



March 12, 2019

Organizational and Personnel Changes

Mazda Motor Corporation has announced the following organizational and personnel changes, effective April 1, 2019.

1. Organizational Changes

(1) Changes in the area of cost planning

Aims

- Establish a framework for the consistent promotion of cost development per commodity for each model in the product planning and development stage in order to enhance profitability.

Details of changes

- Abolish the Cost Planning Department and Cost Innovation Department in the Cost Planning Division, and newly establish the Cost Planning & Promotion Department, the Commodity Planning & Promotion Department, and the Program Finance Planning Department.

(2) Changes in the area of MDI and information technology

Aims

- In light of the accelerating pace of digital innovation, consolidate human resources who understand both business requirements and IT systems and enable an integrated approach from operation design through to system planning, launch and operation, thereby streamlining system development and operational improvements and maximizing the business impact.
- Strengthen IT infrastructure and application development capabilities to respond to technological advances in connected services and facilitate their efficient deployment to global markets.

Details of changes

- Integrate the MDI Project Office and the IT Solution Division to form the MDI & IT Division.
- Newly establish the MDI Operations Design Department and the Connected Systems Department.
- Transfer some of the functions of the System Strategy & Administration Department to the MDI Operations Design Department and rename the former the System Governance & Administration Department.

(3) Changes in the area of Mazda Production System (MPS)

Aim

- Strengthen quality assurance processes and further improve productivity by deploying, establishing and expanding the Mazda Production System across the whole supply chain, including at suppliers.

Details of changes

- Newly establish the independent MPS Promotion Department as an independent department.

(4) Changes in the area of domestic business

Aim

- Promote Trade Cycle Management (TCM) as new-generation products are launched and restructure operational support for dealers in order to respond quickly to changes in the market and achieve stable profit growth.

Details of changes

- Consolidate TCM-related functions from various departments and newly establish the TCM Promotion Department.
- Integrate the East Japan Business Department and the West Japan Business Department to form the Sales Department.

2. Personnel changes

(1) Executive officers and Fellow

New post	Current post	Name
Representative Director Executive Vice President Assistant to President; Oversight of Global Marketing, Sales and Customer Service	Representative Director Executive Vice President Assistant to President; Oversight of Operations in North America, R&D and MDI	Kiyoshi Fujiwara
Director and Senior Managing Executive Officer Oversight of Corporate Planning Domain, Corporate Liaison and MDI & IT	Director and Senior Managing Executive Officer Oversight of Corporate Planning Domain; In charge of Global IT Solution and MDI	Akira Koga

Senior Managing Executive Officer Oversight of Operations in North America; Chairman and CEO Mazda Motor of America, Inc. (Mazda North American Operations)	Senior Managing Executive Officer Oversight of Marketing Strategy; Assistant to the Officer overseeing Brand Enhancement; President and CEO Mazda Motor of America, Inc. (Mazda North American Operations)	Masahiro Moro
Senior Managing Executive Officer Oversight of R&D and Cost Innovation; In charge of Powertrain Development and Integrated Control System Development	Managing Executive Officer In charge of Powertrain Development, Vehicle Development, Product Planning and Cost Innovation	Ichiro Hirose
Senior Managing Executive Officer Assistant to the Officer overseeing Operations in North America and Brand Enhancement; President Mazda Motor of America, Inc. (Mazda North American Operations)	Senior Managing Executive Officer Assistant to the Officer overseeing Brand Enhancement; President and CEO Mazda Motor Europe GmbH	Jeffrey H. Guyton
Senior Innovation Fellow	Managing Executive Officer Senior Technical Fellow In charge of Technical Research Center and Integrated Control System Development	Mitsuo Hitomi
Managing Executive Officer Assistant to the Officer overseeing Production and Business Logistics	Managing Executive Officer In charge of Global Production and Global Business Logistics	Masatoshi Maruyama
Managing Executive Officer In charge of Operations in Europe; Assistant to the Officer overseeing Brand Enhancement; President and CEO Mazda Motor Europe GmbH	Managing Executive Officer Global Sales Coordination; In charge of Brand Enhancement and Global Marketing	Yasuhiro Aoyama
Managing Executive Officer In charge of Global Production, Global Business Logistics and Cost Innovation	Managing Executive Officer In charge of Global Quality; Assistant to the Officer in charge of Cost Innovation	Takeshi Mukai

