

## Information

December 27, 2007

### **Akebono Brake Organizational and Personnel Changes**

**TOKYO** – Akebono Brake Industry Co., Ltd. announced organizational, executive and personnel changes to take effect January 1, 2008 to achieve its new medium-term management plan commencing April 2008.

Organizational changes by division

#### Automotive Sales Division

- Consolidation and reinforcement of the global sales structure is to be promoted through a Chief Engineer system in order to further enhance ties between R&D and sales functions.

#### Aftermarket Sales Division

- Assignment of personnel to new facilities in Nagoya (Akebono Brake Chubu Office) is to be intensified to further strengthen trust and relations with customers throughout the region.
- To promote region-specific strategies through reinforced ai-network activities, aftermarket component sales to independent distributors in Japan are to be administered by a separate department (Automotive Sales 3 Department), while strengthening the support structure for channels from sales agents to repair shops.
- To promptly identify overall aftermarket trends and developments, headquarters and regional sales offices are to be unified in a new structure based on thorough management by objectives to hasten decision-making processes.

#### Manufacturing Division

- An Optimal Production Implementation Department is to be established to strengthen follow-up functions for production preparation and optimize

manufacturing activities.

- The Monozukuri Project (Manufacturing & HR Development Project) is to be reorganized and will include a Monozukuri Training Section to further promote the training and development of human resources.
- Tatebayashi Foundry is to be positioned within the Manufacturing Division and efforts continued to get operations underway.

#### Production Engineering Division

- Division of business activities is to proceed with the establishment of engineering sections specializing in the development of next-generation production methods and new technologies, as well as the creation of sections to provide technical support regarding production engineering at facilities worldwide for the ramping-up of new products and the standardization of manufacturing equipment.
- A Surface Treatment Development Section and a Control Section are to be created to reduce lead times for developing next-generation equipment through enhanced elemental engineering.

#### Quality Assurance Division

- An ISO & TS Audit Office and a Quality Audit Department are to be created as part of organizational reform to provide dedicated auditing functions.

#### Planning and administrative functions

- The Corporate Planning and Corporate Staff organizations are to be abolished at the divisional level, with responsibility for various planning and administrative functions assigned accordingly to executives.
- To create a structure that facilitates enhanced strategic development, the Human Resources Policy Planning Group is to be renamed the HR Development Department and will take over employment and HR database responsibilities from the Human Resources & Employee Relations Group, thus gathering these functions within the same department as HR management functions that have been primarily concerned with the cultivation and training of human resources.
- A Web Management Office is to be established.

Moreover, in accordance with the new organizational changes, the current

“group/team” structure is to be replaced with a “department/section” structure, including for Akebono Group affiliates.

Personnel changes at the level of general manager and above are indicated as follows.

Changes at the level of Executive, Senior Expert & Advisor effective January 1, 2008

Name	New responsibilities	Former responsibilities	Continuing responsibilities
Shunji Yokoo	Human Resources	Corporate Staff Department	Representative Director & Member of the Board Executive Vice President Chairman, Executive Advisory Committee Manufacturing Division Production Engineering Division Quality Assurance Division Purchasing Division Representative Director, APS Corporation
Yoshimasa Ogino	Sensor Division Administration & Planning	Head of the Corporate Planning Department Internal Audit Office	Member of the Board Executive Vice President & CFO VCET Project
Toshimitsu Nishigaki	General Affairs, Corporate Communications & Corporate Brand Management		Member of the Board Senior Managing Executive Officer External Affairs
Sachiyuki Ishige	Head of the Aftermarket Sales Division	Aftermarket Sales Department Global Aftermarket Sales Operations Corporate Staff Department	Member of the Board Senior Managing Executive Officer
Masahiro Miyamoto	Assistant Head of the Aftermarket Sales Division	Aftermarket Sales Department	Executive Officer
Kanji Miyajima	Human Resources & Corporate Planning General Manager, Corporate Planning Department	Corporate Planning Department (Corporate Planning Group)	Executive Officer
Masaaki Ando	Automotive Sales Division (Automotive Sales 1, 2 & 3 Departments)	Automotive Sales Department (Automotive Sales 1, 2 & 3 Groups)	Executive Officer
Eisho Kunitomo	Business Administration	Corporate Planning Department	Senior Expert
Toshiyuki Negishi	VCET Project		Senior Expert Engineering Director, Akebono Advanced Engineering (UK) Ltd.
Takeshi Okumura	Finance & Accounting General Manager, Finance Department	Corporate Planning Department (Finance & Accounting) General Manager, Finance Group, Corporate Planning Department	Advisor
Ryohei Ito	Assistant Head of the Automotive Sales Division		Advisor

