

## News Release

December 20, 2019

### Akebono Brake Organizational and Personnel Changes

TOKYO – Akebono Brake Industry Co., Ltd. announced the following personnel changes to take effect on January 1, 2020.

#### **The main points of the organizational changes**

The key functions of Sales, R&D and Manufacturing are essential to steadily accomplishing the Business Turnaround Plan; Sales and R&D will be put under the direct supervision of the CEO or EVP to drive operational reform as respective Divisional Heads.

- The CEO will directly supervise the Global Sales Division as Head of the Division to create an organizational structure that can expand business on a global level while strengthening implementation of strategic marketing activities.
- The EVP will directly supervise the R&D Division as Head of the Division to more firmly link overall R&D processes from advanced development through application engineering, and to strengthen and optimize resource management connecting to product sales.
- Personnel assignments at production facilities will be reorganized as part of the development of key talent for future growth and to ensure the firm implementation of SQDC activities.
- To reinforce and drive the reorganization of US production facilities, local talent will head the organization, manufacturing management will be strengthened, and the business turnaround plan will be assuredly implemented with the support of the Akebono Group.

\* SQDC: Safety, Quality, Delivery, Cost

Personnel changes at the level of General Manager and above are as follows:

**Personnel changes at the level of Executive Officer effective January 1, 2020**

Name	New responsibilities	Former responsibilities	Continuing responsibilities
Yasuhiro Miyaji	Head of the Global Sales Division		Representative Director & Member of the Board President CEO
Takamasa Kurinami	In charge, North American Operations Head of the Research & Development Division		Member of the Board Executive Vice President COO
Takeshi Saito	In charge, Special Assignment	In charge, North American Operations CEO, Akebono Brake Corporation	Executive Officer
Seiji Nishimura	Vice Head of the Manufacturing Division		Executive Officer President & Representative Director, Akebono Brake Iwatsuki Manufacturing Co., Ltd.
Hiroshi Idei	Vice Head of the Research & Development Division	Head of the Research & Development Division	Executive Officer President, Akebono Research & Development Centre Ltd.
Takeshi Kashimura	Vice Head of the Global Sales Division	Head of the Global Sales Division	Executive Officer
Chulmin Oh	Executive Officer	Executive Officer Status	Assisting COO In charge, Corporate Restructuring

\* Reason for selection as executive officer: Oh Chulmin has broad experience in international consulting and at Japanese investment firms relating to strategic corporate restructuring and is judged to be capable of suitably performing his duties as an executive officer in driving the Company's business turnaround.

**Personnel changes at the level of General Manager effective January 1, 2020**

Name	New responsibilities	Former responsibilities	Continuing responsibilities
Tetsuji Kono	Vice Head of the Global Sales Division	In charge, Japanese Sales, Global Sales Division Senior Manager, Strategy Coordination Office, Global Sales Division	Executive Leader In charge, European Operations
Keiichi Yoshida	Vice Head of the Global Sales Division General Manager, Strategy Coordination Office, Global Sales Division	General Manager, Corporate Planning Office, Corporate Division In charge, Corporate Planning & General Affairs, Corporate Division	Executive Leader
Hidekazu Takeshita	Assistant Head of the Infrastructure & Mobility Systems Division	General Manager, Infrastructure & Mobility Osaka Sales Department, Infrastructure & Mobility Systems Division	General Manager, Corporate Planning Department, Infrastructure & Mobility Systems Division
Takayuki Watanabe	General Manager, Friction Material Application Engineering, Research & Development Division		Research Engineer, Akebono Research & Development Centre Ltd.
Masayoshi Kojima	General Manager, APS Implementation Office, Manufacturing Division		Assistant Head of the Manufacturing Division

**Personnel changes at the level of General Manager effective January 1, 2020**

Name	New responsibilities	Former responsibilities	Continuing responsibilities
Masaki Suzuki	Acting Plant Manager, Tatebayashi Foundry, Manufacturing Division	Section Manager, Manufacturing Section No.2, Manufacturing Department, Akebono Brake Iwatsuki Manufacturing Co., Ltd.	
Kazuo Murakami	President & Representative Director, Akebono Brake Fukushima Manufacturing Co., Ltd.	President, Akebono Corporation (Guangzhou)	
Kouichi Mihara	President & Representative Director, Akebono Brake Sanyo Manufacturing Co., Ltd.		General Manager, Manufacturing Department, Akebono Brake Sanyo Manufacturing Co., Ltd.
Yoshihito Sano	Vice Head of the Corporate Division General Manager, Corporate Planning Office, Corporate Division	In charge, IT & PM, Finance & Controlling Division General Manager, Information Systems Department, Finance & Controlling Division Project Leader, Global Database Project	Executive Leader
Ryoko Maejo	Vice Head of the Corporate Division	In charge, HR & External Affairs, Corporate Division	Executive Leader General Manager, HR Department, Corporate Division Head of the Fresh Center Representative Director, Akebono Kids Care Co., Ltd.
Koji Hasebe	General Manager, Information Systems Department, Corporate Division	Senior Manager, Information Systems Department, Finance & Controlling Division Sub Project Leader, Global Database Project	
Brandon J. Kessinger	CEO, Akebono Brake Corporation		President, Akebono Brake Corporation
Yoshio Takanashi	President & CEO, Akebono Brake Mexico S.A. de C.V.	Section Manager, Logistics Section, Manufacturing Planning Department, Manufacturing Division	
Naoto Tanaka	Managing Director, Akebono Europe GmbH Senior Manager, Strategy Coordination Office, Global Sales Division	General Manager, Strategy Coordination Office, Global Sales Division Senior Manager, Sales Department No.2, Global Sales Division	
Akira Saito	President, Akebono Corporation (Guangzhou)	Section Manager, Accounting Section, Production Control Department, Akebono Brake Sanyo Manufacturing Co., Ltd.	