



March 17, 2023

Organizational and Personnel Changes

Mazda Motor Corporation has announced the following organizational and personnel changes, effective April 1, 2023.

1. Organizational Changes

(1) Corporate strategy, product strategy and technological strategy

Aim

- Establish a framework that promotes the creation of new value more rapidly and consistently taking a medium- and long-term perspective of how a company should be structured and operate in the changing environment surrounding the automobile industry.

Description of changes

- The Corporate Strategy Office, Product Strategy Division, and R&D Technical Administration Division will be abolished. The functions performed by these units are to be consolidated and integrated into the newly established Corporate Strategy Division and R&D Strategy Planning Division.
- Some of the functions performed by the Product & Business Strategy Planning Department and Technology Planning Department within the Product Strategy Division are to be transferred and integrated into the newly established Product and Technology Strategy Department within the Corporate Strategy Division. Also, the Carbon Neutral & Resource Circulation Strategy Department is to be newly established within the Corporate Strategy Division.
- The Product Strategy Division's Architecture Design Department and the R&D Technical Administration Division's Technical Research Department, R&D Administration Department, Environmental & Safety Engineering Department, and Intellectual Property Department are to be transferred to the R&D Strategy Planning Division. In addition, some of the functions performed by the Product Strategy Division's Product & Business Strategy Planning Department and Technology Planning Department are transferred and integrated into the newly established Development Strategy Planning Department. Some of the functions performed by the R&D Technical Administration Division's R&D Planning Department, and the Product Division's Product Planning Department are also to be transferred and integrated into the newly established Development Strategy Planning Department.
- The Product Division will be reorganized and renamed the Product Development Division and some of the functions performed by the Product Planning Department are to be

transferred to the R&D Strategy Planning Division's Development Strategy Planning Department. Some of the functions performed by the Vehicle Development Division's Vehicle Development Promotion Department and the Powertrain Development Division's Powertrain Planning Department are to be transferred to the Product Development Planning Department.

(2) Prototyping

Aim

- Centralize manufacturing knowledge and operations in the fields of prototype development and production technology in order to acquire electrification and other new technologies and promptly establish mass production technology.

Description of change

- The R&D Technical Administration Division's Prototype Fabrication Department will be transferred to the Production Engineering Division.

(3) China business

Aim

- Develop and promote a strategy that accords with circumstances in the Chinese market in an appropriate and expeditious manner.

Description of change

- Functions of the China Business Division are to be transferred to Mazda Motor (China) Co., Ltd. (MCO) and some functions to the Changan Mazda Automobile Co., Ltd. (CMA), and a framework put in place for support operations to be provided by the China Operations Department that will be newly established in the Global Sales & Marketing Division. Following this, the China Business Division, China Business Promotion Department, China Marketing Department, and China Market Support Department will be abolished.

(4) Auditing

Aim

- Strengthen cooperation between the Global Auditing Department and the Corporate Services Division's risk management sections to improve the Mazda Group's internal control processes and further enhance the system of compliance.

Description of change

- The Global Auditing Department will be transferred to the Corporate Services Division.

2. Personnel changes

(1) Executive officers

New post and assignment	Current post and assignment	Name
Director and Assistant to President	Director and Senior Managing Executive Officer Oversight of Corporate Strategy, Product Strategy, MDI & IT and Partnership	Akira Koga*
Director and Senior Managing Executive Officer Oversight of Global Marketing, Sales, Customer Service, New Business (MaaS) and Product Strategy	Director and Senior Managing Executive Officer Oversight of Global Marketing, Sales, Customer Service and New Business (MaaS)	Yasuhiro Aoyama
Senior Managing Executive Officer Oversight of Operations in North America	Senior Managing Executive Officer Oversight of Operations in North America; President and CEO, Mazda Motor of America, Inc. (Mazda North American Operations)	Jeffrey H. Guyton
Senior Managing Executive Officer Oversight of Corporate Strategy, R&D Strategy Planning and MDI & IT; Assistant to the Officer overseeing Carbon Neutrality	Managing Executive Officer In charge of R&D Administration, Product Strategy, Technical Research Center and Carbon Neutrality	Takeji Kojima
Managing Executive Officer Assistant to the Officer overseeing Operations in North America; Executive Vice President, Mazda Motor of America, Inc. (Mazda North American Operations)	Executive Officer Executive Vice President, Mazda Motor of America, Inc. (Mazda North American Operations)	Ryuichi Umeshita
Managing Executive Officer In charge of Vehicle Development and Product Development	Executive Officer In charge of Vehicle Development and Product Planning; General Manager, Product Div.	Hiroyuki Matsumoto
Managing Executive Officer In charge of Global Quality and Cost Innovation	Executive Officer In charge of Global Quality and Cost Innovation	Ikuo Sugiyama
Executive Officer In charge of Powertrain Development and Technical Research Center	Executive Officer In charge of Powertrain Development and Integrated Control System Development	Eiji Nakai
Executive Officer In charge of Operations in China	Executive Officer In charge of Operations in China; General Manager, China Business Div.	Toru Nakajima

