

## Information

December 27, 2006

### Akebono Brake Organizational Changes

**TOKYO** – Akebono Brake Industry Co., Ltd. (Akebono) announced organizational changes to take effect January 1, 2007 to achieve Global 30, its 3 year mid-term management plan. The main changes are as follows.

#### Automotive Sales Department

- To strengthen cost controls, the Overall Sales Planning & Coordination Department and the Cost Planning Team within the Product Planning Department will be made into Groups, and both integrated into the Automotive Sales Department.

#### Aftermarket Sales Department

- An Overseas Team will be newly established to support operations outside Japan and expand global sales channels.
- The Metropolitan Sales Office will be strengthened to expand sales in the Tokyo Metropolitan region.

#### Industrial Machinery & Rolling Stock Component Department

- An Osaka Sales Team will be newly established to strengthen sales operations in the West Japan region.

#### R&D Department

- To make R&D activities more transparent, 11 projects with a maximum 1 year timeline for completion will be launched.
- To encourage an intellectual property strategy that is closely aligned with R&D, the Intellectual Property function of the Legal & Intellectual Property Group within the Corporate Staff Department will be made independent and moved to the R&D Department.
- To ensure the establishment of technology over a 5-10 year span, future product development responsibilities will be shifted to the Akebono Research & Development Centre.

### Manufacturing Department

- An Asian Manufacturing Group will be newly established to support the manufacturing network in Asia.
- To strengthen *monozukuri* (manufacturing know-how) as a source of competitiveness, a Monozukuri Project (Manufacturing & HR Development Project) will be newly established.

### Production Engineering Department

- The Production Engineering Department will be reorganized as 3 Groups to strengthen and accelerate the development of base technology and production methods for friction material and mechanical products.

### Corporate Staff Department

- A new Diversity Management Office will be established to promote the utilization of diverse human resources.

### North America Business Integration (unified assumed names)

- To establish a unified identity and drive synergies among North American operations, the assumed names of North American companies will be changed as follows:

Akebono Corporation (North America) -> Akebono Brake Corporation

Ambrake Corporation -> Akebono Brake, Elizabethtown Plant

Amak Brake L.L.C -> Akebono Brake, Glasgow Plant

Amtec Brake L.L.C. -> Akebono Brake Springfield Plant

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