



March 17, 2023

Executive Personnel Changes

Today, Mazda Motor Corporation's Board of Directors approved the executive personnel lineup to be proposed at the 157th Ordinary General Meeting of Shareholders and the immediately following Board of Directors meeting scheduled for June 2023 as follows.

<Scheduled changeover date: Date of 157th Ordinary General Meeting of Shareholders>

1. The candidates for Director (excluding Directors who are members of the Audit & Supervisory Committee)

New post and assignment	Post and assignment as of April 1	Name
Representative Director and Chairman of the Board	Representative Director and Chairman of the Board	Kiyotaka Shobuda
Representative Director, President and CEO Oversight of Communication and Sustainability	Director and Senior Managing Executive Officer Oversight of Communication, Corporate Communications, Corporate Liaison, Sustainability and Administrative Domain	Masahiro Moro *1
Representative Director, Senior Managing Executive Officer and CFO Assistant to President; Oversight of Operations in North America and Cost Innovation	Senior Managing Executive Officer Oversight of Operations in North America	Jeffrey H. Guyton *1
Director and Senior Managing Executive Officer Oversight of Corporate Planning & Development	Director and Senior Managing Executive Officer Oversight of Financial Services and Corporate Planning & Development	Mitsuru Ono
Director and Senior Managing Executive Officer Oversight of Global Sales and Product Strategy; Assistant to the Officer overseeing Cost Innovation	Director and Senior Managing Executive Officer Oversight of Global Marketing, Sales, Customer Service, New Business (MaaS) and Product Strategy	Yasuhiro Aoyama
Director, Senior Managing Executive Officer and CTO Oversight of R&D; Assistant to the Officer overseeing Cost Innovation	Director and Senior Managing Executive Officer Oversight of R&D, Cost Innovation and Innovation	Ichiro Hirose
Director and Senior Managing Executive Officer Oversight of Quality, Purchasing, Production, Business Logistics and Carbon Neutrality; Assistant to the Officer overseeing Cost Innovation	Director and Senior Managing Executive Officer Oversight of Quality, Purchasing, Production, Business Logistics and Carbon Neutrality	Takeshi Mukai

Director, Senior Managing Executive Officer and CSO Oversight of Corporate Strategy, R&D Strategy Planning and MDI & IT; Assistant to the Officer overseeing Carbon Neutrality and Cost Innovation	Senior Managing Executive Officer Oversight of Corporate Strategy, R&D Strategy Planning and MDI & IT; Assistant to the Officer overseeing Carbon Neutrality	Takeji Kojima
Director	Director	Kiyoshi Sato *2
Director	Director	Michiko Ogawa *2

Note: 1. The reason of changes of Representative Directors are changes of the executive personnel lineup.
2. As candidates for Outside Director, Mr. Sato and Ms. Ogawa meet the Company's criteria for independence as an outside officer.

2. The candidates for Director who are the Audit & Supervisory Committee members

New post and assignment	Post and assignment as of April 1	Name
Director and Audit & Supervisory Committee Member (Full-time)	Director and Audit & Supervisory Committee Member (Full-time)	Nobuhiko Watabe
Director and Audit & Supervisory Committee Member	Director and Audit & Supervisory Committee Member	Akira Kitamura *
Director and Audit & Supervisory Committee Member	Director and Audit & Supervisory Committee Member	Hiroko Shibasaki *
Director and Audit & Supervisory Committee Member	Director and Audit & Supervisory Committee Member	Masato Sugimori *
Director and Audit & Supervisory Committee Member	—	Hiroshi Inoue *

Note: As candidates for Outside Director, Mr. Kitamura, Ms. Shibasaki, Mr. Sugimori and Mr. Inoue meet the Company's criteria for independence as an outside officer.

3. Executive Officers (excluding Executive Officers concurrently serving as Directors, changes only)

New post and assignment	Post and assignment as of April 1	Name
Senior Managing Executive Officer Assistant to the CFO; Oversight of Financial Services; Assistant to the Officer overseeing Cost Innovation	Executive Advisor	Tetsuya Fujimoto
Senior Managing Executive Officer Oversight of Administrative Domain (Human Resources, Legal & General Affairs, Auditing, Mazda Hospital and Operations in the Greater Tokyo Metropolitan Area), Compliance and Risk Management	Managing Executive Officer Assistant to the Officer overseeing Administrative Domain; In charge of Global Auditing, General & Legal Affairs, Compliance and Risk Management	Makoto Yoshihara

Managing Executive Officer In charge of Global Sales, Marketing, Customer Service and Cost Innovation	Managing Executive Officer In charge of Brand Enhancement, Digitalization Promotion, Global Marketing, Sales and Customer Service	Hidetoshi Kudo
Managing Executive Officer and CIO In charge of MDI & IT and Business Innovation	Managing Executive Officer In charge of MDI & IT	Akihiro Kidani
Managing Executive Officer In charge of Financial Services, Corporate Planning & Development and Cost Innovation	Managing Executive Officer In charge of Financial Services and Corporate Planning & Development	Osamu Kawamura
Managing Executive Officer In charge of Vehicle Development, Product Development and Cost Innovation	Managing Executive Officer In charge of Vehicle Development and Product Development	Hiroyuki Matsumoto
Executive Officer In charge of Communication, Corporate Communications, Corporate Liaison, Sustainability and Operations in the Greater Tokyo Metropolitan Area	Executive Officer In charge of Corporate Communications, Corporate Liaison, Sustainability and Operations in the Greater Tokyo Metropolitan Area	Noriyuki Takimura
Executive Officer In charge of Operations in China; Chairman, Mazda Motor (China) Co., Ltd.	Executive Officer In charge of Operations in China	Toru Nakajima
Executive Officer In charge of R&D Strategy Planning, Carbon Neutrality and Cost Innovation; General Manager, R&D Strategy Planning Div.	Executive Officer In charge of R&D Strategy Planning and Carbon Neutrality; General Manager, R&D Strategy Planning Div.	Naohito Saga