Executive Officer In charge of Integrated Control System Development	Executive Officer General Manager, Integrated Control System Development Div.	Michihiro Imada
Executive Officer In charge of R&D Strategy Planning and Carbon Neutrality; General Manager, R&D Strategy Planning Div.	General Manager, Product Strategy Div.	Naohito Saga
Executive Officer In charge of Global Human Resources, Safety, Health & Disaster Prevention and Mazda Hospital; General Manager, Human Resources Div.	General Manager, Human Resources Div.	Tomiko Takeuchi

Note: Mr. Koga will step down as Senior Managing Executive Officer as of March 31 and assume Director and Assistant to President as of April 1.

[Executive to step down from their positions as of March 31]

Current post and assignment	Name
Executive Officer In charge of Global Human Resources, Safety, Health & Disaster Prevention and Mazda Hospital	Kazuhisa Yoshida

(2) General managers and above

New post	Current post	Name
General Manager Corporate Strategy Div.	General Manager Corporate Strategy Office	Nobuyuki Higashino
Deputy General Manager Corporate Strategy Div.	Program Manager Corporate Strategy Office	Seiji Miyoshi
Program Manager Corporate Strategy Div.	Program Manager Corporate Strategy Office	Kenji Aratani
Senior Expert Corporate Strategy Div.	Deputy General Manager Production Engineering Div.	Tsuneyuki Kondou
General Manager Product and Technology Strategy Dept.	General Manager Technology Planning Dept.	Toshio Kamihachi

General Manager Carbon Neutral & Resource Circulation Strategy Dept.	Program Manager Corporate Strategy Office	Hiroshi Kinoshita
Staff Manager Program Finance Planning Dept.	Program Manager Program Finance Planning Dept.	Seiji Okada
General Manager R&D Strategy Planning Div.	General Manager Product Strategy Div.	Naohito Saga
Supreme Principal Engineer R&D Strategy Planning Div. and Supreme Principal Engineer MDI & IT Div.	Senior Principal Engineer Integrated Control System Development Div.	Tomohiko Adachi
Senior Expert R&D Strategy Planning Div.	General Manager R&D Technical Administration Div.	Koichi Kondo
Senior Expert R&D Strategy Planning Div.	General Manager R&D Administration Dept.	Seiichi Ichimura
General Manager Architecture Design Dept.	Deputy General Manager Product Strategy Div. and General Manager Architecture Design Dept.	Isao Toda
General Manager Development Strategy Planning Dept.	General Manager Product & Business Strategy Planning Dept.	Kiyotaka Onaka
Program Manager Development Strategy Planning Dept.	Program Manager Technology Planning Dept	Takahiro Tochioka
General Manager Technical Research Dept. R&D Strategy Planning Div.	General Manager Technical Research Dept. R&D Technical Administration Div.	Teruyoshi Konishi
General Manager R&D Administration Dept.	Manager R&D Administration Dept.	Takashi Takemoto
General Manager Environmental & Safety Engineering Dept. R&D Strategy Planning Div.	General Manager Environmental & Safety Engineering Dept. R&D Technical Administration Div.	Mitsuhide Kikkawa
General Manager Intellectual Property Dept. R&D Strategy Planning Div.	General Manager Intellectual Property Dept. R&D Technical Administration Div.	Takashi Tsuchida

