

## News Release

December 24, 2020

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

TOKYO – Akebono Brake Industry Co., Ltd. announced the following organizational and personnel changes to take effect on January 1, 2021.

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

In order to steadily implement the Business Turnaround Plan and achieve future growth, organizational changes will be implemented at the department level.

- In the Aftermarket Division, the Strategy Implementation Department will be newly established to strengthen marketing functions.  
In addition, the Aftermarket Sales Department No.3, will be renamed the Sales Office Coordination Department and will focus on marketing activities in cooperation with the Strategy Implementation Department to further expand new business.
- In the Research & Development Division, the Advanced Brake Development Department will be separated into the Advanced Friction Material Development Department and the Advanced Brake Development Department, with the aim of further strengthening engineering capabilities and increasing competitiveness.  
Furthermore, in order to expand new business, the EPB Development Department will be reinforced with additional engineering talent in response to the accelerating shift to electrification.  
The development of HP (High Performance) products will be separated from the Foundation Brake Application Engineering Department and the HP Development Department will be newly established with the aim of expanding business of products for high-performance vehicles.
- In the Quality Assurance Division, the Quality Implementation Department will be newly established to strengthen the product assurance function and improve product quality, as well as to conduct audits of both design quality and manufacturing quality. In addition, the department will enhance education for employees regarding quality and promote activities to raise overall levels of quality.  
The Quality Assurance Department will take over the functions of the current Quality Assurance Division, and newly add the functions of quality control supervision for manufacturing facilities and final approval authority for periodic quality reports to customers.

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

**Personnel changes at the level of General Manager effective January 1, 2021**

Name	New responsibilities	Former responsibilities	Continuing responsibilities
Tomonori Morisawa	General Manager, Strategy Implementation Department, Aftermarket Division		Senior Manager, Aftermarket Division Senior Manager, Strategy Coordination Office, Global Sales Division
Koji Ikeda	General Manager, Aftermarket Sales Department No.1, Aftermarket Division	Senior Manager, Aftermarket Sales Department No.1, Aftermarket Division Section Manager, Sales Section No.1, Aftermarket Sales Department No.1, Aftermarket Division	
Hiroshi Tanuma	General Manager, Sales Office Coordination Department, Aftermarket Division	General Manager, Aftermarket Sales Department No.3, Aftermarket Division	
Satoshi Kusaka	General Manager, Advanced Friction Material Development Department, Research & Development Division	Senior Staff Engineer, Akebono Research & Development Centre Ltd.	
Shotaro Note	General Manager, Advanced Brake Development Department, Research & Development Division	General Manager, Advanced Brake Development Department, Research & Development Division	Member of the Board, Akebono Research & Development Centre Ltd.
Shinjiro Masuko	General Manager, EPB Development Department, Research & Development Division	General Manager, EPB Application Engineering Department, Research & Development Division	
Yuji Iwao	General Manager, Friction Material Application Engineering Department, Research & Development Division	Senior Manager, Friction Material Application Engineering Department, Research & Development Division	
Ken Tarui	General Manager, HP Development Department, Research & Development Division	Senior Manager, Foundation Brake Application Engineering Department, Research & Development Division	
Makoto Shibuya	General Manager, Quality Implementation Department, Quality Assurance Division	Senior Manager, Quality Assurance Division	
Kenji Onuki	President & Representative Director, Neo Street Incorporated	Member of the Board, Neo Street Incorporated	General Manager, Corporate Planning Department, Aftermarket Division Member of the Board, Alocs Corporation
Kenichi Sato	President, Akebono Brake (Thailand) Co., Ltd.	Senior Coordinator, Akebono Brake Astra Vietnam Co., Ltd.	