

December 25, 2025

Company name: AUTOBACS SEVEN CO., LTD.  
Name of representative: Yugo Horii, Representative Director &  
Chief Executive Officer  
(Securities code: 9832; Prime Market)  
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## Notice Concerning Organizational and Personnel Changes

AUTOBACS SEVEN Co., Ltd. (the “Company”) announces organizational and personnel changes of the Company and its subsidiaries.

### 1. Purpose

As the AUTOBACS Group advances the transformation of its business toward future evolution and growth to realize the purpose set forth in its long-term vision, the Group continues to evolve into an organization capable of responding to the rapidly changing mobility aftermarket environment through multiple approaches. Under these circumstances, with the aim of enhancing strategic execution capabilities to steadily drive transformation toward achieving the 2024 Medium-Term Business Plan and transitioning into an integrated mobility after-sales market player, the Company and its subsidiaries is implementing organizational and personnel changes.

### 2. Organizational Changes

(Effective January 1, 2026)

#### (1) Subsidiary

- (i) BL Nishi-Nihon Ltd., established on December 18, 2025, will be placed under the Fleet Business Division. BL Yamaguchi Company will be newly established under BL Nishi-Nihon Ltd.

(Scheduled for February 1, 2026)

#### (1) Subsidiary

- (i) AUTOBACS Higashi-Nihon Sales Ltd., currently under the Kanto Regional Division, is divided into AUTOBACS Higashi-Nihon Sales Ltd. (the splitting company) and AUTOBACS Kanto Sales Ltd. (the successor company, established on November 6, 2025). Following the company split, AUTOBACS Higashi-Nihon Sales Ltd. (the splitting company) is renamed AUTOBACS Kanto Sales Ltd., and AUTOBACS Kanto Sales Ltd. (the successor company) is renamed AUTOBACS Higashi-Nihon Sales Ltd. The renamed AUTOBACS Higashi-Nihon Sales Ltd. is transferred from the Kanto Regional Division to the Northern Japan Regional Division.

(Effective April 1, 2026)

#### (1) The Company (AUTOBACS SEVEN)

- (i) The Business Strategy Department is newly established under the direct supervision of the CEO.
- (ii) The Master Data Development Department is newly established under the direct supervision of the CEO.
- (iii) The BEELINE Business Division is newly established, and the control functions and operating subsidiaries related to the BEELINE business currently under the Fleet Business Division is transferred to this division.

- (iv) The Digital Communication Department is newly established under the Chief AUTOBACS Chain Officer.
- (v) The Sales Planning Department is abolished, and its functions are transferred to the respective regional divisions under the Chief AUTOBACS Chain Officer.

(2) Subsidiary

- (i) Akita Company is newly established under AUTOBACS Higashi-Nihon Sales Ltd.
- (ii) Tohoku Company under AUTOBACS Higashi-Nihon Sales Ltd. is renamed Iwate & Miyagi Company.

3. Changes in Personnel

\*The table below does not include cases where only the organization name has been changed.

(Effective February 1, 2026)

(1) Subsidiary

(\*) indicates positions of the Company.

Name	New position	Current position
Ryuta Takeuchi	Representative Director, AUTOBACS Higashi-Nihon Sales Ltd. *Division Manager, Northern Japan Regional Division	*Division Manager, Northern Japan Regional Division
Michio Inaba	Representative Director, AUTOBACS Kanto Sales Ltd. *Division Manager, Kanto Regional Division	Representative Director, AUTOBACS Higashi-Nihon Sales Ltd. Representative Director, AUTOBACS Kanto Sales Ltd. *Division Manager, Kanto Regional Division

(Effective April 1, 2026)

(1) The Company (AUTOBACS SEVEN)

Name	New position	Current position
Kenichi Hosoya	Division Manager, Internet Business Division / BEELINE Business Division Representative Director, C6-2 Holdings Co., Ltd.,	Division Manager, Internet Business Division
Tetsuo Endo	Department Manager, Corporate Planning Department	Department Manager, Personnel Department
Hironori Suzuki	Department Manager, Business Strategy Department	Department Manager, Corporate Planning Department
Hiroaki Kako	Department Manager, Personnel Department	Manager, Personnel Department
Satoru Ueno	Department Manager, Master Data Development Department	Management Support Team

Name	New position	Current position
Akinobu Seki	Department Manager, Digital Communication Department	Manager, Sales Promotion Department
Shiro Saito	Department Manager, Kanagawa & Shizuoka Area Sales Department	Manager, Kanagawa & Shizuoka Area Sales Department
Hajime Ito	Department Manager, Nagano & Niigata Area Sales Department	Department Manager, Kanagawa & Shizuoka Area Sales Department
Katsuhiko Asano	Department Manager, Northern Kanto Area Sales Department	Director, AUTOBACS Nishi-Nihon Sales Ltd. President, Nagasaki Company

(Effective April 1, 2026)

(2) Subsidiary

(\*) indicates positions of the Company.

Name	New position	Current position
Tetsuya Chiwaki	Representative Director & President, AUTOBACS SQUARE CARS Co., Ltd. *Division Manager, Car Trading Business Division	*Division Manager, Car Trading Business Division
Karwai Lau	Président, AUTOBACS FRANCE S.A.S. Director & Chief Executive Officer, AUTOBACS VENTURE SINGAPORE PTE LTD Managing Director, AUTOBACS CAR CARE (SINGAPORE) PTE. LTD. *Division Manager, Global Retail & Services Business Division (GRS)	Président, AUTOBACS FRANCE S.A.S. *Division Manager, Global Retail & Services Business Division (GRS)
Izuru Takenaka	Director, AUTOBACS Higashi-Nihon Sales Ltd. President, Akita Company	AUTOBACS Higashi-Nihon Sales Ltd. Akita Company
Takashi Watanabe	Director, AUTOBACS Kansai Sales Ltd. President, Keihan Company	AUTOBACS Kansai Sales Ltd. Keihan Company
Junji Nishioka	Director, AUTOBACS Nishi-Nihon Sales Ltd. President, Yamaguchi Company	AUTOBACS Nishi-Nihon Sales Ltd. Yamaguchi Company

Name	New position	Current position
Kazuhiro Uda	Director, AUTOBACS Nishi-Nihon Sales Ltd. President, Nagasaki Company	Director, AUTOBACS Nishi-Nihon Sales Ltd. President, Yamaguchi Company
Yoshifumi Hanamoto	Director, AUTOBACS Nishi-Nihon Sales Ltd. President, Kumamoto Company	Director, AUTOBACS Kansai Sales Ltd. President, Keihan Company