Managing Executive Officer In charge of Global Quality; Assistant to the Officer in charge of Cost Innovation	Executive Officer Assistant to the Officer in charge of Global Production; General Manager Hofu Plant	Hidenori Kawakami
Executive Officer In charge of Brand Enhancement, Global Marketing and Customer Service	Executive Officer In charge of Customer Service; Assistant to the Officer in charge of Brand Enhancement and Global Marketing	Ryuichi Umeshita
Executive Officer In charge of R&D Administration, Product Strategy and Technical Research Center	Executive Officer In charge of R&D Administration and Product Strategy	Hidetoshi Kudo
Executive Officer In charge of Vehicle Development and Product Planning	Executive Officer General Manager Vehicle Development Div.	Hiroyuki Matsumoto
Executive Officer General Manager MDI & IT Div.	General Manager MDI Project Office and General Manager IT Solution Div.	Akihiro Kidani
Executive Officer General Manager Powertrain Development Div.	General Manager Powertrain Development Div.	Eiji Nakai
Executive Officer Deputy General Manager US Production Preparation Office; Senior Vice President Mazda Toyota Manufacturing U.S.A., Inc.	Deputy General Manager US Production Preparation Office; Senior Vice President Mazda Toyota Manufacturing U.S.A., Inc.	Ikuo Sugiyama
Executive Officer General Manager Domestic Business Div.	General Manager Domestic Business Div.	Hironori Tanaka

Executive to step down from their position

Current post	Name
Managing Executive Officer Assistant to the Officer overseeing Corporate Liaison	Raita Nishiyama

(2) General managers and above

New post	Current post	Name
Technical Fellow	Dispatched to AutoAlliance(Thailand) Co., Ltd. (President)	Masao Harada
Staff Manager Global Auditing Dept.	Dispatched to Kanto Mazda Co., Ltd. (Representative Director & Vice President)	Kenichi Nakao
Staff Manager Cost Planning Div.	Dispatched to Changan Mazda Automobile, Co., Ltd. (Director)	Hideaki Tanaka
General Manager Cost Planning & Promotion Dept.	General Manager Cost Planning Dept.	Shinichiro Morino
General Manager Commodity Planning & Promotion Dept.	General Manager Cost Innovation Dept.	Katsumi Shiraishi
General Manager Program Finance Planning Dept.	Dispatched to Auto Alliance (Thailand) Co., Ltd.	Tsutomu Yasui
Deputy General Manager Product Strategy Div. and General Manager Architecture Design Dept.	General Manager Architecture Design Dept.	Isao Toda
Program Manager China Business Div.	Dispatched to Mazda Motor Taiwan Co., Ltd. (President)	Shunsuke Hamamoto
Deputy General Manager MDI & IT Div.	Deputy General Manager IT Solution Div. and Deputy General Manager Corporate Planning & Development Div. and General Manager System Strategy & Administration Dept.	Yutaka Wasemori
Deputy General Manager MDI & IT Div. General Manager and Program Manager MDI Operations Design Dept.	Staff Manager MDI Project Office	Shigeo Mizuno

