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## Announcement of Organizational Structure Changes and Personnel Changes, including a Reshuffling of Executives

Hyogo, Japan—February 1, 2021—Toyo Tire Corporation (President & CEO: Takashi Shimizu; hereinafter, "Toyo Tire") announced the following organizational structure changes and personnel changes, including a reshuffling of executives.

### 1. Organizational Structure Changes

Effective April 1, 2021, the following organizational structure changes will be made.

- 1) Establishment and integration of special committees and establishment of a new department
  - The Sustainability Committee will be established under the Executive Committee in order to strengthen and promote sustainability management, with the President & CEO of Toyo Tire assuming the chairpersonship. With this change, the Safety & Environment Committee will be integrated with this newly established committee.
  - The ESG Promotion Department will be established under the Corporate Infrastructure Division of the Corporate Headquarters and serve as the secretariat to the Sustainability Committee.
- 2) Establishment of a new headquarters, division, and department, and a transfer and name change of a department
  - The Digital Transformation Headquarters will be established in order to expand the system for advancing digital innovation in the upcoming medium-term business plan and further reinforce the management foundation.
  - The DX Promotion Division will be established under the Digital Transformation Headquarters, and the Global DX Promotion Department will be established under it.
  - The Information Systems Department, operating under the Corporate Administration Division of the Corporate Headquarters, will be transferred to the DX Promotion Division and renamed as the Global Information Systems Department.
- 3) Transfer of a department
  - The Process Design Development Department, operating under the Central Research Center of the R&D Headquarters, will be transferred to the Production Headquarters in order to expedite the utilization of artificial intelligence (AI) and big data and accelerate digitalization on the manufacturing floor.

#### 4) Integration of departments

- The Europe/Module Development Department, operating under the Technology Development Division of the R&D Headquarters, will be integrated with the Replacement Tire Development Department, operating under said headquarters, in order to tap into the development capabilities fostered in Europe thus far to enhance product performance on a global level.

#### 2. Reshuffling of Executives and Others

Effective March 30, 2021 and April 1, 2021, the following reshuffling of executives and others will be made.

##### I. Directors

##### 1) Candidate for a new Director (effective March 30, 2021)

Name	Current Position	New Position
Satoru Moriya	Corporate Officer Vice President, R&D Headquarters	Director Corporate Officer Vice President, R&D Headquarters

This proposed appointment of a new Director will be presented at the 105th annual general meeting of shareholders as an agenda item for the election of Directors.

##### 2) Changes in business duties (effective March 30, 2021)

Name	Current Position	New Position
Tatsuo Mitsuhashi	Director Corporate Officer Vice President, Sales Headquarters Division General Manager, Original Equipment Sales Division	Director Corporate Officer Vice President, Sales Headquarters
Yoji Imura	Director Corporate Officer Vice President, Production Headquarters	Director Corporate Officer Vice President, Quality Assurance, Environment & Safety Headquarters

##### 3) Retirement and change in business duties (effective March 30, 2021)

Name	Current Position	New Position
Masayuki Kanai	Director Senior Corporate Officer Division General Manager, Digital Innovation Division Deputy Division General Manager, Seismic Rubber Task Force Headquarters	Senior Corporate Officer Division General Manager, Digital Innovation Division Division General Manager, Seismic Rubber Task Force Headquarters

## II. Audit & Supervisory Board Member

### 1) Candidate for a new Audit & Supervisory Board Member (effective March 30, 2021)

Name	Current Position	New Position
Tomoyuki Matsuba	Attorney at Law, Matsuba & Nakamura Outside Director, DAISUI Co., Ltd. Chairman, Specified Non-Profit Corporation Consumer Net Kansai Substitute Audit & Supervisory Board Member, Toyo Tire	Attorney at Law, Matsuba & Nakamura Outside Director, DAISUI Co., Ltd. Chairman, Specified Non-Profit Corporation Consumer Net Kansai Outside Audit & Supervisory Board Member, Toyo Tire

This proposed appointment of a new Audit & Supervisory Board Member will be presented at the 105th annual general meeting of shareholders as an agenda item for the election of an Audit & Supervisory Board Member.

