toyo Tire Benelux B.V.	

3. Personnel Changes (Effective January 1, 2016)

Name	New Position	Former Position	Continuing Position
Yasufumi Higashira	General Manager, Tire Planning and Administrative Dept.	Tire Planning and Administrative Dept.	
Akio Hirano	General Manager, Tire Logistic Dept., Tire Planning Division	General Manager, Information System Dept., Corporate Planning Division	
Yasushi Minamitani	General Manager, R.E. Tire Planning and Administration Dept.	Japan Business Unit, Tire Business Group Headquarters	
Takao Fukui	General Manager, Standards Management Dept., Quality Assurance Division	General Manager, Tire Technical Service Dept.	
Masato Furukawa	General Manager, Tire Technical Service Dept.	Tire Technical Service Dept.	
Mitsunobu Kohno	General Manager, DT Strategy and Planning Dept., DT Planning Division	General Manager, Corporate Planning Dept., Corporate Planning Division	
Masato Watanabe	Plant General Manager, Kuwana Plant, DT Production Division		General Manager, DT Production Division

Name	New Position	Former Position	Continuing Position
Satoshi Jokei	General Manager, Hyogo Manufacturing Complex, DT Production Division Plant General Manager, Akashi Plant, Toyo Chemical Industrial Products Co., Ltd.	Plant General Manager, Kuwana Plant, DT Production Division	President, Ayabe Toyo Rubber Co., Ltd.
Tsuyoshi Sasamoto	General Manager, Human Resources Planning Dept., Corporate Planning Division	Corporate Planning Division	
Masayuki Kabune	General Manager, Accounting & Finance Dept., Administrative Division	Accounting & Finance Dept. Administrative Division	
Yukinori Morikawa	General Manager, Information Systems Dept., Corporate Planning Division	Deputy General Manager, Information Systems Dept., Corporate Planning Division	

4. Personnel Changes of Subsidiary Companies (Effective January 1, 2016)

Name	New Position	Former Position	Continuing Position
Shoji Hirao	President, Toyo Tire (Shanghai) Co., Ltd.	General Manager, Tire Sales Planning Dept., Tire Planning Division	
Roy Bromfield	President Toyo Tire U.S.A. Corp.	Chief Operating Officer, Toyo Tire U.S.A. Corp.	
Kenta Kuribayashi	President, Toyo Tire Europe GmbH President, Toyo Tire Deutschland GmbH		President, Toyo Tire Rus LLC
Steven Laurijssen	President, Toyo Tire Benelux B.V.	Sales Director Toyo Tire Benelux B.V.	

5. Organizational Changes (Effective January 1, 2016)

Organization changes in Tire Business Group Headquarters are as follows.

- 1) 6 Business units of Japan, North America, China, Asia Oceania, Europe and Nitto are dissolved.
- 2) Tire Business Planning Dept. is renamed Tire Overseas Sales Planning Dept.
- 3) Replacement Tire Sales Division is newly established, and R.E. Tire Planning and Administration Dept. is established under Replacement Tire Sales Division.

Organization changes in Corporate are as follows.

- A) Human Resources Planning Dept. is newly established under Corporate Planning Division.
- B) Information Systems Planning Dept. is transferred to Administrative Division.

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