

Changes to Organizational Structure; Assignment of Directors and Corporate Officers; Other Personnel Changes

Osaka, Japan – December 14, 2016 – TOYO TIRE & RUBBER CO., LTD. (President: Takashi Shimizu), announces the following changes to the organizational structure, the assignment of Directors and Corporate Officers, and other personnel changes.

1. Organizational Structural Changes:

- 1) The Company is changing its Group Headquarters structure from the existing division by business category to one organized by operational function, as follows:
 - a. The planning and management functions are integrated into Corporate Headquarters. The following units will be re-established within Corporate Headquarters: Corporate Planning Division; Product Planning Division; Administrative Division; Corporate Purchasing Division and SCM Division.
 - b. The Quality Assurance Division and Compliance & Legal Division are re-established under Quality Assurance & Compliance Headquarters.
 - c. The Production Engineering Division and Environment & Safety Enhancement Division are re-established under the Environment, Safety & Production Engineering Headquarters.
 - d. The Production Division is re-established under Production Headquarters.
 - e. Central Research Center, R&D Division No.1 and R&D Division No.2 are re-established under R&D Headquarters.
 - f. Original Equipment Sales Division, Domestic Sales Division and Overseas Sales Division are re-established under Sales Headquarters.
- 2) The North American Business Development Dept. is established to further strengthen the North American business.
- 3) Global Project Development Dept. is established to expand business globally.

2. Changes of Directors and Corporate Officers (Effective January 1, 2017)

| Name | New Position | Former Position | Continuing Position |
|-----------------|--|--|--|
| Takashi Shimizu | | *General Manager, Seismic Isolation Rubber Division | *President *Representative Director *Chief Risk Management Officer *Chief Compliance Management Officer |
| Koichi Ono | *Head, Quality Assurance & Compliance Headquarters | *Group Executive Officer, Tire Business *Head, Administrative Division | *Director *Senior Corporate Officer *Deputy General Manager, Seismic Isolation Rubber Division |
| Masaji Ishino | *General Manager, Seismic Isolation Rubber Division *General Manager, Global Project Development Dept. | *Group Executive Officer, DT Business *General Manager, DT Planning Division *Chairman, Toyo Automotive Parts (Guangzhou) Co., Ltd. *Chairman, Wuxi Toyo-Meifeng Rubber Products Co., Ltd. | *Director, *Senior Corporate Officer |
| Tetsuo Tatara | *Head, Environment, Safety & Production Engineering Headquarters; *General Manager, Environment & Safety Enhancement Division | *General Manager, Fundamental Technology Center *General Manager, Production Engineering Center *General Manager, Central Research Center *Overseeing Tire Production Division *Tire Business Group Headquarters | *Director *Senior Corporate Officer |
| Yasushi Takagi | *Head, Sales Headquarters *General Manager, Overseas Sales Division *Chairman, Toyo Tire (Shanghai) Co., Ltd. | *General Manager, Original Equipment Division, Tire Business Headquarters *Deputy General Manager, Seismic Isolation Rubber Division | Senior Corporate Officer |

| Name | New Position | Former Position | Continuing Position |
|--------------------|---|---|--|
| Tamotsu Sakuramoto | *Head, Corporate Headquarters *General Manager, SCM Division *Deputy General Manager, Seismic Isolation Rubber Division | *General Manager, RE Division, Tire Business Headquarters *Head, DT Sales Division, DT Business Group Headquarters | Senior Corporate Officer |
| Shinji Tanabe | *Senior Corporate Officer *Head, Production Headquarters *Chairman, Toyo Automotive Parts (Guangzhou) Co., Ltd. *Chairman, Wuxi Toyo-Meifeng Rubber Products Co., Ltd. | *Corporate Officer *General Manager, Tire Production Division, Tire Business Group Headquarters *Head, DT Production Division, DT Business Group HQ | *Chairman, Toyo Tire Zhangjiagang Co., Ltd. *Chairman, Toyo Tire (Zhucheng) Co., Ltd. |
| Masao Takiwaki | *General Manager, Compliance & Legal Division | *General Manager, Compliance & Legal Center | *Corporate Officer *Chief Compliance Officer |
| Tadashi Ogawa | *General Manager, Original Equipment Sales Division | *General Manager, DT Sales Division, DT Business Group Headquarters | *Corporate Officer |
| Hidefumi Uematsu | *General Manager, Domestic Sales Division | *President, Toyo Tire Japan Co., Ltd. | *Corporate Officer |
| Masayuki Kanai | *Head, R&D Headquarters | *General Manager, Tire R & D Division, Tire Business Group Headquarters | *Corporate Officer |
| Tatsuo Mitsuhashi | *Head, North American Business Development Dept. | *General Manager, Tire Planning Division, Tire Business Group Headquarters *Chairman, Toyo Tire (Shanghai) Co., Ltd. | *Corporate Officer |

3. Personnel Changes (Effective January 1, 2017)

| Name | New Position | Former Position | Continuing Position |
|-------------------|---|---|---|
| Satoru Moriya | *General Manager, R&D Division No.1 | *General Manager, O.E. Tire Development Dept. *General Manager, O. E. Tire Technical Service Dept. | |
| Toshiya Kimura | *General Manager, Production Division | *General Manager, Sendai Plant | |
| Naoki Nishikawa | *General Manager, Sendai Plant | *President, Toyo Tire Zhangjiagang Co., Ltd. *President, Toyo Tire (Zhucheng) Co., Ltd. | |
| Hiroshi Ohno | *General Manager, R&D Division No.2 | *General Manager, DT R&D Division | |
| Tetsuo Shimomura | *General Manager, Central Research Center | | *President, Toyo Advanced Technology Incorporated |
| Kiyotaka Sugiyama | *General Manager, Production Engineering Division | | *General Manager, Electric System & Control Dept. *President, Orient Machinery Co., Ltd. |
| Tamotsu Mizutani | *General Manager, Product Planning Division | *General Manager, R.E. Tire Development Dept. | |

4. Personnel Changes of Subsidiary Companies (Effective January 1, 2017)

| Name | New Position | Former Position | Continuing Position |
|-----------------|---|---|---------------------|
| Kenji Kubo | *President, Toyo Tire Canada Inc. *President, Nitto Tire Canada Inc. | Tire Overseas Sales Planning Dept. | |
| Kenichi Yamabe | *President, Toyo Tire Japan Co., Ltd. | *President, Chubu Area Sales Company, Toyo Tire Japan Co., Ltd. | |
| Tatsuya Doi | *President, Toyo Tire Zhangjiagang Co., Ltd. | *General Manager, Production Dept., Sendai Plant | |
| Yosiyuki Nomura | *President, Toyo Tire (Zhucheng) Co., Ltd. | Toyo Tire (Zhucheng) Co., Ltd. | |

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