

Announcement of Change to Organizational Structure, Reshuffling Executives, and Personnel Changes

Hyogo, Japan – December 27, 2024 – Toyo Tire Corporation (President & CEO: Takashi Shimizu) announces the following organizational structure change and personnel changes, including a reshuffling of executives.

1. Organizational Structure Change

The following change of the organizational structure will take effect on January 1, 2025

(Establishment of a new division)

The Company will establish a new division to provide integrated control over the Rubber Products Development Department, the Automotive Parts Testing Department, and the Automotive Parts Production Technology Department, all of which are performing functions related to automotive parts under the Technology Development Division of the R&D Headquarters. With this organizational change, the Company aims to enable better coordination among the three departments and thereby enhance its automotive parts business capabilities.

- 1) The Automotive Parts Development Division will be established under the R&D Headquarters.
- 2) The Rubber Products Development Department under the Technology Development Division will be renamed the Automotive Parts Development Department and transferred to the newly established Automotive Parts Development Division.
- 3) The Automotive Parts Testing Department and the Automotive Parts Production Technology Department will be transferred from the Technology Development Division to the newly established Automotive Parts Development Division.

2. Reshuffling of executives

Effective on January 1, February 1 and March 26, 2025, the following changes of Directors, Audit & Supervisory Board Members, Corporate Officers will be made.

I. Director

1) Director to be Appointed (effective on March 26, 2025)

New Position	Current Position	Name
Director Corporate Officer Vice President, Business Headquarters	Corporate Officer Vice President, Business Headquarters	Kiyohito Hasumi

* The above appointment of a new Director will be presented at the 109th annual general meeting of shareholders as a proposal on the election of Director.

2) Retirement and change in business duties (effective on March 26, 2025)

New Position	Current Position	Name
Senior Corporate Officer Chairman & CEO, Toyo Tire Holdings of Americas Inc. Division General Manager, Americas Business Development Division, Sales Headquarters	Director Corporate Officer Vice President, Sales Headquarters	Tatsuo Mitsuhata

II. Audit & Supervisory Board Member (effective on March 26, 2025)

1) Audit & Supervisory Board Member to be Appointed

New Position	Current Position	Name
Partner, Dojima Law Office External Statutory Corporate Auditor, The Senshu Ikeda Bank, LTD. Audit & Supervisory Board Member (outside auditor), Toyo Tire Corporation	Partner, Dojima Law Office External Statutory Corporate Auditor, The Senshu Ikeda Bank, LTD.	Kenji Fukuda

* The above appointments of new Audit & Supervisory Board Member will be presented at the 109th annual general meeting of shareholders as a proposal on the election of Audit & Supervisory Board Member.

2) Audit & Supervisory Board Member to Retire (effective on March 26, 2025)

New Position	Current Position	Name
Retirement	Audit & Supervisory Board Member (outside auditor)	Tomoyuki Matsuba

III. Corporate Officers

1) Change of Assignments for a Corporate Officer (effective on January 1, 2025)

New Position	Current Position	Name
Corporate Officer Division General Manager, Central Research Center,	Corporate Officer Division General Manager, Central Research Center, Division General Manager, Production Engineering Division, R&D Headquarters	Ichiro Shima

2) Change of Assignments for a Corporate Officer (effective on February 1, 2025)

New Position	Current Position	Name
Corporate Officer Vice President, Quality Assurance, Environment & Safety Headquarters	Corporate Officer Vice President, Quality Assurance, Environment & Safety Headquarters Division General Manager, Quality Assurance Division, Quality Assurance, Environment & Safety Headquarters Division General Manager, Environment & Safety Division	Hideaki Takahashi

3) Appointment of Senior Corporate Officer (effective on March 26, 2025)

New Position	Current Position	Name
Senior Corporate Office Vice President, Quality Assurance, Environment & Safety Headquarters	Corporate Officer Vice President, Quality Assurance, Environment & Safety Headquarters	Hideaki Takahashi

4) Change of Assignments for a Corporate Officer (effective March 26, 2025)