General Manager Product Development Div.	Deputy General Manager Product Div.	Yoshiyuki Wada
Program Manager Product Development Div.	Program Manager Product Div.	Mitsuru Wakiie
Program Manager Product Development Div.	Program Manager Product Div.	Shigeki Saito
Program Manager Product Development Div.	Program Manager Product Div.	Ippei Yamachi
Program Manager Product Development Div.	Program Manager Product Div.	Taro Oike
Program Manager Product Development Div.	Program Manager Product Div.	Taro Maeda
Program Manager Product Development Div.	Program Manager Product Div.	Naoki Moriya
Program Manager Product Development Div.	Program Manager Product Div.	Tomohiro Tanimoto
Program Manager Product Development Div.	Program Manager Product Div.	Koji Mizuguchi
Program Manager Product Development Div.	Program Manager Product Div.	Koichiro Yamaguchi
Program Manager Product Development Div.	Program Manager Product Div.	Kohei Shibata
Program Manager Product Development Div.	Program Manager Product Div.	Yuji Shouno
Program Manager Product Development Div.	Program Manager Product Div.	Wakako Uefuji

Senior Expert Product Development Div.	Dispatched to Mazda E&T Co., Ltd. (Representative Director and President)	Kohji Noma
General Manager Product Development Planning Dept. Product Development Div.	General Manager Product Development Planning Dept. Product Div.	Kenichi Tachikawa
General Manager Product Planning Dept. Product Development Div.	General Manager Product Planning Dept. Product Div.	Kan Matsuoka
General Manager Vehicle Development Div.	Deputy General Manager Vehicle Development Div.	Akira Kyomen
Deputy General Manager Vehicle Development Div.	General Manager Body Development Dept.	Masaki Ueno
General Manager Body Development Dept.	Staff Manager Body Development Dept.	Tomohiro Kajiyama
General Manager Integrated Control System Development Div.	Deputy General Manager Integrated Control System Development Div.	Toshifumi Ikeda
Deputy General Manager Integrated Control System Development Div.	General Manager Electronic Platform Development Dept.	Keigo Fukuda
General Manager Electronic Platform Development Dept.	Staff Manager Electronic Platform Development Dept.	Seiji Numa
General Manager Powertrain Development Div.	Dispatched to Mazda Motor Europe GmbH (Vice President)	Kota Matsue
General Manager Electric Drive & PT Control Parts Development Dept.	Manager Electric Drive & PT Control Parts Development Dept.	Yasushi Torii
General Manager Driveability & Environmental Performance Development Dept.	Manager Driveability & Environmental Performance Development Dept.	Kunihiro Shishima
Expert Engineer Technical Research Center	Senior Principal Engineer Technical Research Center	Hideyuki Yukawa

Deputy General Manager Production Engineering Div.	Program Manager Corporate Strategy Office	Shuji Fujisaki
General Manager Prototype Fabrication Dept. Production Engineering Div.	General Manager Prototype Fabrication Dept. R&D Technical Administration Div.	Toshihiko Nagata
General Manager Quality Div.	Program Manager Product Div.	Takeshi Ishibashi
Deputy General Manager Quality Div. and General Manager Field Quality Dept.	General Manager Field Quality Dept.	Hirokazu Inoue
Senior Expert Quality Div.	General Manager Powertrain Development Div.	Tsuyoshi Goto
General Manager China Operations Dept.	General Manager China Business Promotion Dept.	Jiro Yamamoto
Manager China Operations Dept.	Dispatched to Mazda Motor (China) Co., Ltd. (COO)	Minoru Fujihashi
General Manager Domestic Business Div.	Dispatched to Kusyu Mazda Co., Ltd. (Representative Director and President)	Kousuke Doi
Senior Expert Domestic Business Div.	Dispatched to Kanto Mazda Co., Ltd. (Representative Director and President)	Hiroaki Shimada
General Manager Domestic Business Development Dept.	Staff Manager Domestic Business Development Dept.	Kenta Nakanishi
Staff Manager Domestic Product Marketing Dept.	Program Manager Product Div.	Keisuke Saito
Staff Manager Domestic Product Marketing Dept.	Dispatched to Mazda Chuhan Co., Ltd. (Representative Director and Vice President)	Kentarou Kikuchi
Staff Manager Domestic Product Marketing Dept.	Dispatched to Okinawa Mazda Co., Ltd. (Representative Director and President)	Nao Fujima

