



April 26, 2019

## Toyota Gosei Announces Changes to Executive Officer System

Kiyosu, Japan, April 26, 2019: Toyota Gosei Co., Ltd. held a board meeting today and decided to change the executive officer structure. The board also decided informally the company's executive and management appointments, which will take effective after the 96<sup>th</sup> General Shareholders' Meeting scheduled to be held in June 2019.

The change to the executive officer structure is being implemented so that the company can respond more flexibly and rapidly to a business environment that is changing faster than ever as the battle for supremacy in next-generation vehicles intensifies in the automobile industry. This change will increase flexibility in personnel allocation to make sure the right person is in the right place, expand the development and activities of management personnel who will lead the company in the future, and speed up decision-making by reducing and flattening the executive hierarchy. Through these measures, Toyota Gosei accelerates its efforts to be a global company to deliver the highest levels of satisfaction to customers worldwide through safety, comfort, well-being and the environment.

### I. Key Changes

#### 1. Change to the executive officer structure

The previous corporate officer hierarchy will be reduced and people in Managing Officer and higher positions will be the new Corporate Officers. These Corporate Officers will form the senior management of the company for faster decision-making in management issues and stronger supervisory functions in business execution.

Executives with the previous titles of Corporate Officer and Senior General Manager (upper management) will be integrated under the new designation Executive Management. Similarly, previous Kikanshoku 1 (Grade 1 Manager) and Kikanshoku 2 (Grade 2 Manager) positions have been integrated and given the new designation Senior Management. At the same time, the title Kikanshoku 3 (Grade 3 Manager) has been changed to Management.

With these changes, the number of executives and Audit & Supervisory Board Members has been reduced from the current 30 down to 21.

Previous	New
President (Representative director)	President (Representative director)
Executive Vice President (Representative director)	Executive Vice President (Representative director)
Director / Senior Managing Officer	Director / Corporate Officer
Director / Managing Officer	
Senior Managing Officer	Corporate Officer
Managing Officer	
Corporate Officer	Executive Management
Senior General Manager	
Kikanshoku 1 (Grade 1 Manager)	Senior Management
Kikanshoku 2 (Grade 2 Manager)	
Kikanshoku 3 (Grade 3 Manager)	Management

#### 2. Organizational Structure

Business is executed with a sense of speed and responsibility by Division and Center Chiefs. These Division and Center Chiefs, whose responsibilities were previously carried out by Corporate Officers, are will be appointed from Corporate Officers, Executive Management, and Senior Management to ensure that the right person is in the right job.

## II . Changes of Directors / Corporate Officers Following the 96<sup>th</sup> General Shareholders' Meeting

### 1. Directors

#### (1) New Representative Director

Name	New position	Current position
Toru Koyama	Executive Vice President	Director / Senior Managing Officer

#### (2) New Director

Name	New position	Current position
Mayumi Matsumoto	Outside Director	—

#### (3) Retiring Director

Name	Current position
Toshihiro Yokoi	Director / Managing Officer

#### Reference

#### Directors after the 96<sup>th</sup> General Shareholders' Meeting

President (Representative director)	Naoki Miyazaki
President (Representative director)	Masakazu Hashimoto
	Toru Koyama
Director	Tomonobu Yamada
	Hiroshi Yasuda
	Masaki Oka
	Sojiro Tsuchiya <sup>1</sup>
	Kimio Yamaka <sup>1</sup>
	Mayumi Matsumoto <sup>1</sup>

#### Audit & Supervisory Board Members after the 96<sup>th</sup> General Shareholders' Meeting

Full-Time Audit & Supervisory Board Members	Katsumi Tanabe
	Hitoshi Mizutani
Audit & Supervisory Board Members	Takeshi Uchiyamada <sup>2</sup>
	Masami Hadama <sup>2</sup>
	Hideomi Miyake <sup>2</sup>

<sup>1</sup>Outside Director

<sup>2</sup>Outside Audit and Supervisory Board Member

### 2. Corporate Officers

#### (1) Corporate Officers

Name	New position	Current position
Naoki Miyazaki	President	President
Masakazu Hashimoto	Executive Vice President	Executive Vice President
Toru Koyama	Executive Vice President	Senior Managing Officer
Tomonobu Yamada	Corporate Officer	Senior Managing Officer
Hiroshi Yasuda	Corporate Officer	Senior Managing Officer
Masaki Oka	Corporate Officer	Managing Officer
Takashi Ishikawa	Corporate Officer	Managing Officer
Ryo Onishi	Corporate Officer	Managing Officer
Yoshiyuki Fujita	Corporate Officer <sup>※3</sup>	Managing Officer
Junichiro Kako	Corporate Officer	Corporate Officer
Hiroki Fukui	Corporate Officer <sup>※4</sup>	Corporate Officer
Todd Huber	Corporate Officer	Corporate Officer
Hiroyasu Hirayama	Corporate Officer	Corporate Officer

<sup>3</sup>Overseas post (President, Toyoda Gosei North America Corporation)

<sup>4</sup>Overseas post (President, Toyoda Gosei (Shanghai) Investment Co., Ltd.)