Program Manager MDI & IT Div.	Staff Manager MDI Project Office	Masashi Yamasaki
Program Manager MDI Operations Design Dept.	Staff Manager MDI Project Office	Yoji Maekawa
Program Manager MDI Operations Design Dept.	Staff Manager MDI Project Office	Yoshio Kusunoki
Program Manager MDI Operations Design Dept.	Staff Manager MDI Project Office	Shinichi Kikuchi
General Manager Connected Systems Dept.	General Manager Customer & Quality Systems Dept.	Tatsuya Yamada
General Manager Customer & Quality Systems Dept.	Staff Manager IT Solution Div.	Masami Seo
General Manager System Governance & Administration Dept.	Manager System Strategy & Administration Dept.	Toshiyuki Okahara
General Manager R&D Technical Administration Div.	General Manager Powertrain Planning Dept.	Koichi Kondo
Program Manager R&D Technical Administration Div.	General Manager R&D Technical Administration Div.	Yoshiyuki Maeda
General Manager Vehicle Development Div.	Deputy General Manager and Program Manager Vehicle Development Div.	Yoshio Oda
Deputy General Manager Vehicle Development Div. and General Manager Chassis Dynamics Dept.	General Manager Chassis Dynamics Development Dept.	Matsuhiro Tanaka
Deputy General Manager Vehicle Development Div. and General Manager Vehicle Development Promotion Dept.	General Manager Body Development Dept.	Akio Shibata

Program Manager Vehicle Development Div.	Manager Interior & Exterior Components Development Dept.	Ryugo Fujihara
Program Manager Vehicle Development Div.	Staff Manager Body Development Dept.	Hidehori Matsuoka
General Manager Vehicle Testing & Research Dept.	Manager Vehicle Testing & Research Dept.	Minoru Takata
General Manager Body Development Dept.	Program Manager Vehicle Development Div.	Akira Kyomen
Program Manager Integrated Control System Development Div.	Program Manager Powertrain Development Div.	Tatsuro Takahashi
Deputy General Manager Powertrain Development Div. and General Manager Powertrain Planning Dept.	Deputy General Manager and Program Manager Powertrain Development Div.	Naoya Matsuura
Program Manager Powertrain Development Div.	Staff Manager Electric Drive & PT Control Parts Development Dept.	Akira Oohisa
Program Manager Powertrain Development Div.	Staff Manager Powertrain Development Div.	Ryo Shimizu
Program Manager Powertrain Development Div.	General Manager Drivetrain Development Dept.	Junichi Doi
Staff Manager Powertrain Planning Dept.	Program Manager Powertrain Development Div.	Kempo Saito
Senior Principal Engineer Powertrain Technology Development Dept.	General Manager Powertrain Technology Development Dept.	Yasuyuki Terazawa
General Manager Engine Design Engineering Dept.	Staff Manager Engine Design Engineering Dept.	Kazuhiro Tomizawa
General Manager Drivetrain Development Dept.	General Manager Engine Design Engineering Dept.	Yuji Hayashi

Deputy General Manager Technical Research Center and General Manager Powertrain Technology Development Dept.	Deputy General Manager Technical Research Center	Toshihide Yamamoto
General Manager Purchasing Div.	Deputy General Manager Purchasing Div. and General Manager Purchasing Administration Dept.	Kazuhiko Sumi
Deputy General Manager Purchasing Div. and General Manager Parts Purchasing Dept. No.1	General Manager Parts Purchasing Dept. No.3	Koichi Fukano
General Manager Purchasing Administration Dept.	Dispatched to AKI Seat Operation S.A. de C.V.	Kojun Tanaka
General Manager Parts Purchasing Dept. No.3	Manager Parts Purchasing Dept. No.3	Kei Sato
General Manager Powertrain Production Dept. No.3 Hiroshima Plant	Manager Powertrain Production Engineering Dept.	Makoto Ohtsuka
General Manager Hofu Plant	Dispatched to Mazda de México Vehicle Operation (Executive Vice President)	Hironori Okano
General Manager Vehicle Production Dept. No. 4 Hofu Plant	Manager Vehicle Production Dept. No. 1 Hiroshima Plant	Hiroshi Inamura
General Manager MPS Promotion Dept.	General Manager Powertrain Production Dept. No. 3 Hiroshima Plant	Yuzou Yamaga
Deputy General Manager Quality Div.	Deputy General Manager Vehicle Development Div. and General Manager Vehicle Development Promotion Dept.	Kenji Matsuda
General Manager Global Sales & Marketing Div.	Dispatched to Mazda Canada Inc. (President)	Masaharu Kondo

