



January 15, 2025

Executive Personnel Changes

Mazda Motor Corporation announced the executive personnel lineup to be proposed at the 159th Ordinary General Meeting of Shareholders and the immediately following Board of Directors meeting scheduled for June 2025 as follows.

<Scheduled changeover date: Date of 159th Ordinary General Meeting of Shareholders>

1. The candidates for Directors (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	Representative Director, President and CEO Oversight of Communication and Sustainability	Masahiro Moro
Representative Director, Senior Managing Executive Officer and CFO Assistant to President; Oversight of Corporate Planning & Development, Operations in North America and Europe, and Cost Innovation	Representative Director, Senior Managing Executive Officer and CFO Assistant to President; Oversight of Corporate Planning & Development, Operations in North America and Europe, and Cost Innovation	Jeffrey H. Guyton
Director, Senior Managing Executive Officer Oversight of Cost Reduction	Director, Senior Managing Executive Officer Oversight of Cost Reduction	Yasuhiro Aoyama
Director, Senior Managing Executive Officer and CSCO Oversight of Monozukuri Innovation, Supply Chain Innovation and Carbon Neutrality Promotion	Director, Senior Managing Executive Officer and CSCO Oversight of Monozukuri Innovation, Supply Chain Innovation and Carbon Neutrality Promotion	Takeshi Mukai
Director, Senior Managing Executive Officer and CSO Assistant to the Officer overseeing Carbon Neutrality Promotion	Director, Senior Managing Executive Officer and CSO Assistant to the Officer overseeing Carbon Neutrality Promotion	Takeji Kojima
Director, Senior Managing Executive Officer and CTO Oversight of R&D; Assistant to the Officer overseeing Monozukuri Innovation	Senior Managing Executive Officer and CTO Oversight of R&D; Assistant to the Officer overseeing Monozukuri Innovation	Ryuichi Umeshita

Director	Director	Kiyoshi Sato *
Director	Director	Michiko Ogawa *

Note (*): 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)	Managing Executive Officer Assistant to the Officer overseeing Administrative Domain	Hironori Tanaka
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	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. Executives to step down from their positions

(Scheduled date of retirement: Date of the 159th Ordinary General Meeting of Shareholders)

Post and assignment as of April 1	Name
Director, Senior Managing Executive Officer Assistant to President	Ichiro Hirose
Director and Audit & Supervisory Committee Member (Full-time)	Nobuhiko Watabe

Brief Personal Record of Candidate for Director

Ryuichi Umeshita Date of birth: April 3, 1965

Career:	Apr. 1988	Joined the Company
	Dec. 2010	General Manager, Product Planning Div.
	Apr. 2012	Deputy General Manager, Product Div.
	Jun. 2013	General Manager, Product Div.
	Jan. 2014	General Manager, Product Strategy Div.
	Apr. 2015	General Manager, Customer Service Div.
	May 2015	General Manager, Customer Service Div.;
		Representative Director & President, Mazda Parts Co.,Ltd.
	Apr. 2016	Executive Officer, General Manager, Customer Service Div.
	Apr. 2018	Executive Officer, In charge of Customer Service; Assistant to the Officer in charge of Brand Enhancement and Global Marketing
	Apr. 2019	Executive Officer, In charge of Brand Enhancement, Global Marketing and Customer Service
	Jun. 2019	Executive Officer, In charge of Brand Enhancement, Global Marketing, Sales and Customer Service
	Apr. 2021	Executive Officer, Executive Vice President, Mazda Motor of America, Inc. (Mazda North American Operations)
	Apr. 2023	Managing Executive Officer, Assistant to the Officer overseeing Operations in North America; Executive Vice President, Mazda Motor of America, Inc. (Mazda North American Operations)
	Oct. 2023	Managing Executive Officer, In charge of Electrification Promotion

(to the present)

Number of Company shares held: 17,400

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

Hironori Tanaka Date of birth: September 9, 1963

Career:	Apr. 1989	Joined the Company
	Apr. 2017	General Manager, Domestic Business Div.
	Apr. 2019	Executive Officer, General Manager, Domestic Business Div.
	Jul. 2019	Executive Officer, In charge of Domestic Sales
	Apr. 2022	Managing Executive Officer, In charge of Operations in ASEAN; President, Mazda South East Asia Ltd.

(to the present)

Number of Company shares held: 6,500

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