

Subaru Corporation Announces Organizational and Management Changes (Effective March 31, 2018 and April 1, 2018)

Tokyo, March 2, 2018 - Subaru Corporation today announced the following organizational and management changes.

1. Organizational Changes (Effective April 1, 2018)

< Establishment of “Tadashii-Kaisha” Promotion Department >

Tadashii-Kaisha: A company doing the right thing in the right way.

This department plans and promotes company-wide efforts and activities that will lead to building a company that is trusted even more deeply by customers and society.

< Establishment of Compliance Office >

This office will be established as an independent organization to further strengthen the company's efforts to comply with laws and regulations.

< Establishment of Engineering Management Division >

In order to respond to the challenges of increasingly advanced and broader technological development, the company will establish a division that manages its engineering activities with the aim of promoting efficient and competitive technological development.

2. Promoted Corporate Vice Presidents (Effective April 1, 2018)

– Yasunobu Nogai: Corporate Executive Vice President

(Current title: Corporate Senior Vice President, Chief General Manager of Cost Planning & Management Div., General Manager of Business Planning Dept.)

– Yoichi Kato: Director, Corporate Executive Vice President

(Current title: Director, Corporate Senior Vice President, General Manager of External Relations Dept., Chief General Manager of Corporate Administration Div.)

– Katsuyuki Mizuma: Corporate Executive Vice President

(Current title: Corporate Senior Vice President, Chief General Manager of Overseas Sales & Marketing Div. 2, General Manager of Overseas Business Planning Dept.)

– Tetsuo Onuki: Corporate Executive Vice President

(Current title: Corporate Senior Vice President, Chief General Manager of Engineering Div. 1 and Technical Research Center)

– Atsushi Osaki: Corporate Senior Vice President

(Current title: Corporate Vice President, Chief General Manager of Quality Assurance Div.)

– Tatsuro Kobayashi: Corporate Senior Vice President

(Current title: Corporate Vice President, Chief General Manager of Purchasing Div.)

3. Newly-appointed Corporate Vice Presidents (Effective April 1, 2018)

– Hiromi Tamou: Corporate Vice President

(Current title: Senior General Manager of Engineering Div. 1, General Manager of Advanced Engineering Dept. and Engineering Div. 2)

– Yoichi Sato: Corporate Vice President

(Current title: Senior General Manager of Japan Sales & Marketing Div., General Manager of Sales Planning Dept.)

– Takeshi Seiyama: Corporate Vice President

(Current title: Senior Vice President of Subaru Indiana Automotive, Inc., Senior General Manager of Purchasing Div.)

– Osamu Eriguchi: Corporate Vice President

(Current title: Senior General Manager of Engineering Div. 2)

– Tomoaki Emori: Corporate Vice President

(Current title: Senior General Manager of Overseas Sales & Marketing Div. 1, General Manager of North America Business Planning Dept. and North America Sales & Marketing Dept.)

– Tatsuya Okuno: Corporate Vice President

(Current title: Senior General Manager of Engineering Div. 1)

– Tamotsu Inui: Corporate Vice President

(Current title: General Manager of Cost Planning Dept., Cost Planning & Management Div.)

4. Retiring Corporate Vice Presidents (Effective March 31, 2018)

– Kazuo Hosoya

(Current title: Corporate Executive Vice President, Chief General Manager of Japan Sales & Marketing Div.)

* Appointed as President of Tokyo Subaru Inc. effective April 1, 2018.

– Satoshi Maeda

(Current title: Corporate Senior Vice President, Chief General Manager of Engineering Div. 2)

* Appointed as President of Ichitan Co., Ltd. effective April 1, 2018.

– Masayuki Uchida

(Current title: Corporate Vice President, Senior General Manager of Engineering Div. 1 and Engineering Div. 2)

* Appointed as Director of Subaru Auto Accessories Ltd. effective April 1, 2018.

5. Changes to Areas of Responsibility for Chairman, President and Corporate Executive Vice Presidents (Effective April 1, 2018)

Name	Effective April 1, 2018	Current
Jun Kondo Director Chairman	-----	-Chief Quality Officer (CQO) -China Project Office -Aerospace Company
Yasuyuki Yoshinaga Representative Director President	-Chief Executive Officer (CEO) -"Tadashii-Kaisha" Promotion Dept. -Compliance Office -Aerospace Company -In Charge of Quality	Chief Executive Officer (CEO)
Takeshi Tachimori Representative Director Corporate Executive Vice President	-----	-Chief Technology Officer (CTO) -In Charge of Marketing