New Position	Current Position	Name
Corporate Officer Vice President, Sales Headquarters Division General Manager, Europe, Africa & Middle East Sales Division	Corporate Officer President, Toyo Tire Holdings of Europe GmbH Managing Director, Toyo Tire Sales and Marketing Europe LLC Indija	Kenta Kuribayashi

5) Retirement and change of Assignments for a Corporate Officers (effective on March 26, 2025)

New Position	Current Position	Name
Advisor (full-time)	Executive Corporate Officer Chairman & CEO, Toyo Tire Holdings of Americas Inc. Division General Manager, Americas Business Development Division, Sales Headquarters	Tomoshige Mizutani
Advisor (full-time)	Corporate Officer Chairman & CEO, Toyo Tire Serbia LLC	Yoji Imura

IV. Advisor (full-time)

1) Change of Assignments for Advisor (effective on February 1, 2025)

New Position	Current Position	Name
Advisor (full-time) Assistant to Vice President, Sales Headquarters General Manager, Sales Planning Dept.	Advisor (full-time) Assistant to Vice President, Sales Headquarters	Satoshi Taketsugu

3. Personnel Changes

The following personnel changes will be effective as of January 1 and February 1, 2025, respectively.

1) Personnel changes (effective January 1, 2025)

New Position	Current Position	Name
Division General Manager, Automotive Parts Development Division	General Manager, Rubber Products Development Dept., Technology Development Division	Shingo Hatakeyama
Division General Manager, Production Engineering Division President, ORIENT MACHINERY CO., LTD.	Assistant to Division General Manager, Production Engineering Division President, ORIENT MACHINERY CO., LTD.	Masato Kitagawa
General Manager, Automotive Parts Development Dept., Automotive Parts Development Division	Automotive Parts Business Development Division	Hiroshi Maekawa
General Manager, Department No.2, Central Research Center	General Manager, TB Tire Development Dept., Technology Development Division	Kenichi Yamashita
General Manager, TB Tire Development Dept., Technology Development Division	TB Tire Development Dept., Technology Development Division	Shugo Mitamura
General Manager, Advanced Technology Development Dept., Technology Development Division	General Manager, O.E. Tire Development Dept., Technology Development Division	Toshifumi Sakata
General Manager, O.E. Tire Development Dept., Technology Development Division	O.E. Tire Development Dept., Technology Development Division	Soichi Takahashi

New Position	Current Position	Name
General Manager, Electrical System Dept., Production Engineering Division	Electrical System Dept., Production Engineering Division	Hiroya Nishida

2) Personnel changes (effective February 1, 2025)

New Position	Current Position	Name
Division General Manager, Environment & Safety Division	General Manager, Environment & Health Dept., Environment & Safety Division	Takayuki Kato
General Manager, Environment & Health Dept., Environment & Safety Division	Environment & Health Dept., Environment & Safety Division	Tetsuro Niji
Division General Manager, Quality Assurance Division	General Manager, Quality Assurance Dept. No.1, Quality Assurance Division	Takeshi Nishigami
General Manager, Quality Assurance Dept. No.1, Quality Assurance Division	Quality Assurance Dept. No.1, Quality Assurance Division	Masatoshi Tani
General Manager, Consumer Tire Technical Service Dept., Quality Assurance Division	Tire Testing Dept., Technology Development Division	Yoshinori Asayama
General Manager, Customer Relations Dept., Quality Assurance Division	Customer Relations Dept., Quality Assurance Division	Tomokazu Fukuchi

3) Personnel changes (effective February 1, 2025)

New Position	Current Position	Name
President, Toyo Tire Holdings of Europe GmbH Chairman & CEO Toyo Tire Serbia LLC	Executive Vice President, Toyo Tire Holdings of Europe GmbH Assistant to the Chairman, Toyo Tire Serbia LLC	Tomohisa Yamaguchi
Managing Director, Toyo Tire Sales and Marketing Europe LLC Indija	Division General Manager, Europe, Africa & Middle East Sales Division	Masaomi Kono

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