## III. Corporate Officers

### 1) Appointments of new Corporate Officers and changes in business duties (effective March 30, 2021)

Name	Current Position	New Position
Yuji Miyazaki	Division General Manager, Production Division, Production Headquarters	Corporate Officer Vice President, Production Headquarters Division General Manager, Production Division
Tamotsu Mizutani	Division General Manager, Technology Development Division, R&D Headquarters	Corporate Officer Division General Manager, Technology Development Division, R&D Headquarters

### 2) Retirement of Corporate Officers and changes in business duties (effective March 30, 2021)

Name	Current Position	New Position
Shinji Tanabe	Senior Corporate Officer Vice President, Quality Assurance, Environment & Safety Headquarters Division General Manager, Environment & Safety Division	Advisor (full-time) Assistant to Vice President, Production Headquarters
Hidefumi Uematsu	Corporate Officer Division General Manager, Seismic Rubber Task Force Headquarters	Advisor (full-time) Deputy Division General Manager, Seismic Rubber Task Force Headquarters

3) Changes in business duties (effective April 1, 2021)

Name	Current Position	New Position
Masayuki Kanai	(Effective March 30, 2021) Senior Corporate Officer Division General Manager, Digital Innovation Division Division General Manager, Seismic Rubber Task Force Headquarters	Senior Corporate Officer Vice President, Digital Transformation Headquarters Division General Manager, Seismic Rubber Task Force Headquarters
Tetsuo Shimomura	Corporate Officer Division General Manager, Central Research Center, R&D Headquarters	Corporate Officer Division General Manager, DX Promotion Division, Digital Transformation Headquarters

IV. Advisor (full-time)

1) Retirement (effective March 30, 2021)

Name	Current Position	
Masaji Ishino	Advisor (full-time) Deputy Division General Manager, Seismic Rubber Task Force Headquarters Division General Manager, Business Restructuring Division, Corporate Headquarters President, Toyo Chemical Industrial Products Co., Ltd.	Retirement

### 3. Personnel Changes

Effective March 30, 2021 and April 1, 2021, respectively, the following personnel changes will be made as shown in Tables 1) and 2) below.

#### 1) Personnel changes (effective March 30, 2021)

Name	Current Position	New Position
Toshihiko Furuta	Plant General Manager, Hyogo Manufacturing Complex, Production Division Plant General Manager, Akashi Plant, Toyo Chemical Industrial Products Co., Ltd.	Plant General Manager, Hyogo Manufacturing Complex, Production Division President, concurrently Akashi Plant General Manager, Toyo Chemical Industrial Products Co., Ltd.
Katsuyuki Teranishi	Business Restructuring Division	Division General Manager, Business Restructuring Division
Nobuhiro Kato	General Manager, Safety & Emergency Management Dept., Environment & Safety Division	Division General Manager, Environment & Safety Division General Manager, Safety & Emergency Management Dept., Environment & Safety Division
Makoto Sakamoto	General Manager, O.E. Sales Dept. No. 2, Original Equipment Sales Division	Division General Manager, Original Equipment Sales Division
Koji Den	O.E. Sales Dept. No. 1, Original Equipment Sales Division	General Manager, O.E. Sales Dept. No. 1, Original Equipment Sales Division
Daisuke Tsuji	General Manager, O.E. Sales Dept. No. 1, Original Equipment Sales Division	General Manager, O.E. Sales Dept. No. 2, Original Equipment Sales Division

2) Personnel changes (effective April 1, 2021)

Name	Former Position	New Position
Miho Okamoto	General Affairs Dept., Corporate Infrastructure Division	General Manager, ESG Promotion Dept., Corporate Infrastructure Division
Masato Higuchi	Logistics Dept., SCM Division	General Manager, Logistics Dept., SCM Division President, Toyo Tires Logistics Co., Ltd.
Shigeru Ohno	O.E. Technical Service Dept., Technology Development Division	General Manager, Customer Relations Dept., Quality Assurance Division
Shigemi Ohsuna	(R&D Headquarters) General Manager, Process Design Development Dept., Central Research Center	(Production Headquarters) General Manager, Process Design Development Dept.
Ichiro Shima	General Manager, Replacement Tire Development Dept., Technology Development Division	Division General Manager, Central Research Center
Kazuki Kawakami	General Manager, Europe/Module Development Dept., Technology Development Division Corporate Strategy Division	General Manager, Replacement Tire Development Dept., Technology Development Division Corporate Strategy Division
Shogo Nakanishi	Corporate Strategy Division Digital Innovation Division	General Manager, Global DX Promotion Dept., DX Promotion Division Corporate Strategy Division
Yoshihiro Higashibata	General Manager, Information Systems Dept., Corporate Administration Division	General Manager, Global Information Systems Dept., DX Promotion Division

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