4. Executives to step down from their positions

Post and assignment as of April 1	Name
Representative Director President and CEO	Akira Marumoto *
Director and Assistant to President	Akira Koga
Director and Audit & Supervisory Committee Member (Full-time)	Masatoshi Maruyama
Director and Audit & Supervisory Committee Member	Ichiro Sakai

Note: The reason of change (resignation) of Representative Director is changes of the executive personnel lineup.

Brief Personal Record of Candidate for Representative Director

Masahiro Moro	Date of birth:	November 8, 1960
Career:	Mar. 1983	Joined the Company
	Aug. 2002	General Manager, Global Marketing Div.
	Mar. 2004	Vice President, Mazda Motor Europe GmbH.
	Nov. 2008	Executive Officer; Assistant to the Officer overseeing Global Sales; In charge of Global Marketing
	Jun. 2013	Managing Executive Officer; Global Sales Coordination; In charge of Global Marketing, Customer Service and Sales Innovation
	Jan. 2016	Managing Executive Officer; Oversight of Marketing Strategy; President and CEO, Mazda Motor of America, Inc. (Mazda North American Operations)
	Apr. 2016	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)
	Apr. 2019	Senior Managing Executive Officer; Oversight of Operations in North America; Chairman and CEO, Mazda Motor of America, Inc. (Mazda North American Operations)
	Jun. 2019	Director and Senior Managing Executive Officer; Oversight of Operations in North America; Chairman and CEO, Mazda Motor of America, Inc. (Mazda North American Operations)
	Jun. 2021	Director and Senior Managing Executive Officer; Oversight of Communication, Corporate Communications, Corporate Liaison and Administrative Domain
	Jun. 2022	Director and Senior Managing Executive Officer; Oversight of Communication, Corporate Communications, Corporate Liaison, Sustainability and Administrative Domain
		(to the present)
		Number of Company shares held: 4,200

Jeffrey H. Guyton	Date of birth:	Jan. 8, 1967
Career:	Dec. 1996	Finance Supervisor, Truck Vehicle Centre, Ford Motor Company
	Mar. 1998	Manager, Financial Review for Corporate Controllers Office, Ford Motor Company
	Feb. 2000	Finance Manager, Association Management, Ford Asia Pacific
	Sep. 2000	Joined Mazda Motor Corporation; General Manager, Cost Planning Div.
	Jun. 2002	Executive Officer; General Manager, Cost Planning Div.
	Oct. 2003	Vice President Finance and Systems, CFO, Mazda Motor Europe GmbH
	Mar. 2009	Managing Executive Officer; President and CEO, Mazda Motor Europe GmbH
	Apr. 2016	Senior Managing Executive Officer; Assistant to the Officer overseeing Brand Enhancement; President and CEO, Mazda Motor Europe GmbH
	Apr. 2019	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)
	June 2021	Senior Managing Executive Officer; Oversight of Operations in North America; President and CEO, Mazda Motor of America, Inc. (Mazda North American Operations), Inc.
		(to the present)
		Number of Company shares held: 0

Brief Personal Record of Candidate for Director

Takeji Kojima	Date of birth:	Aug. 24, 1965
Career:	Apr. 1989	Joined the Company
	Jul. 2011	General Manager, Technology Planning Dept.
	Aug. 2014	Deputy General Manager, Product Strategy Div.
	Apr. 2015	General Manager, Product Strategy Div.
	Apr. 2017	General Manager, Corporate Communications Div.
	Apr. 2018	Executive Officer; General Manager Corporate Communications Div.
	Jan. 2019	Executive Officer; In charge of Corporate Communications and Corporate Liaison
	Apr. 2020	Executive Officer, In charge of Corporate Communications, Corporate Liaison, and Tokyo Office
	Apr. 2021	Managing Executive Officer In charge of R&D Administration, Product Strategy, Technical Research Center and Carbon Neutrality
		(to the present)
		Number of Company shares held: 1,863

Brief Personal Record of Candidate for Director who are the Audit & Supervisory Committee members

Hiroshi Inoue	Date of birth:	June 17, 1957
Career:	Apr. 1985	Appointed to public Prosecutor
	Jan. 2012	Assistant Vice-Minister of Justice, Ministry of Justice
	Nov. 2012	Chief Prosecutor, Nara District Public Prosecutors Office
	Jul. 2014	Director-General, Immigration Bureau, Ministry of Justice
	Mar. 2017	Director-General, Inspection and Guidance Department, Supreme Public Prosecutors Office
	Jun. 2017	Chief Prosecutor, Nagoya District Public Prosecutors Office
	Feb. 2018	Superintending Prosecutor, Sapporo High Public Prosecutors Office
	Jan. 2020	Superintending Prosecutor, Fukuoka High Public Prosecutors Office
	Oct. 2020	Registered as Lawyer (Daiichi Tokyo Bar Association) (to the present)
	Jun. 2021	Outside Audit & Supervisory Board Member, Mitsui Mining & Smelting Co., Ltd. (to the present)
		Number of Company shares held: 0

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