

For release March 9, 2018

Organizational and Personnel Changes

Mazda Motor Corporation has announced the following organizational and personnel changes, effective April 1, 2018.

1. Organizational Changes

(1) Changes in the area of corporate services

Aims

- Integrate and consolidate closely related operations to strengthen corporate governance, compliance and risk management, and strengthen and streamline community relations, CSR and company-wide operational support activities.
- In line with the expansion of operations, change the status of the organization from Office to Division and rename it to make the role of the division clear.

Details of the organizational changes

- Rename the Office of General and Legal Affairs the Corporate Services Division
- Newly establish the Legal Affairs Department and the General Affairs Department
- Transfer the CSR and Environment Department to the Corporate Services Division

(2) Changes in the area of product strategy

Aims

- Strengthen product and business strategies and planning

Details of the organizational changes

- Transfer the Architecture Design Department to the Product Strategy Division

(3) Changes in the area of global marketing and sales

Aims

- Streamline functions and operations and allow more flexible use of human resources by reorganizing the market operation departments, currently divided by geographical region, into two departments, one to manage overseas subsidiary sales companies and another to provide operational support to independent distributors.

Details of the organizational changes

- Establish Market Operations Department No. 1 to oversee the operations of the overseas subsidiary sales companies currently overseen by the American Market Operations Department, the European/Oceania Market Operations Department and the Middle

East/Africa Market Operations Department.

- Establish the Market Operation Department No. 2 to provide operational support for the independent distributors currently overseen by the American Market Operations Department and the Middle East/African Market Operations Department.
- In line with the above changes, eliminate the American Market Operations Department, the European/Oceania Market Operations Department and the Middle East/Africa Market Operations Department.

(4) Changes in the area of general affairs in Tokyo

Aims

- Strengthen public liaisons at the Tokyo Office to improve work efficiency and enable the company to respond quickly to rapid changes in areas such as technological innovation, trade, taxation and the environment.

Details of the organizational changes

- Promote the Tokyo General Affairs Group to the level of Department.

2. Personnel Changes

(1) Executive officers

<Effective March 9, 2018>

New Post	Current Post	Name
Executive Officer General Manager, US Production Preparation Office; President, Mazda Toyota Manufacturing U.S.A., Inc.	Executive Officer General Manager, US Production Preparation Office	Masashi Aihara

<Effective April 1, 2018>

New Post	Current Post	Name
Managing Executive Officer In charge of ASEAN Business and New Emerging Markets; President, Mazda South East Asia Ltd.	Managing Executive Officer In charge of ASEAN Business; President, Mazda South East Asia Ltd.	Hiroshi Inoue
Managing Executive Officer Global Sales Coordination; In charge of Brand Enhancement and Global Marketing	Managing Executive Officer Global Sales Coordination; In charge of Brand Enhancement, Global Marketing and Customer Service	Yasuhiro Aoyama
Managing Executive Officer Oversight of Tokyo Office; In charge of Corporate Liaison; Assistant to the Officer in charge of Corporate Planning and Corporate Communications	Executive Officer Oversight of Tokyo Office; In charge of Corporate Liaison; Assistant to the Officer in charge of Corporate Planning and Corporate Communications	Raita Nishiyama

Managing Executive Officer Assistant to the Officer overseeing Administrative Domain; In charge of Global Auditing, CSR, Environment, Secretariat, General & Legal Affairs, Compliance and Risk Management	Executive Officer In charge of Global Auditing, CSR, Environment, Secretariat, General & Legal Affairs, Compliance, Risk Management and Mazda Hospital	Makoto Yoshihara
Managing Executive Officer In charge of Global Quality; Assistant to the Officer in charge of Cost Innovation	Executive Officer In charge of Global Quality; Assistant to the Officer in charge of Cost Innovation	Takeshi Mukai
Executive Officer In charge of Customer Service; Assistant to the Officer in charge of Brand Enhancement and Global Marketing	Executive Officer General Manager, Customer Service Div.	Ryuichi Umeshita
Executive Officer In charge of Global Human Resources, Safety, Health & Disaster Prevention and Mazda Hospital	Executive Officer General Manager, Human Resources Office	Kazuhiisa Yoshida
Executive Officer In charge of R&D Administration and Product Strategy	Executive Officer In charge of R&D Administration and Product Strategy; General Manager, Product Strategy Div.	Hidetoshi Kudo
Executive Officer General Manager, Corporate Communications Div.	General Manager Corporate Communications Div.	Takeji Kojima

