



August 30, 2024

Organizational and Personnel Changes

Mazda Motor Corporation has announced the following organizational and personnel changes, effective September 1, 2024.

1. Organizational Changes

(1) Business Innovation domain

Aim

- In anticipation of 2030 and beyond, we are pursuing a strategy of enhanced resilience to external changes by diversifying our revenue streams. To this end, we are developing a structure that will enable us to continuously develop new businesses that extend beyond the manufacture and sale of automobiles.

Description of changes

- Business Innovation Office will be newly established, with the functions of MaaS Business Preparation Office, the external knowledge acquisition function of Business Structure Strategy Department of Corporate Strategy Division, and the new value creation function of Electrification Business Division being transferred and integrated into it.
- In accordance with the above, MaaS Business Preparation Office will be abolished.

(2) Global Sales and Marketing domain

Aim

- In order to respond to changing market trends in a timely manner and facilitate business growth, the functions of formulating mid- to long-term business strategies and developing individual product marketing strategies will be separated. This will enable each function to enhance its area of expertise.
- Regarding the business in China, we have been transferring strategic operations to our local entity since April 2023, and this transition is now complete. In line with this change, we are reorganizing the relevant organizations.

Description of changes

- Product Marketing Department will be newly established, assuming responsibility for the product and technology launch functions previously handled by Global Brand Promotion Department, as well as the product marketing strategy formulation function and other related tasks currently performed by Global Marketing Strategy Department.
- The functions of China Operations Department will be transferred and reorganized within Global Sales & Marketing Division, Product Marketing Department, Business Support Department, and Business Transformation Promotion Department, respectively.
- In accordance with the above, China Operations Department will be abolished.

2. Personnel changes

General Managers and above

New post	Current post	Name
General Manager, Business Structure Strategy Dept. and Program Manager, Corporate Strategy Div.	Program Manager Corporate Strategy Div.	Yukihiro Kourogi
General Manager and Staff Manager, Business Innovation Office	General Manager MaaS Business Preparation Office	Kota Beppu
General Manager, Product Planning Dept. and Staff Manager, Business Innovation Office	General Manager Product Planning Dept. and Leader, Electrification Business Div.	Kan Matsuoka
Program Manager, Vehicle Development Div.	Manager, Chassis Development Dept.	Tsuyoshi Iwata
Senior Principal Engineer Vehicle Testing & Research Dept. and Senior Principal Engineer, Electrification Business Div.	Senior Principal Engineer, Vehicle Testing & Research Dept.	Satoshi Okamoto
Senior Principal Engineer, Integrated Control System Development Div.	Principal Engineer, Infotainment and Control Model Development Dept.	Takuro Miyoshi
Senior Principal Engineer, Integrated Control System Development Div.	Research Manager, Integrated Control System Development Div.	Satoshi Komori
Senior Principal Engineer, Engine Performance Development Dept.	Principal Engineer, Engine Performance Development Dept.	Daisuke Shimo
Senior Principal Engineer, Technical Research Center	Research Manager, Technical Research Center	Yusaku Takeda

General Research Manager, Technical Research Center	Principal Engineer, Technical Research Center	Hiroshi Kubota
General Manager, Global Marketing Strategy Dept.	Dispatched to Mazda Motor Europe GmbH	Takashi Morita
General Manager, Product Marketing Dept.	General Manager, Global Marketing Strategy Dept.	Tomoya Matahira
Dispatched to Hiroshima University and Senior Principal Engineer, Technical Research Center	General Research Manager, Technical Research Center	Kazuo Nishikawa
Dispatched to Mazda North American Operations (EVP)	Dispatched to Mazda North American Operations (EVP and CFO)	Takeshi Nishiki
Dispatched to Mazda North American Operations (CFO)	General Manager, Business Structure Strategy Dept.	Tatsuro Omura
Dispatched to Mazda Motor (China) Co., Ltd. (COO)	Dispatched to Mazda Motor (China) Co., Ltd. (COO and Vice President)	Takashi Sumioka
Dispatched to Mazda Motor (China) Co., Ltd. (Vice President) and Chief Manager, Global Sales & Marketing Div.	General Manager, China Operations Dept.	Jiro Yamamoto
	Senior Principal Engineer, Integrated Control System Development Div. (Until September 10, 2024)	Yoshiyuki Shinya

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