Masahiro Kasai Director Corporate Executive Vice President	-----	-In Charge of Manufacturing and Purchasing -Business Planning Dept.
Tomomi Nakamura Corporate Executive Vice President	-----	-North America Business (Subaru of America, Inc., Subaru of Indiana Automotive, Inc., Subaru Canada Inc., North American Subaru, Inc.) Chief General Manager of Overseas Sales & Marketing Div.1, Chairman of Subaru of America, Inc.
Masaki Okawara Corporate Executive Vice President	-Chief Information Officer (CIO) -IT Strategy Div. -In Charge of Manufacturing Chief General Manager of IT Strategy Div.	-Chief Information Officer (CIO) -IT Strategy Div. Chief General Manager of IT Strategy Div.
Toshiaki Okada Director Corporate Executive Vice President	-Chief Financial Officer (CFO) -Corporate Planning Dept. -Secretarial Office -Finance & Accounting Dept. -Human Resources Dept. -"Tadashii-Kaisha" Promotion Dept. -Compliance Office -Subaru Next Story Promotion Office	-Chief Financial Officer (CFO) -Corporate Planning Dept. -Secretarial Office -Finance & Accounting Dept. -Human Resources Dept. -Subaru Next Story Promotion Office
Yasunobu Nogai Corporate Executive Vice President	-Engineering Management Div. Chief General Manager of Engineering Management Div.	-Cost Planning & Management Div. -Business Planning Dept. Chief General Manager of Cost Planning & Management Div., General Manager of Business Planning Dept.
Yoichi Kato Director Corporate Executive Vice President	-External Relations Dept. -General Administration Dept. -CSR & Environment Dept. -Affiliated Companies Dept. -Legal Dept. -Internal Audit Dept. General Manager of Legal Dept.	-External Relations Dept. -Corporate Administration Div. General Manager of External Relations Dept., Chief General Manager of Corporate Administration Div.
Katsuyuki Mizuma Corporate Executive Vice President	-Overseas Sales & Marketing Div. 1 -Overseas Sales & Marketing Div. 2 Chief General Manager of Overseas Sales & Marketing Div. 1 and Overseas Sales & Marketing Div. 2	-Overseas Sales & Marketing Div. 2 Chief General Manager of Overseas Sales & Marketing Div. 2, General Manager of Overseas Business Planning Dept.
Tetsuo Onuki Corporate Executive Vice President	-Chief Technology Officer (CTO) -Engineering Div. 1 -Intellectual Property Dept. Chief General Manager of Engineering Div. 1	-Engineering Div. 1 -Technical Research Center Chief General Manager of Engineering Div. 1 and Technical Research Center

6. Changes to Areas of Responsibility for Corporate Senior Vice Presidents and Corporate Vice Presidents (Effective April 1, 2018)

Name	Effective April 1, 2018	Current
Hideaki Matsuki Corporate Senior Vice President	-Parts & Accessories Div. Chief General Manager of Parts & Accessories Div.	-Global Marketing Div.

Atsushi Osaki Corporate Senior Vice President	-Chief Quality Officer (CQO) -Quality Assurance Div.	-Quality Assurance Div.
	Chief General Manager of Quality Assurance Div.	Chief General Manager of Quality Assurance Div.
Hiroki Kurihara Corporate Vice President	-Customer Service Div.	-Customer Service Div. -Parts & Accessories Div.
	Chief General Manager of Customer Service Div.	Chief General Manager of Customer Service Div. and Parts & Accessories Div.
Katsuo Saito Corporate Vice President	-Business Planning Dept. -General Administration Dept. -CSR & Environment Dept. -Affiliated Companies Dept.	-Corporate Administration Div.
	General Manager of Business Planning Dept., General Administration Dept., CSR & Environment Dept. and Affiliated Companies Dept.	Senior General Manager of Corporate Administration Div., General Manager of Business Planning Dept., General Administration Dept., CSR & Environment Dept. and Affiliated Companies Dept.
Jinya Shoji Corporate Vice President	-Overseas Sales & Marketing Div. 1 -Subaru Canada, Inc. -North American Subaru, Inc.	-Global Marketing Div.
	Senior General Manager of Overseas Sales & Marketing Div. 1, Executive Vice President of Subaru of America, Inc.	Chief General Manager of Global Marketing Div.

7. Responsibilities of New Corporate Vice Presidents (Effective April 1, 2018)

Name	Effective April 1, 2018	Current
Hiromi Tamou Corporate Vice President	-Engineering Management Div. -Technical Research Center	Senior General Manager of Engineering Div. 1, General Manager of Advanced Engineering Dept. and Engineering Div. 2
	Senior General Manager of Engineering Management Div., Chief General Manager of Technical Research Center	
Yoichi Sato Corporate Vice President	-Japan Sales & Marketing Div.	Senior General Manager of Japan Sales & Marketing Div., General Manager of Sales Planning Dept.
	Chief General Manager of Japan Sales & Marketing Div.	
Takeshi Seiyama Corporate Vice President	-Subaru of Indiana Automotive, Inc.	Senior Vice President of Subaru of Indiana Automotive, Inc., Senior General Manager of Purchasing Div.
	Executive Vice President of Subaru of Indiana Automotive, Inc., Senior General Manager of Purchasing Div.	
Osamu Eriguchi Corporate Vice President	-Engineering Div. 2	Senior General Manager of Engineering Div. 2
	Chief General Manager of Engineering Div. 2	
Tomoaki Emori Corporate Vice President	-Global Marketing Div.	Senior General Manager of Overseas Sales & Marketing Div. 1, General Manager of North America Business Planning Dept. and North America Sales & Marketing Dept.
	Chief General Manager of Global Marketing Div.	
Tatsuya Okuno Corporate Vice President	-Engineering Div. 1	Senior General Manager of Engineering Div. 1
	Senior General Manager of Engineering Div. 1	
Tamotsu Inui Corporate Vice President	-Cost Planning & Management Div.	General Manager of Cost Planning Dept., Cost Planning & Management Div.
	Chief General Manager of Cost Planning & Management Div.	