#### (2) Retiring Corporate Officers

Name	Current position	Future plan
Toshihiro Yokoi	Managing Officer	President, TG SPORTS Co., Ltd. and President, Welfare Co., Ltd. (continuing)
Yasushi Miyamoto	Managing Officer	President, Toyoda Gosei Kyushu Co., Ltd. (continuing)
Kazuaki Maeda	Corporate Officer	President, Toyoda Gosei Asia Co., Ltd. (continuing)

### III. System of Business Execution Following the 96<sup>th</sup> General Shareholders' Meeting

Safety & Health Promotion Div.		—	Senior General Manager	Kenji Hayashi	
Environment Div.		—	Senior General Manager	Kazuhiko Nagao	
Audit Div.	Chief	Masaki Oka	—		
Corporate Planning Div.	Chief	Toru Koyama	Senior General Manager	Katsufumi Otani	
General Industry Products Div.	Chief	Tomonobu Yamada	Senior General Manager	Makoto Horie	
General Administration and Human Resources Headquarters	Chief	Hiromasa Zaitso			
Finance and Accounting Headquarters	Chief	Masaki Oka			
	Deputy Chief	Toshio Goto			
IT Headquarters	Chief	Masaki Oka			
Sales Headquarters	Chief	Tomonobu Yamada			
	Deputy Chief	Makoto Hasegawa			
	Deputy Chief	Makoto Horie			
Purchasing Headquarters	Chief	Toru Koyama			
	Deputy Chief	Norio Hayami			
Quality Assurance Headquarters	Chief	Hiroyasu Hirayama			
	Deputy Chief	Makoto Kawase			
Research and Development Headquarters	Chief	Masakazu Hashimoto			
	Deputy Chief	Takashi Ishikawa			
	Deputy Chief	Junichiro Kako			
	Product Planning Center	Chief	Takashi Ishikawa		
	Product Development Center	Chief	Junichiro Kako		
Production Headquarters	Chief	Hiroshi Yasuda			
	Production Administration Div.	Senior General Manager	Kenji Hayashi		
	Production Engineering Center	Chief	Misao Fukuda		
	WS Parts Production Center	Chief	Tamotsu Watanabe		
		Deputy Chief	Takashi Amano		
	FC Parts Production Center	Chief	Yutaka Ogasawara		
	IE Parts Production Center	Chief	Todd Huber		
		Deputy Chief	Masayoshi Kawachi		
SS Parts Production Center	Chief	Todd Huber			
	Deputy Chief	Tadashi Yamamoto			
Optoelectronics Business Unit	Chief	Ryo Onishi			
	Deputy Chief	Atsuo Hirano			

#### IV. Personnel Changes Following the 96<sup>th</sup> General Shareholders' Meeting

##### 1. Executive Management

Name	New position	Current position
Hiromasa Zaitzu	Executive Management	Corporate Officer
Yutaka Ogasawara	Executive Management	Corporate Officer
Tadashi Yamamoto	Executive Management	Corporate Officer
Makoto Hasegawa	Executive Management	Corporate Officer
Misao Fukuda	Executive Management	Corporate Officer
Katsumi Saito	Executive Management	Corporate Officer
Mitsuhiro Nawashiro	Executive Management	Corporate Officer
Kazuhiro Hashikaki	Executive Management	Senior General Manager
Akira Suzuki	Executive Management	Senior General Manager
Shigeki Konishi	Executive Management	Senior General Manager
Norio Hayami	Executive Management	Senior General Manager
Katsumi Miyano	Executive Management	Senior General Manager
Sadakazu Tani	Executive Management	Senior General Manager
Katsuhiko Kato	Executive Management	Senior General Manager
Tamotsu Watanabe	Executive Management	Senior General Manager
Toshio Goto	Executive Management	Senior General Manager
Masayoshi Kawachi	Executive Management	Senior General Manager
Kenji Hayashi	Executive Management	Senior General Manager
Yukitaka Hasegawa	Executive Management	Senior General Manager
Yasunori Uchida	Executive Management	Senior General Manager
Makoto Hirako	Executive Management	Senior General Manager
Katsufumi Otani	Executive Management	Senior General Manager
Takashi Amano	Executive Management	Senior General Manager
Bijay Krishna Shurestha	Executive Management	Senior General Manager
Kazuhiko Nagao	Executive Management [promotion]	Kikanshoku 1 (Grade 1 Manager)