**Changes at the level of General Manager effective January 1, 2008**

Name	New responsibilities	Former responsibilities	Continuing responsibilities
Tomeo Hara	General Manager, Aftermarket Sales 3 Department, Aftermarket Sales Division	Senior Expert, Aftermarket Sales Department	
Yutaka Nakagawa	Principal Engineer, Design Management Department, R&D Division	General Manager, Component Application Group, R&D Department	
Osamu Nakajima	General Manager, Component Application Department, R&D Division		
Teruyuki Yamamoto	General Manager, Planning Department, Manufacturing Division	General Manager, Manufacturing Planning Group, Manufacturing Department	
Takashi Ueta	General Manager, Optimal Production Implementation Department, Manufacturing Division	Expert, Manufacturing Planning Group, Manufacturing Department	
Yosuke Yano	Expert, Brake System Production Engineering Department, Production Engineering Division	General Manager, New Technology Project, Production Engineering Department	
Hirofumi Uki	General Manager, Equipment Production Department, Production Engineering Division	General Manager, Equipment Design & Production Group, Production Engineering Department	
Minoru Takamiya	General Manager, ISO & TS Audit Office, Quality Assurance Division General Manager, Quality Audit Department, Quality Assurance Division	General Manager, Quality Assurance 1 Group, Quality Assurance Department	
Koichi Kinoshita	Expert, Quality Audit Department, Quality Assurance Division	General Manager, Quality Assurance 2 Group, Quality Assurance Department	
Hideaki Tanaka	General Manager, Quality Assurance Department, Quality Assurance Division		
Yasushi Matsui	Head of Human Resources General Manager, HR Development Department	Head of Human Resources, Corporate Staff Department General Manager, Human Resources Policy Planning Group, Corporate Staff Department	
Takao Watanabe	General Manager, HR & Employee Relations Department	General Manager, Human Resources & Employee Relations Group, Corporate Staff Department	President and Representative Director, Akebono Management Service Co., Ltd.
Ryoko Maejo	General Manager, Diversity Management Office	General Manager, Diversity Management Office, Corporate Staff Department	
Yuji Fukushima	General Manager, General Affairs Department	General Manager, General Affairs Group, Corporate Staff Department	
Mitsuyoshi Kawahara	General Manager, Corporate Innovation Project General Manager, Management Accounting & Cost Management Department	General Manager, Corporate Innovation Project, Corporate Planning Department	
Yoshio Arai	General Manager, Corporate Communications Office	General Manager, Corporate Communications Office, Corporate Planning Department	
Masato Karasawa	General Manager, Corporate Brand Management Office	General Manager, Corporate Brand Management Office Corporate Staff Department	
Takanobu Okada	General Manager, Accounting Department	General Manager, Accounting Group, Corporate Planning Department	
Tomikazu Ooyama	General Manager, Legal Department	General Manager, In-house Regulatory Systems Project, Corporate Planning Department	
Koichi Honta	General Manager, AiMAPS Project	General Manager, AiMAPS Project, Corporate Planning Department	
Harumi Ogura	General Manager, Risk Management Office	General Manager, Risk Management Office, Corporate Planning Department	
Hiroshi Ikegami	General Manager, Ikegami Laboratory, Akebono Research & Development Centre Ltd.	General Manager, Research Strategy Office, Akebono Research & Development Centre Ltd.	
Akira Hosoya	Vice President, Akebono Brake Iwatsuki Manufacturing Co., Ltd. General Manager, Administration Department, Akebono Brake Iwatsuki Manufacturing Co., Ltd.	General Manager, Production Control Group, Akebono Brake Iwatsuki Manufacturing Co., Ltd.	
Toshiro Takahashi	General Manager, Manufacturing & Administration Department, Akebono Brake Fukushima Manufacturing Co., Ltd.		