Executives to step down from their position

Current Post	Name
Managing Executive Officer Assistant to the Officer overseeing Administrative Domain; In charge of Global Human Resources and Safety, Health & Disaster Prevention	Takeshi Fujiga

(2) General managers and above

New Post	Current Post	Name
General Manager Corporate Liaison & Research Dept.	General Manager Domestic Corporate Communications Dept.	Ken Haruki
Deputy General Manager US Production Preparation Office and Dispatched to Mazda Toyota Manufacturing U.S.A., Inc. (Vice President) (Effective March 9, 2018)	Deputy General Manager US Production Preparation Office	Ikuo Sugiyama

Staff Manager Cost Planning Div. and Staff Manager Purchasing Div.	General Manager Cost Innovation Dept.	Seiji Okada
General Manager Cost Innovation Dept.	Manager Interior & Exterior Components Development Dept.	Katsumi Shiraishi
General Manager Product Strategy Div.	General Manager Product Planning Dept. and Deputy General Manager Product Div.	Ayumu Doi
General Manager Architecture Design Dept.	Staff Manager Product Div.	Isao Toda
Staff Manager Architecture Design Dept.	General Manager Architecture Design Dept.	Yasushi Yoshimura
General Manager China Business Promotion Dept. and General Manager China Business Div.	General Manager China Business Promotion Dept. and Deputy General Manager China Business Div.	Osamu Kawamura
Staff Manager MDI Project Office	Deputy General Manager Customer Service Div.	Yoji Maekawa
Staff Manager R&D Planning Dept.	Dispatched to Mazda Motor (China) Co., Ltd. (Director and Vice President)	Shunro Yamashita
General Manager Product Div.	Deputy General Manager Product Div.	Kenichiro Saruwatari
General Manager Product Planning Dept.	Staff Manager Product Planning Dept.	Koji Mizuguchi
Deputy General Manager Powertrain Development Div. and Deputy General Manager Vehicle Development Div. and Staff Manager Integrated Control System Development Div.	General Manager Driveability & Environmental Performance Development Dept. and Senior Research Engineer Integrated Control System Development Div.	Hiroshi Tokushige

Staff Manager Powertrain Development Div.	General Manager PT Control System Development Dept.	Ryo Shimizu
General Manager PT Control System Development Dept.	Manager PT Control System Development Dept.	Kota Matsue
General Manager Driveability & Environmental Performance Development Dept.	Manager Drivetrain Development Dept.	Yuji Shitani
Deputy General Manager Hiroshima Plant	Dispatched to Mazda Powertrain Manufacturing (Thailand) Co., Ltd. (President and CEO)	Mitsunobu Mukaida
General Manager Powertrain Production Dept. No.4, Hofu Plant	Manager Powertrain Production Dept. No.2, Hiroshima Plant	Mitsunori Ishizaki
Deputy General Manager Quality Div.	General Manager Field Quality Dept. and Deputy General Manager Quality Div.	Takashi Kamioka
General Manager Quality Engineering Dept. (Hofu)	Manager Quality Engineering Dept. (Hofu)	Hirokazu Inoue
General Manager Field Quality Dept.	Dispatched to Mazda de México Vehicle Operation (Vice President)	Yoshitomi Inagaki
Staff Manager Field Quality Dept.	General Manager Quality Engineering Dept. (Hofu)	Shinobu Kanemori
General Manager Product Marketing Dept. and Deputy General Manager Global Sales & Marketing Div.	General Manager Global Sales Planning Dept.	Hiroshi Shiba
General Manager Market Operations Dept. No.1 and Deputy General Manager Global Sales & Marketing Div.	General Manager European/Oceania Markets Operations Dept.	Tadashi Miura