General Manager Customer Journey Development Dept.	Dispatched to Fukushima Mazda Co., Ltd. (Representative Director and President)	Kousuke Souma
Staff Manager Outlet Operation Support Dept.	Dispatched to Tohoku Mazda Co., Ltd. (Representative Director and President)	Mitsuhiro Hiraishi
Staff Manager Fleet/Fleet Employees Sales Dept.	Dispatched to Kanto Mazda Co., Ltd. (Senior Managing Director)	Kazuhiro Hirokawa
General Manager Corporate Services Div.	Deputy General Manager R&D Technical Administration Div. and General Manager R&D Planning Dept.	Yutaka Fujiie
Program Manager Corporate Services Div. and Program Manager Corporate Strategy Div.	General Manager Corporate Services Div.	Kenji Matsumoto
General Manager Global Auditing Dept.	General Manager Global Auditing Dept.	Hidekazu Yashima
Program Manager General Affairs Dept.	Dispatched to Changan Mazda Automobile, Co., Ltd. (Vice President)	Ryouji Takahashi
Dispatched to Hakodate Mazda Co., Ltd. (Representative Director and President)	Staff Manager Domestic Product Marketing Dept.	Takuya Shinomoto
Dispatched to Tohoku Mazda Co., Ltd. (Representative Director and President)	Dispatched to Nishi-Shikoku Mazda Co., Ltd. (Representative Director and President)	Yasuyuki Ikeda
Dispatched to Fukushima Mazda Co., Ltd. (Representative Director and President)	Field Representative Outlet Operation Support Dept.	Buichiro Takaba
Dispatched to Kanto Mazda Co., Ltd. (Representative Director and President)	Dispatched to Shizuoka Mazda Co., Ltd. (Representative Director and President)	Yutaka Kenmotsu
Dispatched to Kanto Mazda Co., Ltd. (Representative Director and Vice President)	Dispatched to Hokuriku Mazda Co., Ltd. (Representative Director and President)	Yoshiyuki Izumi

Dispatched to Hokuriku Mazda Co., Ltd. (Representative Director and President)	Staff Manager Customer Journey Development Dept.	Ryosuke Sakai
Dispatched to Tokai Mazda Co., Ltd.	Dispatched to Tokai Mazda Co., Ltd. (Senior Managing Director)	Isao Suzuki
Dispatched to Keiji Mazda Co., Ltd. (Representative Director and President)	Staff Manager Domestic Business Development Dept.	Seiji Tashima
Dispatched to Kyusyu Mazda Co., Ltd. (Representative Director and President)	General Manager Customer Journey Development Dept.	Yoshihiro Arikuni
Dispatched to Mazda Chuhan Co., Ltd. (Representative Director and Vice President)	General Manager Domestic Business Development Dept.	Masafumi Kobayashi
Dispatched to Hiroshima Techno Plaza	General Manager Electric Drive & PT Control Parts Development Dept.	Hideki Yamada
Dispatched to Hiroshima Prefectural Government	General Manager Driveability & Environmental Performance Development Dept.	Yuji Shitani
Dispatched to Mazda Ace Co., Ltd.	Dispatched to Mazda Ace Co., Ltd. (Director and Senior Managing Executive Officer)	Koichi Kagimoto
Dispatched to Mazda E&T Co., Ltd. (Representative Director and President)	Deputy General Manager Vehicle Development Div.	Hajime Seikaku
Dispatched to Mazda Motor Europe GmbH (Vice President)	Program Manager Vehicle Development Div.	Yasunori Takahara
Dispatched to Mazda Motor (China) Co., Ltd. (COO)	General Manager China Marketing Dept.	Toshio Kurahashi
Dispatched to Mazda Motor (China) Co., Ltd. (Vice President)	General Manager China Market Support Dept.	Akinori Yatsugi
Dispatched to Changan Mazda Automobile, Co., Ltd. (Vice President)	Dispatched to Changan Mazda Automobile, Co., Ltd.	Hideyuki Ohara

--	Program Manager Corporate Strategy Office (Until March 31, 2023)	Reiji Okita
--	General Manager Vehicle Development Div. (Until March 31, 2023)	Yoshio Oda
--	Senior Principal Engineer Technical Research Center (Until March 31, 2023)	Nobuo Sakate
--	General Manager Quality Div. (Until March 31, 2023)	Kenji Matsuda

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