

March 19, 2012  
**JATCO Ltd**

## **JATCO Organization Changes for Fiscal Year 2012**

### **1. Basic Policies**

JATCO implements organizational changes for fiscal year 2012 in order to realize speedy implementation of the president's business policies below.

- 5S (Workplace Organization Methodology)
- Kill Redundancy
- Technological Leadership
- Talent Development

### **2. Main Organizational Changes**

- In order to clarify the responsibilities of the function and corporate officers, the company is establishing an organization structure with seven global functions. They are (1) Business Planning (2) Finance (3) Human Resources and Administration (4) Customer Quality Assurance (5) Research and Development (6) Purchasing (7) Production. The heads of these seven divisions become members of Executive Committee to make management decisions.
- In order to correspond to the business expansion in the Americas, a Corporate Officer is assigned to be responsible for managing both JATCO USA, Inc. and JATCO Mexico S.A. de C.V. to facilitate cooperation between the two companies.
- Enhance marketing function by integrating the Product Planning Division and the Sales and Marketing Division to create competitive products in line with the diversified customers' needs.
- Future Technology Center is newly established in order to establish foundation for the technologies of the future. The Center is starting with addressing the rise of electric vehicles, increasing the technological base, and leveraging the strength of JATCO.
- To manage all talent at JATCO Group, Talent Development Department is established to develop and appoint employees who can work actively on a global scale.

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## JATCO Corporate Officers in FY12

## 1. Corporate Officers (As of April 1)

President & CEO	Takashi Hata	General management of: Finance Division Human Resources & Administration Division Purchasing Division JATCO México, S.A. de C.V. JATCO USA, Inc. JATCO Guangzhou Automatic Transmission Ltd. JATCO Engineering Ltd Responsible for: Internal Audit Office	Commission: JATCO Guangzhou Automatic Transmission Ltd. Chairman JATCO Engineering Ltd Chairman
Executive Vice President	Yo Usuba	General management of: Customer Quality Assurance Division R&D Division Responsible for: JATCO Korea Engineering, Corp.	Commission: JATCO Korea Engineering, Corp. Chairman
	Seiji Honda	General management of: Production Division Responsible for: JATCO Plant Tec Ltd JATCO Tool Ltd	Commission: JATCO Plant Tec Ltd Chairman JATCO Tool Ltd Chairman
Executive Vice President (Promotion)	Hitoshi Nagakura	General management of: Business Planning Division CIO Responsible for: Jatco (Thailand) CO., Ltd. JATCO France SAS JATCO Korea Service Corp.	Commission: Jatco (Thailand) CO., Ltd. Chairman JATCO France SAS Chairman
Senior Vice President	Akira Hasenaka	Responsible for: Finance Division CFO	
	Toru Akiba	Responsible for: Purchasing Division	Commission: Purchasing Department General Manager

	Minoru Kurosawa	Responsible for: Future Technology Center	Commission: Future Technology Center General Manager
	Akira Ishii	Responsible for: Customer Quality Assurance Division	
Corporate Vice President	Takeshi Kitajo	Responsible for: Human Resources & Administration Division	Commission: Human Resources Development Department General Manager
	Kazutoshi Noma	Responsible for: Project Promotion Office Experiment Department Control System Development Department	
	Tomoyoshi Sato	Responsible for: JATCO México, S.A. de C.V. JATCO USA, Inc.	Commission: JATCO México, S.A. de C.V. Chairman JATCO USA, Inc. Chairman
	Toshihiro Ninomiya	Responsible for: Advanced Technology Development Department Hardware System Development Department Engineering Analysis Technology Development Center Technical Cost Reduction Promotion Department	
	Shinji Morihira	Responsible for: Product Marketing Strategy Office Unit Program Director Office Sales Department	
(Newly Appointed)	Teruo Ashikari	Responsible for: CVT Manufacturing Plant FF A/T Manufacturing Plant FR A/T Manufacturing Plant Yagi & Kyoto Manufacturing Plant	

		Quality Assurance Department Production Administration Department Production Control Department	
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## 2. VPs (As of April 1)

VP	Takashi Kamijukkoku	Responsible for: Jatco Excellent Production System Promotion Department	
	Takayuki Kikukawa	Responsible for: Unit Process Engineering Department Parts Process Engineering Department Prototype Manufacturing Department	Commission: Prototype Manufacturing Department General Manager
	Harumi Okazaki	Responsible for: JATCO (Guangzhou) Automatic Transmission Ltd.	Commission: JATCO (Guangzhou) Automatic Transmission Ltd. President

## 3. Fellow (As of April 1)

Fellow	Takashi Shibayama	Responsible for: Building Monozukuri / Technology policy
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## 4. Retiring Corporate Officers

As of March 31

Corporate Vice President Tatsuya Hirokawa

<To be appointed as : JATCO Plant Tec Ltd President>

Corporate Vice President Shigeru Suzuki

<To be appointed as : Production Division Adviser of Executive Vice President>

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