Staff Manager Product Marketing Dept.	General Manager Product Marketing Dept. and Deputy General Manager Global Sales & Marketing Div.	Hiroshi Kuwabara
General Manager Market Operations Dept. No.2	General Manager Middle East/African Market Operations Dept.	Hiroshi Yoshida
General Manager Global Sales Planning Dept.	General Manager Sales Administration Dept.	Noboru Watanabe
General Manager Sales Administration Dept.	Dispatched to Mazda Sales (Thailand) Co., Ltd. (Vice President)	Hironori Tanaka
General Manager Sales Promotion Dept.	General Manager East Japan Business Dept.	Hideki Onuki
General Manager East Japan Business Dept.	Dispatched to Tokai Mazda Sales Co., Ltd. (Senior Managing Director)	Mitsuhiro Hiraishi
General Manager West Japan Business Dept.	General Manager Sales Promotion Dept.	Masanori Hira
General Manager Customer Service Div.	Dispatched to Mazda Parts Co.,Ltd. (Representative Director & President)	Taketo Ishida
Deputy General Manager Customer Service Div.	Staff Manager MDI Project Office	Hiroshi Murakami
General Manager Domestic Corporate Communications Dept.	Manager Global Communications Planning Dept.	Yoshikazu Nagai
General Manager Human Resources Office	Deputy General Manager Human Resources Office	Noriyuki Takimura

Deputy General Manager Human Resources Office	Staff Manager Human Resources Office	Yuzo Toyoda
Deputy General Manager Human Resources Office	Staff Manager Human Resources Office	Masahiko Takamura
General Manager Corporate Services Div.	General Manager Office of General & Legal Affairs	Kenji Matsumoto
General Manager Legal Affairs Dept.	Deputy General Manager Office of General & Legal Affairs	Naoyuki Osaki
General Manager General Affairs Dept.	Dispatched to Mazda de México Vehicle Operation	Yutaka Fujiie
General Manager Tokyo General Affairs Dept.	Dispatched to Mazda Sales (Thailand) Co., Ltd. (Vice President)	Hiroshi Kugo
Staff Manager Tokyo General Affairs Dept.	General Manager China Business Div.	Norio Sekine
Advisor Mazda Hospital	Director Mazda Hospital	Nobuyoshi Okuhira
Director Mazda Hospital	Vice Director Mazda Hospital	Toru Tamura
Vice Director Mazda Hospital	Chief General Manager Medical Dept.	Kazuhiro Tsukisaka
Vice Director Mazda Hospital	Chief General Manager Medical Dept.	Kotaro Sumii

Dispatched to Mazda Parts Co.,Ltd. (Representative Director & President)	General Manager West Japan Business Dept.	Yasunari Tanimoto
Dispatched to Kita-Kanto Mazda Co., Ltd. (Senior Managing Director)	Dispatched to Kyusyu Mazda Co., Ltd. (Senior Managing Director)	Noriro Ishibashi
Dispatched to Kanto Mazda Co., Ltd. (Managing Director)	General Manager Corporate Liaison & Research Dept.	Yasushi Nakatsu
Dispatched to Kyusyu Mazda Co., Ltd. (Senior Managing Director)	Staff Manager Business Development Dept.	Tsutomu Yamashita
Dispatched to EV C.A. Spirit Co., Ltd.	General Manager Product Div.	Kohji Noma
Dispatched to Toyo Advanced Technologies Co., Ltd. (Representative Director & President)	Dispatched to Toyo Advanced Technologies Co., Ltd. (Representative Director Vice President Executive Officer)	Masahiko Ichida
Dispatched to Mazda Motor (China) Co., Ltd. (Director and Vice President)	Deputy Program Manager Vehicle Development Promotion Dept.	Hitoshi Takamatsu
Dispatched to Mazda Powertrain Manufacturing (Thailand) Co., Ltd. (Executive Vice President)	General Manager Powertrain Production Dept. No.4, Hofu Plant	Atsutoshi Tsuchida
Dispatched to Mazda Powertrain Manufacturing (Thailand) Co., Ltd. (President and CEO)	Dispatched to Mazda Powertrain Manufacturing (Thailand) Co., Ltd. (Executive Vice President)	Taketo Hironaka
Dispatched to Mazda de México Vehicle Operation (Vice President)	Dispatched to Mazda de México Vehicle Operation	Seiji Suehiro
Dispatched to Mazda de Colombia S. A. S. (President)	General Manager American Market Operations Dept. and Deputy General Manager Global Sales &Marketing Div.	Nobuyuki Sato

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