

Changes to Organizational Structure; Assignment of Corporate Officer; Other Personnel Changes

Osaka, Japan – December 26, 2016 – TOYO TIRE & RUBBER CO., LTD. (President: Takashi Shimizu), announces the following changes to the organizational structure, the assignment of Corporate Officer, and other personnel changes.

1. Organizational Structural Changes (Effective January 1, 2017)

The Company is establishing its Departments under Divisions within its Group Headquarters by operational function, as follows:

1) Corporate Headquarters

- a. The Corporate Planning Dept., Corporate Communications Planning Dept. and Information System Dept. are re-established under Corporate Planning Division.
- b. The Product Planning Dept. and Brand Communications Dept. are established under Product Planning Division.
- c. The Accounting & Finance Dept., Cost Management Dept., Human Resources Dept. and General Affairs Dept. are re-established under Administration Division.
- d. The Procurement Dept. and Procurement Administration Dept. are re-established under Procurement Division.
- e. The SCM Administration Dept. and Logistics Dept. are established under SCM Division.

2) Quality Assurance & Compliance Headquarters

- a. The Quality Assurance Dept. No.1, Quality Assurance Dept. No.2, Standards Management Dept., Customer Relations Dept., Domestic Technical Service Dept. and International Technical Service Dept. are re-established under Quality Assurance Division.
- b. The Compliance Dept., Legal Dept. and Intellectual Property Dept. are re-established under Compliance & Legal Division.

3) Environment, Safety & Production Engineering Headquarters

- a. The Electric System Dept. and Production Technology Dept. are re-established under Production Engineering Division.
- b. The Environment & Health Dept. and Safety & Emergency Management Dept. are established under Environment & Safety Division.

4) Production Headquarters

- a. The Plant Administration Dept., Sendai Plant, Kuwana Plant and Hyogo Manufacturing Complex are re-established under Production Division.
- b. The Production Management Dept. is directly established under Vice President, Production Headquarters.

5) R&D Headquarters

- a. In addition to Central Research Center, O.E. Tire Development Dept., Replacement Tire Development Dept., TB Tire Development Dept., Tire Materials Development Dept., Tire Testing Dept., Tire Technology Development Dept. and O.E. Tire Technical Service Dept. are re-established under R&D Division No.1.
- b. The Rubber Material Development Dept., Rubber Products Development Dept. and Polyurethane Products Development Dept. are re-established under R&D Division No.2.

6) Sales Headquarters

- a. In addition to Domestic Sales Division, O.E. Sales Dept. No.1 and O.E. Sales Dept. No.2 are re-established under Original Equipment Sales Division.
- b. The International Sales Dept. is established under International Sales Division.
- c. The Sales Administration Dept. is directly established under Vice President, Sales Headquarters.

7) North American Business Development Division

North American Business Development Dept. is directly established under Vice President, North American Business Development Division.

8) Internal Audit Dept.

The Internal Audit Dept. is re-established as independent structure from existing structure in order to strengthen audit function.

2. Changes of Assignment for Corporate Officer (Effective January 1, 2017)

Name	New Position	Former Position	Continuing Position
Ikuo Ohno	General Manager, General Affairs Dept. President, Showa Estate Co., Ltd.		Corporate Officer, Division General Manager, Administration Division

3. Personnel Changes (Effective January 1, 2017)

Name	New Position	Former Position	Continuing Position
Tsuyoshi Sasamoto	General Manager, Corporate Planning Dept., Corporate Planning Division	General Manager, Human Resources Planning Dept., Deputy General Manager, Corporate Planning Dept., Corporate Planning Division	
Yukinori Morikawa	General Manager, Information System Dept., Corporate Planning Division	General Manager, Information Systems Dept., Administrative Division	
Masateru Adachi	General Manager, Product Planning Dept., Product Planning Division	Tire Planning and Administration Dept.	
Yoshiyuki Morikuni	General Manager, Bland Communications Dept., Product Planning Division	Corporate Communications Planning Dept., Corporate Planning Division Tire Planning and Administration Dept.	
Akifumi Kishi	General Manager, Cost Management Dept., Administration Division	Tire Planning and Administration Dept.	

