

News Release

February 10, 2012

Akebono to Invest in Training Center to Develop Talent for Globalization

Akebono Brake Industry Co., Ltd. announced it will establish a new training, development and knowledge exchange facility at its Ai-City Headquarters complex in Hanyu, Saitama, Japan, with the objective of fostering and preparing engineers and business persons who can effectively perform anywhere in the world. The new facility is to be provisionally known as the “akebono Training Center.”

To achieve its “Global 30” long-term vision of securing an indispensable position in global markets, the Company is rapidly strengthening competitiveness through various ongoing developments across the globe. These include acquisition of Robert Bosch’s US foundation brake business, expansion into Mexico with new production facilities, realignment of North American operations, reinforcement of operations for Asian market growth, including entry into Vietnam with a new manufacturing venture, and further reinvigoration of European business. The “akebono Training Center” will help create new value by providing a venue for sharing throughout the akebono Group the know-how and experiences developing out of these global activities, while also furthering ongoing diversification and promoting interactive exchanges among associates worldwide.

Programs will prioritize training in the akebono Corporate Mission, Corporate Branding and APS (Akebono Production System or Akebono Philosophy and Spirit) to enable a global rollout of programs hitherto implemented primarily at facilities in Japan. Training will eventually cover a wide array of communication-centered programs and hands-on education taught by staff members and associates, with the center fully equipped to facilitate such diversity of contents and events, while also incorporating environmental measures and a full Business Continuity Plan.

The Company’s Ai-City Headquarters complex already houses a Monozukuri Center and “ai-museum” brake history facility; creation of the new “akebono Training Center” will complete HR development functions, allowing the Company to ready and prepare globally capable associates and secure for the medium- to long-term a solid foundation for talent management and development.

Main features of the “akebono Training Center”

- Flexible learning spaces that can be enlarged or reduced depending on program requirements
- Presentation auditorium modeled on a university-style lecture theater
- Dedicated language laboratories and study rooms
- Lounge areas for enhanced communication and garden spaces for greenery
- Accommodation for medium- and long-term-stay visitors
- Kitchen facilities for cross-cultural exchanges through the experience of various cuisines, etc.
- Library facilities to support self-study through e-learning and other means
- Video conferencing functions to strengthen worldwide networking among global facilities

Environmental measures

- Efforts to plant trees across the entire site with a greening attainment rate of 33%
- Utilization of renewable energy technologies (solar power systems, solar water heating equipment, energy/cost savings through use of natural resources)
- Promotion of wildlife diversification through on-site cultivation of local fauna and flora such as *aldrovanda vesiculosa* and fireflies

Business Continuity Plan

- Earthquake proofing reinforced by 150% of Japanese standards
- Emergency provisions and supplies available in the event of use as in emergency evacuations
- Independent power generators to ensure emergency electricity supply

Facility outline

Facility name	“akebono Training Center” (tentative)
Address	5-Chome Higashi, Hanyu-City, Saitama
Site area	Approx. 9,500 m ²
Floor space	Approx. 3,900 m ²
Construction	Two story, steel frame building
Design	Plantec Architects, Inc.
Contractor	To be decided
Start of construction	May 2012 (tentative)
Completion	December 2012 (tentative)
Total investment	Approx. 1700 million JPY

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