Deputy General Manager Global Sales & Marketing Div. and General Manager Global Sales Planning Dept.	General Manager Global Sales Planning Dept.	Noboru Watanabe
General Manager Market Operations Dept. No.1	Staff Manager Market Operations Dept. No.1	Tomohiro Takagi
General Manager TCM Promotion Dept.	Dispatched to Mazda Chuhan Co., Ltd. (Senior Director)	Satoshi Tanaka
Dispatched to Tohoku Mazda Co., Ltd. (Representative Director & President)	General Manager East Japan Business Dept.	Mitsuhiro Hiraishi
General Manager Sales Dept.	General Manager West Japan Business Dept.	Masanori Hira
Deputy General Manager Customer Service Div.	Deputy General Manager Customer Service Div. and General Manager Customer Service Business Development Dept.	Hiroshi Murakami
Deputy General Manager Customer Service Div.	Deputy General Manager Customer Service Div. and General Manager Regional Product Promotion Dept.	Koichi Kagimoto
General Manager Customer Service Business Development Dept.	Staff Manager Planning Promotion Dept.	Takuya Kato
General Manager Regional Product Promotion Dept.	Staff Manager Regional Product Promotion Dept.	Katsunori Nishioka
Program Manager Corporate Services Div.	General Manager Legal Affairs Dept.	Naoyuki Osaki
General Manager Legal Affairs Dept.	Manager Legal Affairs Dept.	Naoya Kisui
Dispatched to Kanto Mazda Co., Ltd. (Senior Director)	Staff Manager Dealer Management Dept.	Yoshiaki Honma

Dispatched to Kita-Kanto Mazda Co., Ltd. (Representative Director and President)	Staff Manager Dealer Management Dept.	Yukio Kikutani
Dispatched to Koshin Mazda Co., Ltd. (Representative Director and President)	Dispatched to Kanto Mazda Co., Ltd. (Managing Director)	Michihiro Kouno
Dispatched to Tokai-Mazda Co., Ltd. (Senior Managing Director)	Dispatched to Koshin Mazda Co., Ltd. (Representative Director and President)	Isao Suzuki
Dispatched to Mazda Chuhan Co., Ltd. (Senior Managing Director)	Dispatched to Kita-Kanto Mazda Co., Ltd. (Representative Director and President)	Kentarou Kikuchi
Dispatched to Ishizaki Honten Co., Ltd. (Managing Executive Officer)	General Manager Parts Purchasing Dept. No. 1	Hikaru Nakamura
Dispatched to Mazda North American Operations (Vice President)	General Manager Vehicle Testing & Research Dept.	Masaki Ueno
Dispatched to Mazda North American Operations (Senior Vice President)	Dispatched to Mazda North American Operations (Vice President)	Masashi Otsuka
Dispatched to Mazda North American Operations (Senior Director)	Staff Manager US Production Preparation Office	Shinichi Iyo
Dispatched to AutoAlliance (Thailand) Co., Ltd. (Vice President and CFO)	Staff Manager Budget Control Dept.	Tomoyuki Kazama
Dispatched to Changan Mazda Automobile, Co., Ltd. (President)	General Manager Global Sales & Marketing Div.	Toru Nakajima
Dispatched to Mazda Motor Taiwan Co., Ltd. (President)	Deputy General Manager Global Sales & Marketing Div. and General Manager Market Operations Dept. No. 1	Tadashi Miura

Dispatched to Mazda de México Vehicle Operation (Executive Vice President)	General Manager Vehicle Production Dept. No. 4 Hofu Plant	Katsunori Miyawaki
Dispatched to Mazda de México Vehicle Operation (Vice President)	Staff Manager Human Resources Office	Takayuki Ito
—	Dispatched to Tohoku Mazda Co., Ltd. (Representative Director & President) (To retire on March 31, 2019)	Hirofumi Kubota
—	General Manager Purchasing Div. (To retire on March 31, 2019)	Tetsuto Nakamura

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