Name	New Position	Former Position	Continuing Position
Hiroki Matsushita	General Manager, Human Resources Dept., Administration Division	Human Resources & General Affairs Dept., Administrative Division	
Masatsugu Yamamoto	General Manager, Procurement Dept., Procurement Division	General Manager, Purchasing Administration Dept., Corporate Purchasing Division	
Mitsuru Fujii	General Manager, Procurement Administration Dept., Procurement Division	Purchasing Administration Dept., Corporate Purchasing Division	
Kazuhiko Kitano	General Manager, SCM Administration Dept., SCM Division	Tire Supply Chain Administration Dept.	
Takehiro Sakai	General Manager, Logistic Dept., SCM Division	General Manager, Tire Logistics Dept.	
Noriyuki Isobe	General Manager, Quality Assurance Dept. No.1, Quality Assurance Division	General Manager, Tire Quality Assurance Dept.	Deputy General Manager, Quality Assurance Division
Yuji Katayama	General Manager, Quality Assurance Dept. No.2, General Manager, Standard Management Dept., Quality Assurance Division	General Manager, DT Quality Assurance Dept., General Manager, Standards Management Dept., Quality Assurance Division	
Masato Furukawa	General Manager, International Technical Service Dept., Quality Assurance Division	General Manager, Overseas Tire Technical Service Dept.	
Yoichi Kawashima	General Manager, Domestic Technical Service Dept., Quality Assurance Division	General Manager, R.E. Tire technical Service Dept.	
Shinichi Murata	General Manager, Compliance Dept., Compliance & Legal Division	General Manager, Compliance Promotion Dept., Compliance & Legal Center	
Atsushi Iwanaga	General Manager, Legal Dept., Compliance & Legal Division	General Manager, Legal Dept., Compliance & Legal Center	
Eiji Azuma	General Manager, Intellectual Property Dept., Compliance & Legal Division	General Manager, Intellectual Property Dept., Central Research Center, Fundamental Technology Center	
Toshiyuki Tanaka	General Manager, Production Technology Dept., Production Engineering Division	General Manager. Production Technology Dept., Production Engineering Center	
Kenji Akamatsu	General Manager, Safety & Emergency Management Dept., Environment & Safety Division	General Manager, Environment, Safety & Health Enhancement Dept., Fundamental Technology Center	

Name	New Position	Former Position	Continuing Position
Tomoyuki Uriu	General Manager, Environment & Health Dept., Environment & Safety Division	Environment, Safety & Health Enhancement Dept., Fundamental Technology Center	
Toshiya Kimura	Division General Manager, Production Division General Manager, Plant Administration Dept.	Plant General Manager, Sendai Plant	
Toshihiro Fujiwara	General Manager, Production Management Dept.,	General Manager, Tire Production Planning Dept.	
Yoji Imura	Plant General Manager, Kuwana Plant, Production Division	Plant General Manager, Kuwana Plant, Tire Production Division	
Toshihiro Miura	Deputy Plant General Manager, Kuwana Plant, Production Division	Plant General Manager, Kuwana Plant, DT Production Division	President, Ayabe Toyo Rubber Co., Ltd.
Satoshi Jyoukei	General Manager, Hyogo Manufacturing Complex, Production Division	General Manager, Hyogo Manufacturing Complex, DT Production Division	General Manager, Akashi Plant, Toyo Chemical Industrial Products Co., Ltd.
Ichiro Shima	General Manager, OE Tire Development Dept., R&D Division No.1	OE Tire Development Dept.	
Akihiko Shinkai	General Manager, Replacement Tire Development Dept., R&D Division No.1	R.E. Tire Development Dept.	
Hiroaki Sugimoto	General Manager, TB Tire Development Dept., R&D Division No.1	General Manager, TB Tire Development Dept.	
Takeshi Nishigami	General Manager, Tire Materials Development Dept., R&D Division No.1	General Manager, Tire Materials Development Dept.	
Toshiyuki Hosome	General Manager, Tire Testing Dept., R&D Division No.1	General Manager, Tire Testing Dept.	
Katsutoshi Ohishi	General Manager, Tire Technology Development Dept., R&D Division No.1	General Manager, Tire Technology Development Dept.	
Kazuhiko Kawamura	General Manager, O.E. Tire Technical Service Dept., R&D Division No.1	O. E. Tire Technical Service Dept.	
Naoto Yukimoto	General Manager, Rubber Material Development Dept., R&D Division No.2	General Manager, Rubber Material Development Dept., DT R&D Division	
Toshihiko Furuta	General Manager, Rubber Products Development Dept., R&D Division No.2	General Manager, Rubber Products Development Dept., DT R&D Division	
Jun Akai	General Manager, Polyurethane Products Development Dept., R&D Division No.2	General Manager, Polyurethane Products Development Dept., DT R&D Division	

Name	New Position	Former Position	Continuing Position
Satoshi Taketsugu	General Manager, Sales Administration Dept.	General Manager, O.E. Sales Planning and Administrative Dept.	
Hiroyuki Ohta	General Manager, International Sales Dept., International Sales Division	General Manager, Tire Overseas Sales Planning Dept.	
Kiyohito Hasumi	General Manager, North American Business Development Dept. Senior Vice President, Toyo Tire Holdings of Americas Inc.	President, Toyo Tire Canada Inc. President, Nitto Tire Canada Inc.	
Hideo Tsunaka	General Manager, Internal Audit Dept.	General Manager, Internal Audit Dept., Compliance & Legal Center	

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